

DEAR COLLEAGUES

Many of you have written to us with questions and concerns since the Treasury Board released their three year pay package for 2012-2014 on Friday 30 March 2012.

We hope that you will continue to write to us over the next few weeks and we look forward to sharing additional information about this pay package shortly. Today, we would like to begin addressing your questions and concerns by offering a breakdown of the 2012 Federal Budget and the Treasury Board pay package.

FEDERAL BUDGET BREAKDOWN

The 2012 Federal Budget imposes **a ten percent (10%) planned reduction in Public Safety departmental spending over the next three years**. This will reduce the RCMP budget by \$195 million overall.

This 10% reduction in our force's budget will exacerbate alarming workplace conditions that we currently face, from inadequate staffing, aging equipment and firearms, to limited access to resources and training. Once again we are being asked to do more with less — to make more sacrifices while being put at even greater risk.

The Budget also prohibits any new funding for pay increases. Specifically, it mandates that salary increases must be funded through the cannibalization of existing benefits of resources within the force's budget (which, you will recall, have just been cut by 10%).

In other words, the only possible means for us to receive a salary increase over the next three years would be to forfeit our own existing benefits and resources (which, again, were just cut by 10%).

TREASURY BOARD PAY PACKAGE BREAKDOWN

Given our employer's unilateral decision to "rollback" our wages in 2009 by 2.5% and leave us with a mere 1.5% since, it is easy to view this three year offer (1.75% in 2012, 1.5% in 2013, and 2.0% in 2014) as a step in the right direction.

However, since the Budget mandates that we forfeit our own benefits and resources to fund any salary increase, this latest pay package is actually just a redistribution of funds without any net gain. In fact, it actually works out to a net loss when you factor in the 10% cut to the force's funding — meaning, in other words, that we now have 10% less benefits and resources to forfeit in order to fund this increase.

WE ARE FALLING BEHIND

We are not afraid of challenges or sacrifices. We are proud of the force and work hard to make it a success. But we deserve better than to have our benefits and resources appropriated without warning or consent, reduced, redistributed, and then presented to us by our employer as an “increase”.

Our fight for collective bargaining and independent representation is about respect. We are all professional members of the force and do not advocate strikes or work actions. Rather, we seek the right to negotiate with our employer in good faith and produce a legal framework — a collective agreement — that will allow us to hold our employer accountable on these and other matters.

Every major police force in Canada is protected against such actions by their respective employers through collective agreements. While negotiations that lead up to each collective agreement may require both sides to make sacrifices, we remain the only force to tolerate such routine disrespect from our employer in this way.

We have lost more ground in the last decade than we can ever hope to regain without collective bargaining and independent representation.

Join our fight for collective bargaining and independent representation and let's put an end to redistributions of our benefits and resources masquerading as *increases*. With collective bargaining and independent representation we can finally 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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