

## MEMBER COMMUNICATION 28

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[national@mppac.ca](mailto:national@mppac.ca)

**DEAR COLLEAGUES**

### **HELP US SAVE THE MEMBER/EMPLOYEE ASSISTANCE PROGRAM (MEAP)**

Recent announcements have informed RCMP members that the current Member/Employee Assistance Program (MEAP) will be phased out and replaced with a telephone service. The Mounted Police Professional Association of Canada (MPPAC) has grave concerns for the loss of MEAP and the detrimental impact this will have on the wellbeing of RCMP members and employees in crisis. The MPPAC executive does not represent MEAP or speak on the program's behalf, but we strongly advocate retaining the current MEAP service as is.

Currently, MEAP provide invaluable assistance to members in many capacities and is often able to address workplace issues before problems escalate. Other Canadian police forces have employee assistance programs that fill the same need as MEAP for good reason: members having personal and workplace issues need confidential referrals from real people who can interpret their non-verbal cues and communicate with them face to face, rather than over the phone.

Under the current MEAP program, regular and civilian members, employees and their families can reach out in person to individuals who have been trained to provide confidential social, personal, health and work related counsel. MEAP assists members with Post Traumatic Stress Disorder (PTSD) and debriefing and support from critical incidents and counsels families affected by their loved ones' duty, among many other services. These beneficial MEAP functions and responsibilities are not known to many members until they need them, but members will suffer without this worthy service in the future.

There are certain things RCMP members need to do our jobs effectively. Having an assistance program is one of them. That is why we need your help. Even if you have not yet used the services of MEAP, there is a strong likelihood that at some critical point in your career you will. We encourage you to voice your concerns to management. We simply cannot allow dollars to be put before employees' wellbeing.

**If you agree with MPPAC and want to save the MEAP services, join us in solidarity to do what is right for our members and employees.** Help us show management that we will not allow such a valuable service to be stripped away. Let's show that we will stand together and demand to be treated with respect and dignity and insist that our organization put our health and wellbeing first.

### **LET US BE YOUR ADVOCATE**

MPPAC is 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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