

## MEMBER COMMUNICATION 29

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### DEAR COLLEAGUES

Your Association Executives recently became aware of changes which will be imminent for members who work in federal units across the country. These changes will have a significant impact on members shift schedules, members regular time off along with financial implications. There will be serious ramifications to our membership's work life balance, along with that of their spouses and families. As part of the streamlining and restructuring of federal operations nationwide, all current work shifts will be affected and the majority of these changes will be implemented by January 1st, 2013.

Members who are currently assigned and are working in federal units will be going to 8 hour shifts unless compelling rationale is provided which would support an alternate shift schedule. 10 hour shifts will **not** be considered an alternative and this shift is off the negotiation table, period. Federal Units such as the Integrated Homicide Investigative Team (IHIT) in E' Div will be commencing 8 hour shift schedules as of Oct 1st, 2012.

Over night custody of vehicles will be severely impacted and maybe eliminated altogether. Any unit whose function requires attendance to the unit's worksite at the commencement of their shift, will not be granted over night custody for vehicles. Dedicated surveillance units may be in a position to retain over night custody of vehicles, however there is no guarantee that this will be the end result.

These changes are going to have an immediate financial cost to all affected members in terms of a reduction in available overtime, spousal schedules being severely impacted, implications for work life balance and implications for every member who has a family and children. In various divisions, we have learned that members may also be responsible for paying for their own parking costs at the worksite. In some divisions, this cost will be in excess of \$100 monthly. We have been advised that plain clothes allowance may also be one of the benefits affected in the very near future.

Our membership will be dealing with these issues during which time, we have learned that the executive level total compensation will provide further incentives for executive level officers to make more cuts to the membership's benefits. One provision of the new compensation formulae for executive level compensation includes tying 40% of at-risk pay for the achievement of a corporate commitment linked to the all-of government spending review, and the remaining 60% to individual performance. Another is the ending of severance accumulation for voluntary departures of executives but an offsetting increase in base pay for these groups for a period of two years: 1.75% for 2011 and 1.5% for 2012. These changes to executive compensation will be at no additional cost to Canadian taxpayers since departmental operating budgets are frozen.

Therefore increases to base pay will be absorbed from within current existing budgets.  
<http://www.tbs-sct.gc.ca/prg/tbiex12-itbex12-eng.asp>

You the membership need to ask yourself right now, did you have any say yet again, in the unilateral changes to your working conditions which will have a direct immediate impact on your financial future, that of your spouse's and your ability to adequately provide for your families? The consultative process that our employer has shackled us with, is failing us all, again and again and will continue to fail us, as long as we continue to do nothing. Do you dare show your employer you deserve better? It's time to take back our organization. Stand with us now and fight back for something better!

#### **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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