

Joining the Ranks of Police Members Who Have a Voice

Dear MPPAC Members:

In February 2014 it was announced to the RCMP membership that Supt. Doug Anthony was replacing an outgoing member on the two-person National Executive SRR caucus.

The troubling fact that a Commissioned Officer is on the NEC is a prime example of one of the many significant challenges presented by our current system of membership representation.

We now have a Commissioned Officer – a member of senior management -- representing our members in communications with management. It doesn't make sense.

We owe it to ourselves and our membership to contrast this with how police do it everywhere else. For example, as the national voice for front-line police officers across Canada, the Canadian Police Association brings a unique member-focused perspective on policing and public safety. Other police associations provide member-based leadership to protect and advance the collective rights and interests of its membership.

These police association teams work together to best serve their collective memberships, bringing forward and putting in place the best possible solutions – using the voice of their members, and not filtered through management.

These police associations, commonplace throughout Canada, have an obligation and a commitment to ensure that the views of their members are accurately relayed to government, opinion formers, key stakeholders and their management. These associations are successful and commonplace because they provide a collective support network for members to successfully improve representation and conditions for their own members. Members' voices are being accurately heard.

It's for these very reasons that the CPA is the national voice for 52,000 police personnel across Canada, including police serving in 160 police services across Canada. This strong united member-focused voice is why these police agencies in Canada have an independent Professional Police Association.

This is how employee-management relations are governed everywhere else in the police universe, and it works. This tried and true process respects the voice and the views of the non-management members of the force, and gives them an opportunity to choose how best to have their interests represented.

The contrast with the anomaly of the SRRP is stark – we are singled out and asked to entrust commissioned officers/management with representing members in management-employee relations. It isn't unrealistic to expect this will stifle members' voices and the sharing of members' perspective.

Let's look at a real-life example of the fallout from our current system of representation – a report recently publicly released and posted on the RCMP website shows that the number of RCMP officers disabled while on duty is expected to almost double in less than 15 years.

The report warns that the RCMP must do more to better understand the causes of disability conditions, to mitigate risk and to improve occupational health and safety policies and practices.

How does this compare to other police services in Canada who are part of the CPA? There is no basis for comparison, as their collective agreements have preventative measures in place to prevent these issues from occurring.

There is absolutely no doubt that today we are closer than ever to achieving our long-held goal of having the opportunity to choose an independent association.

A system of democratic representation for RCMP members will significantly increase the efficiency, accountability and transparency of our national police service.

Our members, their families, and the people we serve deserve a competent, professional police association worthy of respect, trust and confidence.

You deserve to have your voice heard.

LET US BE YOUR ADVOCATE

The Mounted Police Professional Association of Canada (MPPAC) aims to become the independent labour representatives 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.

The Directors of the National Executive —

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