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HUGE WIN FOR RCMP MEMBERS. GOVERNMENT CAPITULATES TO MPPAC DEMANDS TO DELAY BILL C-42

Dear MPPAC Members:

We are extremely pleased to share with you great news that shows how your Association is having a concrete and positive effect on RCMP issues. On June 11th our hard work paid off with the announcement that the very flawed new Bill C-42 will not come into force until the Fall.

The MPPAC -- with limited resources -- has succeeded in persuading government and senior management that this delay was necessary. This is a huge win for all RCMP members. The MPPAC has repeatedly called for Bill C-42 to be withheld until after the Supreme Court announces its decision on allowing RCMP members the right to form an independent, members-based union.

The Supreme Court recently heard arguments on the case and is now examining whether federal labour laws which exclude RCMP members from collective bargaining violate the Charter. That decision is expected within the next few months, and will now likely come before C-42 is made law.

If the Supreme Court grants RCMP members the right of representation in a union setting, this would have sweeping effects on Bill C-42. The implementation of a collective agreement for RCMP members would make the majority of the provisions of Bill C-42 void. This would require the re-writing of the legislation. In that case, we would ensure that the provisions meet the requirements of the Charter.

Concerns about the numerous unconstitutional provisions within the Bill and the need to delay implementation have been the focus of MPPAC's activities for many months, notably:

- MPPAC attended the House of Commons in 2013 to speak on the unconstitutional parts of the Bill, such as the use of search warrants for a member's private residence during Code of Conduct investigations. This does not meet the standard that all other Canadians enjoy.
- MPPAC has also highlighted concerns about the removal of Sec 26 from the new Regulations. Under current Regulations, a discharge decision is stayed pending the final determination of the grievance or appeal. The removal of Sec. 26 would mean members would be discharged immediately, denied due process, and left on their own to seek any legal redress.

- In 2014, MPPAC appeared again at the Standing Senate Committee on National Defence and again gave testimony that the Bill was not charter-compliant or human-rights-compliant, and called for delayed implementation and changes.
- At that committee meeting, MPPAC stated on record that the harassment, bullying and medical care of members was being ignored by the Commissioner, and that he himself has bullied members publicly.
- MPPAC also spoke out on suicides in the RCMP and highlighted that members were leaving the force rather than be re-victimized again by dismissal when the C-42 Regulations come into force.

MPPAC is your national body, standing up for RCMP members Canada-wide, driving positive change in the RCMP and making senior management accountable. We remain firm in our conviction that Bill C-42 and its Regulations would cause more harm than good to the Force.

While pleased that government and senior management have heeded our call to hold this legislation in abeyance until the Supreme Court of Canada renders its decision, our fight is far from over. We need deep, vital cultural change in our workplace. That change will not come without the RCMP acknowledging and working with an independent employee association chosen by members for the purposes of representing them and negotiating workplace issues.

Thank you for sharing in our success in the delay of Bill C-42 and joining us in our ongoing determination to achieve the right to engage in collective bargaining, in the best interests of RCMP members and ultimately our national police force.

The May 26, 2014 Senate committee presentations on Bill C-42 can be viewed at <http://www.cpac.ca/en/programs/in-committee-from-the-senate-of-canada/episodes/33296229/> . MPPAC President Rae Banwarie's presentation begins at 131:40 at the above link.

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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