

MPPAC Message to Members

Understanding Your Charter Rights

Since the Supreme Court of Canada's landmark ruling of January 16, 2015, recognizing that RCMP members have a right to engage in a process of collective bargaining, members have been asking questions about the future, and rightly so. In the last few years, members have seen their organization rocked by tragedy and dogged by scandal, all on top of the increasing challenges associated with policing with diminishing resources. Members have seen the organization's history unfold without any ability to influence it, until now. The changes that are coming to our labour relations system will give members a chance make their voices heard. These changes will matter to all members. The Supreme Court has recognized our rights, and now it is our turn to exercise them. To do that members need to be informed and educated. Members must consider and discuss those workplace issues that matter to them, in order to develop opinions and be able to make choices about their future.

Recently, Chief Human Resource Officer Dan Dubeau informed the membership that members wishing to discuss the labour relations matters that flow from the Supreme Court decision must do so on their own time, using their own resources, facilities and equipment. MPPAC's president was given a direct warning, and also told to caution MPPAC's membership. MPPAC contends that these warnings are intended to intimidate members from discussing labour relations issues, including the freedom of association and the right to engage in a process of collective bargaining, while in the workplace. This approach mocks the spirit of the Supreme Court's decision, and it runs contrary to the respectful workplace initiatives that our organization is endeavouring to adopt. In fact, this conduct may be contrary to s.425 of the Criminal Code which is designed to prevent employer interference in association activity. Recognizing this, MPPAC has written to the Chief Human Resource Officer, among others, to seek the RCMP's assurances that it will not interfere with members' exercise of freedom of association. This is an important time for all members. We need to have open and honest discussions amongst ourselves about our needs and interests and how best to achieve our goals. Members should not feel threatened into remaining silent and MPPAC will not stand by while members are intimidated.

There are many employment matters confronting our membership which are worthy of discussion, including the recent release of the Pay Council Business Case. This is a must read for members seeking to understand where RCMP compensation fits within the Canadian policing universe. Pay Council has identified a goal of ensuring total compensation to RCMP members that is consistent with the average of the top three comparator police forces. Since 2006, the gap between the goal and the reality has widened steadily - the RCMP now enjoys total compensation that is 9.61% behind its stated goal. On salary alone, the RCMP first class constable salary ranks 57th out of 82 police forces of 50 members or more, and is more than \$8,000 behind the median salary for this group. These compensation declines have developed during a period in which there has been a heightened awareness of challenges within the organization. The Brown Task Force on cultural change recognized "the impossible demands being placed on members and employees; demands that are compromising their health and safety", as well as the extraordinary amount of unpaid overtime and supplemental work at home carried out by members. At a time when members are being pushed to provide more, in the face of reduced resources and unacceptable detachment vacancy levels, and in reliance on members' loyalty to their force and their colleagues, members are being given less and less. This is the result of a system which has been designed to permit the government to take advantage of members, as well as a government and an RCMP management that has been willing to exploit that system. Those days are over. Through the freedom of association and the process of collective bargaining, members will have a say over these issues. These are issues worthy of coffee room discussion, without fear of reprisal.

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.

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ACPMP | Association Canadienne de la Police Montée Professionnelle

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