

Your SRRs are Shut Out

Your Staff Relations Representatives have agreed to sit on the sidelines while the government and RCMP management develop a new labour relations model for the RCMP. Do not wait for your SRR to advise and inform you about your labour relations future – they can't. In February of this year, the National Executive of the Staff Relations Program entered into an amended agreement with the Commissioner which excludes SRRs from discussions with management on labour relations, and from communicating their views to you.

Under the new contract, SRRs have agreed:

- to refrain from activities related to the promotion of a particular labour relations model or organization;
- to be excluded from any discussions with management relating to the establishment of a new labour relations regime for members; and
- not to use any RCMP communication system or any other equipment or facility to promote a particular labour relations model or organization.

Any SRR caught breaching this agreement may be subject to discipline under the SRR constitution and by their Commanding Officer under the RCMP Act.

While the Staff Relations Program remains in effect, it will clearly have no role in shaping the new labour relations system that is currently under development, nor will your SRRs be able to educate and inform you about the changes that are coming. They are now shut out of the process and in the dark. Yet members need to learn about their labour relations future and the choices that are now open to them. Members must take steps to inform themselves.

The recognition of members' constitutional rights provided by the Supreme Court of Canada has presented members with an opportunity as well as a responsibility to be an informed participant in shaping the RCMP going forward. As an organization that has fought to bring members that choice, MPPAC challenges all members to consider their future. How would you like to see the organization and the workplace evolve? What matters to you? MPPAC believes that it will be members like you, thinking about how to improve the organization and the workplace, and acting together to achieve those goals, that will make the difference. As members, we are committed to high standards of professional policing, and we recognize the importance of a strong national police force, but we also believe that these ideals can and will be reached while treating members fairly, ethically and respectfully. We have the ability to influence the organization only by working together. In this respect, we are not blazing a trail, but rather following the well established and respected norm in policing. Professional police associations across North America and beyond have been recognized for decades as legitimate stakeholders who contribute positively to our profession. This opportunity is now open to members of the RCMP. We urge members to engage. Talk to your colleagues within the RCMP and in other police forces. Attend our information sessions. Access our webpage. Be-

come informed and be part of the growing contingent of members who have come to realize that working collectively we have the ability to help shape this organization into one that meets the needs of members and the Canadian public.

LET US BE YOUR ADVOCATE

The Mounted Police Professional Association of Canada (MPPAC) aims to become the independent labour representative for all non-commissioned RCMP members. MPPAC was established in 2010 to fight for the right to engage in collective bargaining through an independent association on behalf of RCMP regular and civilian members across Canada. We strive for excellence in our conduct and obligations. We provide leadership to all of our membership, on justice issues which affect the quality of life of all Canadians. The Association does not seek or support the right to strike. To learn more, visit www.mppac.ca.

Become a member today and let's put forward a collective voice on work issues that concern us all. Please forward this message to your RCMP colleagues who are not yet members of MPPAC.

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

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