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DEAR COLLEAGUES

RCMP Vision for Change Gone Wrong

You, the RCMP membership nation wide have seen unprecedented changes poised for implementation very soon. Anyone following the news updates on GroupWise have watched in dismay at the changes to our pensions, pay and healthcare delivery that are sure to have a negative impact on you in the long-run.

These events are disturbing because the changes we, the RCMP membership and all Canadians once looked forward to, involved transforming the organization for the better. The Task Force on Governance and Cultural Change in the RCMP issued a report in 2007 outlining challenges the organization faced then and increasingly faces today. Three of the objectives the Task Force had were to increase accountability to the public, elected political leaders and the membership.

Recent events and actions by management would suggest that the first two objectives are being considered with little if any concern for the members. Take this one step further by recognizing that a well tended membership is the surest way to deliver world-class policing to the public then begs the question, is there only one party's interest served in these latest changes?

Every other major police force in Canada has a basic structure in its governance, elected officials, management, a bargaining agent and then the members. It has to be this way to ensure unreasonable demands are not foisted on their members. Just as every game needs a referee, every police force needs someone to be political on your behalf. If neither management or the SRRP is permitted to be political and bind elected political leaders to agreements in the member's favour, then who will?

The RCMP remains the ONLY major police force in Canada where changes to pay, benefits and pension are made with NO CONSULTATION , and without ratification by the affected membership. It is time you were provided with the respect you deserve, the respect of ensuring that your voice is considered in matters that directly affect your current and future financial well-being.

There is no organization without the membership, you are this organization's most valuable asset. Without you, this organization would only consist of empty buildings, vehicles and memories.

If you have a different Vision for Change than what is currently happening then join the Mounted Police Professional Association.

Let us be your advocate.

The Interim Directors of the National Executive —

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Please be advised that the French translation is to follow.