

## **The Fight for RCMP Collective Bargaining heads to the Supreme Court of Canada**

The Mounted Police Professional Association of Canada (MPPAC) continues to fight for the rights of RCMP members across Canada to unionize and engage in collective bargaining.

On 13 May 2013, MPPAC's legal council submitted a Factum of the Appellants to the Supreme Court of Canada on behalf of the Mounted Police Association of Ontario (MPAO) and the British Columbia Mounted Police Professional Association (BCMPPA) "on their own behalf and on behalf of all members and employees of the Royal Canadian Mounted Police." The 61 page document, available on the MPPAC website, concludes that:

*Collective bargaining is a necessary part of the freedom to associate. The exercise of this freedom requires a bona fide independent association of employees, chosen or formed by them, to capture and represent their interests to the employer. The exercise of this freedom is not facilitated by the SRRP, but rather prevented by it. The Associations, and members of the RCMP, have no ability to compel recognition of their rights and fight the imposition of the SRRP, because they have been excluded from the statutory regime intended to instantiate associational freedoms. The result is a substantial interference in the right to engage in a process of collective bargaining as part of freedom of association which cannot be justified.*

This argument does not please the Staff Relations Representatives or RCMP management, which is using members' money—in the form of the Legal Fund—to undermine our right to free choice for labour representation. The Legal Fund has submitted a Memorandum of Argument reiterating their stance that the SRRP provides sufficient employee representation and does not contravene the freedom of association granted to Canadians by section 2(d) of the *Canadian Charter of Rights and Freedoms*.

In addition to the Mounted Police Members' Legal Fund, the following parties have been granted intervener status:

- Association des Membres de la Police Montée du Québec
- Confédération des syndicats nationaux
- Canadian Police Association
- Canadian Labour Congress
- Canadian Civil Liberties Association
- Public Service Alliance of Canada
- British Columbia Civil Liberties Association
- Attorney General of Ontario
- Attorney General of Saskatchewan
- Attorney General of Alberta
- Attorney General of British Columbia

The labour and civil liberties groups listed will be intervening in support of the appellants and RCMP unionization; the Attorney Generals will be intervening in support of the respondent, the Attorney General of Canada. Applications for intervener status from the Alberta Union of Provincial Employees and SAIT Academic Faculty Association (joint application) and the Saskatchewan Federation of Labour have been dismissed.

The current Staff Relations Representative Program has failed the RCMP. It is because of this labour relations program that we are now subject to Bill C-42, *Enhancing RCMP Accountability Act*, which MPPAC contends is unconstitutional legislation: the bill was originally tabled by the previous Conservative minority government and supported by the SRRP. In addition, the SRRP is responsible for the following changes to RCMP employee benefits:

- Loss of 3% in wages due to members not having a collective agreement;
- RCMP healthcare moved to provincial plans and benefits now capped at a financial limit;
- Increased pension contributions which will eventually go up to 50/50 cost or greater to members, with nothing to stop the government from increasing the contribution cost for members;
- Wait times sometimes in excess of 12 weeks for overtime and acting pay.

Even with the introduction of Bill C-42, RCMP members are still being harassed and bullied today as we do not have a collective agreement to protect the membership.

We welcome your comments and feedback. Please send your comments to [national@mppac.ca](mailto:national@mppac.ca).

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

MPPAC urges you to consider the RCMP you want to work in and to be active in recruiting anyone interested. Visit our website at [www.mppac.ca](http://www.mppac.ca), become familiar with the issues, and feel free to contact anyone in the executive. We are here to assist you in any way we are able.

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 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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