

**MEMBER COMMUNICATION 33  
25 March 2013**

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[national@mppac.ca](mailto:national@mppac.ca)

**NEW! Legal insurance for MPPAC members**

MPPAC is pleased to announce a partnership with DAS Canada that will provide a full range of legal insurance to MPPAC members across the nation. The **MPPAC Legal Assistance Program** will create a foundation for lasting change in the RCMP and will support our mission to be recognized as the official independent collective bargaining association for all RCMP members. Services will include:

**Legal Defence**

- Defends an MPPAC member from criminal and highway traffic prosecutions

**Discharge and Demotion Appeals**

- Representation throughout the External Review Committee (ERC) appeal process, including administrative and medical discharges as per the *Royal Canadian Mounted Police Act*

**Police Conduct Investigations**

- Legal representation for MPPAC members required to give evidence during an investigation into alleged criminal conduct by a police officer

**Coroner's Inquest**

- Legal representation for MPPAC members required to appear or give evidence at a Coroner's Inquest

**Employment Grievances**

- Up to two hours of telephone legal advice per MPPAC member per policy period (year) to assist the member in presenting an employment grievance to a level one adjudicator
- Acceptable grievances are:
  - Medical or administrative leave
  - Duty to accommodate
  - Forced relocation
  - Breach of confidentiality

**Tax Protection**

- Pays an MPPAC member's legal costs in respect of a personal tax audit or the appeal of a tax audit, provided the member demonstrated reasonable care to ensure tax returns were complete and correct and submitted in the required time period

**Formal Disciplinary Hearings**

- Pays an MPPAC member's legal costs in respect of a formal disciplinary proceeding brought against that insured person

**Unlimited Telephone Legal Advice**

- Each MPPAC member will have unlimited access to a confidential general legal advice help line for **any** personal legal or tax matter, regardless of whether it is covered by the policy
- Available seven days a week from 8:00 a.m. to 12:00 a.m. ET
- DAS will facilitate a lawyer for emergency situations

*Conditions and/or exclusions may apply. See policy wording for full details.*

### **Coverage Limits**

- \$100,000 per claim; maximum \$100,000 per policy period (year);
- The date of occurrence of the insured event must be during the policy period;
- The officer must be a member of MPPAC prior to the date of occurrence; and
- The member must be employed as an officer of the RCMP and must be carrying out their official duties for the RCMP.

DAS Canada is a global market leader in legal protection. Based in Toronto, the company currently provides a legal service for London Metro Police Services and will set new precedent with the full range of coverage offered exclusively to MPPAC members. This program of protection is above and beyond coverage provided to any other police agency in Canada. In addition, the MPPAC Legal Assistance Program is a non-discretionary fund, so no one from the force will know about your case. Only your lawyer will know your situation.

### **All MPPAC members in good standing will be guaranteed the above protection. Good standing means:**

- Member dues are paid and up to date.
- Member is not part of any employer-funded or employer-run program which is contravenes the mission, vision and values of the Association with an end objective of collective bargaining and independent binding arbitration.
- Consideration will be given by national or regional executives to past Association members who have left the Association within the past two years by their regional or national executives in terms of rejoining the Association without paying the additional \$50 administrative fee.
- Member must uphold the mission, vision and values of the Association and abide by Article 2, Article 2.01, Article 2.02 of the MPPAC national constitution.
- Failure to abide by Article 2, Article 2.01, Article 2.02 of the MPPAC national constitution will lead to suspension by the national or regional Association executive and suspension of all Association benefits.
- Member who has not been suspended or expelled from the Association.

### **Annual Dues**

MPPAC annual dues have not increased in over 17 years. **With the groundbreaking MPPAC Legal Assistance Program, dues will increase to \$50 per month** and will encompass both association dues and legal coverage in one amount. MPPAC dues are currently 100% tax deductible; at the median tax rate of 35%, this will mean your actual cost out of pocket conservatively, is approximately \$32.50 per month.

MPPAC dues are lower than any other Police Association annual dues within Canadian policing. (For comparison, Vancouver Police Department union dues were approximately \$1050 in 2011.) As an additional savings, MPPAC members will no longer be required to pay into the discretionary RCMP Legal Fund, which does not guarantee legal coverage. All MPPAC Association dues are non refundable.

### **Payment Dates**

Monthly payment Members - An initial \$100 payment for April and May dues will be deducted on 14 April 2013 to start up the program. No dues will be deducted in May. As of June 2013, \$50 will be withdrawn on or around the 14<sup>th</sup> of each month.

Prepaid Members - Members who pay annually by cheque, Paypal or preauthorized bank withdrawals, will be credited for what they have left from their previous annual dues (\$9 per month) and the difference (for the initial \$100 amount will be withdrawn on April 14). No dues will be deducted in May.

As of June 2013, prepaid members will have the option to pay via Paypal (annual \$600, monthly \$50), cheque (annual \$600) or preauthorized bank withdrawals (annual \$600). Current preauthorized annual members, will also have the option to switch to preauthorized monthly payments.

For new members who join after April 14, 2013, there will be a \$50 administration fee to set up your membership. This fee will be waived if the annual dues are paid in full.

**You must reconfirm your MPPAC membership by contacting [national@mppac.ca](mailto:national@mppac.ca) by 05 April 2013 to ensure payments may be deducted on the 14<sup>th</sup>.**

## **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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***It's your RCMP, it's your future, you can make a difference!***