

**MEMBER COMMUNICATION 62**  
**March 18th 2016**

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Dear RCMP Membership

This week the [Mounted Police Professional Association of Canada](#) (MPPAC) took Ottawa by force in a news conference to support and critique the Government of Canada's new legislation, Bill C-7. It's no longer acceptable to be shut out of developing labour relations regimes, and we made that heard loud and clear.

The bill was introduced by the Liberal government in response to a 2015 landmark ruling by the Supreme Court of Canada which affirmed the right of RCMP officers to collective bargaining. This is a fight the BCMPPA one of the co litigants and our provincial arm, fought for — and won — in 2015.

The bill creates a new labour relations regime for RCMP members and reservists, and allows for collective bargaining and independent, binding arbitration to resolve disputes, but with no right to strike.

Our association — the only qualified organization to take on the role of a national bargaining agent — believes this legislation is a good foundation for the RCMP. However, it requires significant changes before it can be passed into law in May this year.

As we explained during our news conference, the missing components include protecting members in criminal, civil and internal matters. As it stands now, the bill does not allow a number of issues to be included in the collective bargaining process including discipline, staffing and protecting RCMP members from harassment. Joining us at the news conference to explain these oversights were Benjamin Piper from [Goldblatt Partners LLP](#) and Solomon Friedman at [Edelson Clifford D'Angelo Friedman LLP](#). These are exceptional Law firms that have partnered with MPPAC and are our counsel for certification and representation of our members for criminal matters.

Also joining us, and in a showing of solidarity, was the President from [l'Association des Membres de la Police Monte du Québec](#) (AMPMQ or the Quebec Association), Paul Dupuis.

As a national organization, we recognize the precarious position RCMP members across Canada are now in since the dismantling of the staff relations representative program.

But we know that the force can emerge much stronger once a national bargaining agent is in place. It's why we are prepared to fight for amendments to this legislation in the next couple of months to have the best possible labour relations regime.

It is 2016, after all, and an independent RCMP association is essential. We know that in the past, staff relations representatives sat on the sidelines as the government and RCMP management developed labour relations models for the RCMP. This is no longer acceptable.

It's vital to allow a level playing field to evolve for collective bargaining and most important, for setting the terms and conditions of employment.

Throughout Canada, police forces all have independent associations. Independence is the only way RCMP employees can meet the challenges of today and the future. The investigative debacles of Mayerthorpe and Moncton should remain wake-up calls for all RCMP employees.

MPPAC twice called for the resignation of RCMP Commissioner Bob Paulson for his poor leadership in protecting members in labour matters and it is appalling that the Commissioner failed to include or consult with our association and the membership about the drafting of Bill C-7. Secrecy has been an endemic theme with the Commissioner.

It is time Mounties had a place outside the RCMP to take their grievances, and to put an end to the persistent allegations inside the national police force about workplace harassment, bullying and intimidation.

Do not wait for a staff relations representative to advise and inform you about your labour relations future — they never did this effectively in the past, they can't now or in the future.

Our association feels very strongly that someone must speak out with a clear voice on behalf of all members of the force. MPPAC has been doing this from our inception. Our pedigree for speaking out, representing members and fighting for members internally and publicly speaks for itself and is on public record.

MPPAC is fighting to be that voice. Where our senior leaders remain silent, MPPAC can present the collective thoughts and concerns on behalf of all members of the force. Our own membership is represented by a democratic system that ensures both proportionality and accountability and this allows us to come together to define a clear agenda of workplace concerns.

We have been putting in countless hours over the years to reach the point we are at today, and we have been working across all regions of the country on behalf of members. Our focus now is to continue to grow our membership and collectively fight for the labour relations system the RCMP membership deserves.

## **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](http://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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