

MEMBER COMMUNICATION 44

13 May 2014

Please forward this message to your RCMP colleagues who are not yet members of MPPAC.



Federal Government moves to implement new powers for RCMP Commissioner despite looming Supreme Court decision on members' right to associate

While members of the RCMP await the outcome of their appeal before the Supreme Court on their right to associate and engage in collective bargaining, the federal government has been hastily putting together legislation designed to enlarge managerial powers. Following last year's statutory amendments, the government has released new *RCMP Regulations* which it plans to implement in June of this year, to increase the Commissioner's powers over members of the Force in matters such as discipline, demotion and discharge.

"This is so disappointing," said Mounted Police Professional Association of Canada (MPPAC) President Rae Banwarie. "It seems clear that the government is doing everything possible to take advantage of the members while they remain vulnerable, without the protection of an association recognized for bargaining."

MPPAC has acquired the proposed changes to the *RCMP Regulations* and the process matrix that applies to each member. MPPAC members can log into the MPPAC national website and look under the Resources link to view these. The SRRs have seen the proposed *Regulations* and have done nothing to challenge management, even though specific changes are unconstitutional and violate the Charter. Worse yet, the SRRs have done nothing to be accountable and transparent by sharing these proposed regulations with the membership. Please review these proposed *Regulations* as they will affect every aspect of your career.

MPPAC has also called on the government to halt further legislative efforts and await the outcome of the Supreme Court's ruling on whether members are entitled to unionize and collectively bargain. The Court heard arguments on the case in February and is now considering whether federal laws which prevent RCMP members from collective bargaining violate the Charter of Rights and Freedoms. That decision is anticipated later this year. A favourable Supreme Court decision would allow RCMP members to unite and seek to negotiate aspects of their employment that are now dictated by the government.

Meanwhile, the government is pushing ahead with its agenda. If changes to the *RCMP Regulations* are implemented in advance of a favourable Supreme Court decision, it will mean significant costs to taxpayers. "No independent employee association would accept what the government is imposing. If the members are allowed to unionize, you can bet that those *Regulations* and related rules will change. Implementing them now is wasteful and will create even more internal bureaucratic confusion. We don't need it," explained Banwarie. MPPAC contends for the best interests of RCMP members, our national police force and ultimately all involved parties, this process must be halted.

LET US BE YOUR ADVOCATE

The Mounted Police Professional Association of Canada (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, in affiliation with the Canadian Police Association, 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.

The Directors of the National Executive —

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

