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DEAR COLLEAGUES

In a recent appearance before the House of Commons' Public Safety Committee, RCMP Commissioner Paulson made the following statement: "**I don't think it's my role to be commenting publicly on legislation or matters of government.**"

While we respect the Commissioner and find his statement to be consistent with his office's responsibility to government, our senior leadership's overall inability to speak out on such matters prevents our force from participating in public discussions about policing services and from drawing attention to specific workplace issues and concerns.

To be perfectly clear, we are not calling on Commissioner Paulson to step beyond the scope and mandate of his office. However, our association feels very strongly that someone must speak out with a clear voice on behalf of all members of the force.

MPPAC is fighting to be that voice. Where our senior leaders remain silent, MPPAC can present the collective thoughts and concerns on behalf of all members of the force. Our own membership is represented by a democratic system that ensures both proportionality and accountability and this allows us to come together to define a clear agenda of workplace concerns.

Let us be the collective voice through which members of the force speak out to express their thoughts and concerns about our workplace.

ONLY INDEPENDENT REPRESENTATION WILL GIVE US A VOICE

The fight for independent representation has gone on for many decades. Here are some examples of what your fellow members have done to further the cause of independent representation and, above all, defend *your* rights and interests:

- **Workplace concerns**— a collection of independent associations formed in the 1970s to formally present workplace concerns to our employer.
- **Independence from management** — while our employer responded to the initial attempt to organize in the 1970s by imposing the SRR Program in 1974, this did not stop members from taking another step toward independence from management by forming regional associations, from C-Div in 1985, O-Div in 1990, E-Div in 1994, and NHQ in 1995 (later to merge with O-Div), to our national association in 2010.

- **The right to organize** — cases in 1990 (*Delisle v. RCMP Commissioner*), 1998 (*Delisle v. A.G. Canada*), and again in 1999 (*Delisle v. A.G. Canada* at the Supreme Court) sought redress for reprisals against those organizing in the fight for independent representation. The most recent of these cases led to a review of the SRR Program (see: “Challenge 2000” Report).
- **Canadian Labour Code (CLC)** — in February 1995, approximately 500 members of the force marched on Parliament Hill in support of independent representation and in opposition to Bill C-58, the *Public Service Staff Relations Act*, which would have stripped the RCMP of its CLC, part II rights. Association members appeared before parliamentary committees shortly after and their opposition to the bill was instrumental in the force’s retention of CLC, part II rights.
- **Wage freezes** — approximately 1000 members of the force gathered to express their concerns about a 0% wage freeze (then effective 1994-1997) in Surrey, BC. The SRR Program committed to following up on the issue but ultimately did nothing to defend members’ interests.
- **Misuse of pension funds** — associations joined the Public Service Alliance of Canada’s \$30 billion pension right over the federal government’s appropriation of funds.
- **Member support meetings** — E-Division members have come together to discuss personal experiences and work-related issues since June 2011. These sessions helped many members deal with significant workplace challenges. Issues discussed in these sessions are often become part of our national agenda.
- **Our constitutional right to choose our labour representatives** — our court case was heard at the Ontario Superior Court in 2008, and resulted in Justice MacDonnell’s 2009 declaration that s.96 of the RCMP *Regulations* (forced representation in the SRR Program) is unconstitutional. The government appealed this decision and we are currently awaiting news from the Ontario Court of Appeal.

WE HAVE COME SO FAR AND WE ARE SO CLOSE

We are fighting for the right to engage in collective bargaining through an independent association. Become a member today and let’s put forward a collective voice on work-related issues that concern us all.

The Interim Directors of the National Executive —

MPPAC | Mounted Police Professional Association of Canada
ACPMP | Association Canadienne de la Police Montée Professionnelle

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