



the Service Star

The Official Newsletter of the British Columbia Mounted Police Professional Association

Volume Twelve

Issue Two

Spring-Summer 2006

RCMP Members Demand Freedom of Association and Accountability

THE LEGAL CHALLENGE BEGINS!

The Ontario and British Columbia Mounted Police Associations filed an Application in the Ontario Superior Court of Justice today (May 27, 2006) seeking declarations that the exclusion of RCMP members from federal public sector labour relations legislation, the Public Service Labour Relations Act (PSLRA), and certain other statutory provisions, is unconstitutional. The intentional exclusion of RCMP members from the legislation effectively impedes their ability to form and maintain a labour association, contrary to the Charter of Rights and Freedoms.

The Application also targets the Code of Conduct provision which prohibits public criticism of the RCMP, the mandated Staff Relations Representation Program, which works in cooperation with management, and the internal dispute resolution procedures, which are overseen by the RCMP's own Commissioner. These statutorily mandated controls and systems work together with the exclusion of members from the PSLRA to make it impossible for members to asso-

ciate together and seek justice in the workplace.

The RCMP is the only major police force in Canada which does not have an independent members' association to negotiate with management. Although members of the RCMP have formed associations, these groups are not recognized by RCMP management, and are therefore unable to make collective representations on behalf of the membership.

Members feel vulnerable and frustrated. The public does not understand the working conditions under which RCMP members are asked to carry out their jobs. The issue is about the quality of the workplace. The membership does not seek the right to strike. The application is about giving members the choice to select independent representation, just like every other police force in Canada. The application is about being fair to the members, and according them due consideration and respect for the difficult job they do.

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The intentional exclusion of RCMP members from the legislation effectively impedes their ability to form and maintain a labour association, contrary to the Charter of Rights and Freedoms.

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The BCMPPA
is a proud
member of
the Canadian
Police
Association,
which
represents
54,000 police
members.



Find the
CPA on the
web at
[www.cpa-
acp.ca](http://www.cpa-acp.ca)

NOTE
NEW CONTACT
INFO!



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Our Mission

The B.C. Mounted Police Professional Association is comprised of regular and civilian members of the Royal Canadian Mounted Police.

We provide a forum to identify, debate and reach consensus on professional and employment concerns.

We seek the right to engage in free collective bargaining with our employer, a right enjoyed by all police officers in Canada, except the RCMP. **We do not seek or support the right to strike.**

We strive for excellence in our conduct and obligations. We provide leadership, in affiliation with the Canadian Police Association, on justice issues which affect the quality of life of all Canadians.

Profile

The B.C. Mounted Police Professional Association used to be known as the "E" Division Members' Association.

We are a professional association looking out for the interests of employees of the Royal Canadian Mounted Police stationed in British Columbia ("E" Division).

THE LEGAL CHALLENGE BEGINS!

Continued from page 1: CHALLENGE

In the affidavit material supporting the application, members speak of harassment and discrimination, as well as abuse of authority as rampant within the Force. The overarching common theme, however, is not so much the fact of these problems, as how the Force has dealt with them. The approach is one of denial. Rather than addressing the situation, the problem is made worse by attempts to minimize it, ignore it or cover it up. That approach has led many members to such severe stress and depression that they can no longer function in the workplace.

When members search for help in dealing with management, their only option is the Staff Relations Representation Program mandated under the RCMP Act. Representatives are RCMP members who work within the RCMP, and look to RCMP management for training, promotions, transfers and other career opportunities and benefits. Their scope of responsibility is circumscribed, and they and the system are dependent on the goodwill of management. In many respects, the system is irrelevant, however, it does serve to block opportunities for other groups to make representations to management, as management refuses to recognize other groups, and instead is committed to dealing exclusively with Staff Relations Representatives.

Adherence to the Staff Relations Representation System, instead of offering members a choice for independent representation, further adds to members' stress and anxiety. The affidavit evidence shows that members have been disappointed by the Staff Relations Representation System again and again, and thus, when polled, members have given low marks to the effectiveness of the system.

The problem does not sit with the members. A full 89% of members surveyed have indicated that they are strongly committed to making the RCMP successful. However in that same survey, only 47% indicated employees are trusted and respected, and only 42% thought employees were treated fairly. The problem is systemic. RCMP management has given its employees good reason to doubt that labour relations under the current system will ever be just.

The new government in Ottawa has made a commitment to Canadians to press for transparency and accountability in government. That is what the members of the RCMP need and deserve. That is what the Application seeks.

The Associations have committed to seeing the Application through to the highest level of appeal, however the Associations hope that the federal government will recognize the importance of independent representation to the membership, and act out of a sense of responsibility to the members who are suffering. The Associations will pursue the legal battle, but ask what legitimate reason the government could have for denying RCMP members' the rights of association enjoyed by all other police forces in Canada? Why must the difficult job of policing be made harder? The question should be answered by eliminating the exclusion of RCMP members from the PSLRA and thus allowing the members freedom to associate.

For more information check out members' affidavits at www.dpylaw.com.

In the affidavit material supporting the application, members speak of harassment and discrimination, as well as abuse of authority as rampant within the Force.



President's Corner

by Pat Mebain

"we do not want to hurt or undermine the RCMP's ability to conduct law enforcement activities, damage its reputation or that of its members" but "we felt the subversive and covert handling of situations by management ... does more damage to the reputation and morale than anything we have done or are prepared to do."

As you can see from the front article the legal challenge was finally launched. Media release and initial launch has gone well. Print media nationally has picked up the story and we have received several front page pieces. CBC ran the Carolyn Dunn story but not on the National which was disappointing. This lack of exposure on the day of our news release was due to a heavy newsday. (Afghanistan combat death, gun registry, 4 mine deaths in Northern B.C., little girl abducted in the B.C. Interior). The story did run on Newsworld and local CBC broadcasts, some ran the 2 minute short, and some ran the 5 minute long. CTV was given advance notice and materials but did not run anything. Our lawyer Martin Doane and MPAO representative and our official spokesperson Pete Merrifield attended AM 640 Talk Radio in Toronto to be interviewed by Craig Bromell the former President of the Toronto Police Union who has retired and now has his own talk radio show called "The Beat". It went very well and audio clips were repeated all day long on the News (every 15 minutes). Over the course of the last few months we have received strong support from the NDP and Bloc Quebecois as well as some Liberals. NDP Labour critic Libby Davies has been very helpful. She has offered to ask tough questions in Question Period and lobby support on the Hill. She was also kind enough to distribute a letter written by us to the entire 308 Members of Parliament asking for support. Copies of our letter and her letter of support are printed in this issue of the newsletter. In the initial unveiling of our court challenge there was some mention of a possible negotiated

settlement between us, the RCMP, and government. It would be mediated by an independent labor law firm and paid for by government. The BCMPPA and MPAO Executive is apprehensive of this is a "third" option after 1) immediate legislation, or 2) successful court battle. Pete Merrifield said we would be open to review proposed terms for negotiation but that certain things were non-negotiable. Pete Merrifield was firm that we must be associated, recognized, and autonomous, represent members in discipline, grievance, pay, pension and benefits negotiations, no exceptions. Furthermore, he made it clear that *"we do not want to hurt or undermine the RCMP's ability to conduct law enforcement activities, damage its reputation or that of its members"* but *"that we felt the subversive and covert handling of situations by management in a system that favors commissioned officers and protects them while regular members are persecuted and have their lives damaged or destroyed does more damage to the reputation and morale than anything we have done or are prepared to do."* In essence they have allowed it to get to this and we are simply trying to fix it.

Since the legal challenge was announced another dozen members have stepped forward and shared their experiences with our legal counsel.

The Force had until late August to file papers in regards to our legal challenge. Not surprisingly, the Department of Justice who will represent the Government / RCMP has advised that it will file its papers in January 2007. Obviously, this is one of the tactics employed – delay the proceedings, challenge all the affidavits

and drain the financial resources and the will of its members. Did you ever notice how many of the important rights the Force has given to its members came by the way of a legal challenge or an order? (i.e. Canada Labour Code, bilingual bonus and semi automatic pistols to name a few).

At the Canadian Police Association Annual General Meeting held in Victoria at the end of August, Pete Merrifield addressed the delegates and gave them an update as to our progress. We have received strong support from the CPA Executive as well as member organizations. The strongest support and call to action we received was from Quebec Federation as well as the Police Associations of Ontario. For the time being the RCMP Associations will continue the legal course. When the time comes the Canadian Police Association will help in our legal challenge likely by seeking intervenor status.

Meanwhile we ask you check our new website or our counsel's website www.dpylaw.com for further updates.

And now to a few "housekeeping" items. First of all I would like to acknowledge and wish good luck to our recent retirees from the Force and the Executive. Our Director and Webmaster Al Roy has recently retired from the Force. However, he had advised us that he would like to continue on in both capacities. At the upcoming Annual General Meeting the Executive will introduce a motion to allow retired members to remain on the Executive of the Association. Our Treasurer Gregg Howmann had also retired and has followed his spouse to the Middle East where he had taken a consulting job. Until the Annual General Meeting, Kimberly Russell will occupy the position of Interim Treasurer.

Over the past few months the Association has donated to the following

organizations on behalf of its members: Maillardville Residents' Association \$200, Elizabeth Fry Society South Cariboo Food Bank \$500 and the Dr R.E.M Lee Hospital Foundation in Terrace \$1500 towards a new CT scanner. I would like to remind you that these donations were made possible by the BC Federation of Police Officers, which forwards a portion of their telemarketing proceeds to our organization to spend on such ventures and advance the name and profile of the Association.

You may have noticed that the Association website and the mailing have changed. Please keep these items in mind when you are trying to contact your Executive.

Did you ever notice how many of the important rights the Force has given to its members came by the way of a legal challenge or an order?



Association representatives meet with CPA President Tony Cannavino at the Victoria AGM to discuss assistance for the legal challenge. President Cannavino reiterated his personal support and that of the CPA Executive for RCMP members' rights.



Pat Mehain presenting a cheque to POCOMO Youth Services

From the Mailbox

Letter to the Members of Parliament regarding right to unionize

Canadian Mounted Police Professional Association.

Dear Sir or Madam:

Please accept our appeal to you as the duly elected representative of the constituents within your Electoral District. We, the members of the Canadian Mounted Police Professional Association, represent almost 2000 members of Canada's National Police Force, the RCMP. We serve with pride the citizens of this great country, protecting their persons and property, and their rights and freedoms enshrined in our Constitution. We are prepared to step into harms way, in order to fulfill these important tasks. Our members are proud of the Force's 133 years of service to this country. As this nation has grown and evolved we have stood to "Maintain the Right". We now appeal to you, asking you to help us to be able to exercise our rights to Freedom of Association. RCMP members are excluded from the federal public service labour legislation, the *Public Service Labour Relations Act*, which makes collective representation in the workplace possible. As a consequence, members are left without independent representation, and the repercussions for members are significant. It is in the areas of harassment, discrimination and abuse of authority that members suffer most. It is those issues that would be best addressed through the formation of an independent association recognized by management.

In keeping with Canada's desire to be a world leader in the 21st century, we are asking for your support in evolving Canada's National Police Service into a 21st century organization, with modern, transparent and respectful labour practices. In an era of accountability and responsibility, it is only fitting that members of the RCMP have the opportunity to choose for themselves the best system of representation.

As we stand on guard for your rights, please help us exercise ours. Your voice as a Member of Parliament can be instrumental in modernizing one of Canada's most esteemed institutions. We strive to ensure that this Police Service and Country are the world's model of Honour, Integrity and Accountability, and our members need your support and assistance in achieving those goals.

Please visit www.dpylaw.com, to learn more about this important issue, or contact us at Mounties@dpylaw.com.

Thank you in advance for your consideration and support.

Sincerely,

The Members of the Canadian Mounted Police Professional Association



LIBBY DAVIES, MP
Vancouver East

July 4, 2006

Patrick Mehain, President
BC Mounted Police Association
1003 Alderson Avenue
Coquitlam, BC V3K 1V8

Dear Patrick

Freedom of association and the right to organize are basic human rights, as recognized by the United Nations and the International Labour Organization. The NDP stands in solidarity with the British Columbia Mounted Police Professional Association in defending these fundamental rights for employees of the Royal Canadian Mounted Police (RCMP).

Unions play an important role in our society in bringing in essential employment benefits for Canadian workers, as well as protecting the rights, health and safety of workers. To deny the RCMP the right to the same access to union representation enjoyed by all other federal government employees is discriminatory.

The federal New Democrats fully support the right to organize, and commend the dedicated members of the British Columbia Mounted Police Professional Association for the work they are doing for the rights and equality of RCMP Officers across Canada.

Sincerely,

Libby Davies, MP Vancouver East
NDP House Leader
NDP Spokesperson for Labour

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E-mail: davief@parl.gc.ca

2412 Main Street, Vancouver, British Columbia V5T 3E2
Telephone (604) 775-5800 Fax (604) 775-5811

Police group critical of RCMP 'gag'

Editor's Note: *The following article appeared in the August 5th edition of the Vancouver Sun. The BC Federation of Police was asked to act as a media outlet after VP Creasser was ordered by Supt Harrison not to communicate with the media. This news story was picked up by several other radio, TV and newspaper outlets in BC and throughout Canada (CBC, Calgary Sun, Globe and Mail, Maclean's Magazine amongst many others)*

*"I think they're in damage-control mode and I think they're trying to build walls around what goes out [so] they can paint a rosy picture about what a great job they're doing."
— Abbotsford Det. Don McKenzie*

The B.C. Federation of Police Officers accuses the RCMP in B.C. of putting a "gag order" on one of its own officers and adopting a media relations strategy that is more concerned with "damage control" than informing the public. "I think they're in damage-control mode and I think they're trying to build walls around what goes out [so] they can paint a rosy picture about what a great job they're doing," Abbotsford Det. Don McKenzie, president of the federation, said in an interview Friday. The federation represents all unionized municipal police officers in B.C. except those in Vancouver. RCMP officers, who do not have the right to unionize, are not members. On Monday, The Vancouver Sun published excerpts from an internal RCMP report that recommended media relations officers in B.C. should consider being less helpful to reporters in an effort to reduce the number of crime stories in the media. The RCMP has maintained that, despite the report's recommendations, its representatives continue to issue regular news releases and promptly answer reporters' calls. But McKenzie doesn't buy it. "The RCMP brass is trying to protect their image, I believe," he said. "I think they're trying to control all of the information coming out about the RCMP and make sure any information that does come out is positive instead of negative." The federation also criticized the RCMP for disciplining a member who spoke out about officer

safety to a radio station. While RCMP officers are not allowed to unionize, about 500 of the 5,000 Mounties in B.C. are members of the unofficial B.C. Mounted Police Professional Association.

On July 18, association vice-president Const. Rob Creasser was quoted by CHNL Radio in Kamloops complaining that the RCMP had not kept the rank and file informed about the killing of four Mounties in Mayerthorpe, Alta., in March 2005. "We need to know what was done right, what was done wrong, because we've all found ourselves ... in similar situations," he said. "So we need to learn from this. And it's another tragedy, in my view, that nobody has come out and told us. I've [learned more] through a show on TV than I have from my own organization." Creasser also said understaffing in RCMP detachments was putting officers' lives at risk. "We're policing with far fewer resources than certainly our municipal and our regional police forces and I don't know how long that can continue because the slaughter at the front line is continuing," he said. Following his comments, Creasser was ordered by Supt. Don Harrison, head of the RCMP's southeast district, to refrain from speaking about the force. "I am hereby ordering you to refrain from making any comment in any public forum regarding the RCMP's administration, operation, objectives or policies," Harrison wrote in the July 31

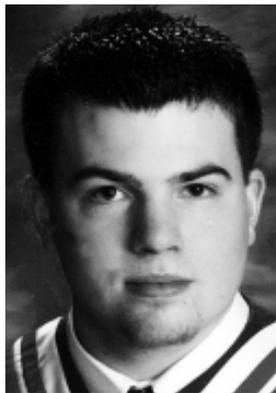
"We need to know what was done right, what was done wrong, because we've all found ourselves ... in similar situations ... so we need to learn from this."

order. "Any future comments of this nature will result in investigation and carry the potential of disciplinary action." The order, the contents of which were released by the federation on Friday, notes that Section 41 of the RCMP Act forbids officers from criticizing the force in public. McKenzie accused the Mounties of placing a "gag order" on Creasser. "Now that guy cannot speak to the media or anyone outside of the RCMP in regards to issues of officer safety and public safety," he said. "It seems draconian." RCMP spokesman Cpl. Tom Seaman said Harrison was simply making Creasser aware of the rules on speaking to the public. "I wouldn't call it a gag order at all," he said. "He is in violation of regulations and he's been directed to abide by them." Seaman said officers who have concerns about safety or other issues are encouraged to raise them internally with their supervisors. He also questioned the motivation of the federation, saying it is in their interests to make the non-union RCMP look bad because they would like to see cities in B.C. establish unionized municipal forces instead. "They are in favour of the RCMP losing contracts in municipalities," he said. "That's their motive behind that."

Congratulations to the recipients of the 8th Annual BCMPPA Bursary



Mallory McKenna, daughter of Martin McKenna, is the recipient of the \$1000 dependent bursary. Over the years Mallory has been actively involved in volunteer work. Amongst her many interests and volunteer endeavours Mallory is a Girl Guide, helps coach junior girls soccer and traveled to Latin America where she helped at a local orphanage. Mallory is further involved in soccer and plays the bass clarinet and cello. Mallory had graduated from Prince Charles Secondary in Creston and is continuing her studies into Tourism at the Malaspina University College in Nanaimo.



Kyle Kjemhus, son of Dale Kjemhus, is the recipient of the \$500 dependent bursary. Kyle has been an Honour Roll student since grade 8. He had many received course as well as Outstanding Academic and Athletic Achievement awards. Kyle had volunteered with minor soccer and softball as well as community based sports as a coach and referee. Kyle had graduated from Hope Secondary School and is currently enrolled in general studies at the University College of Fraser Valley. He plans on attending UBC for a degree in either teaching or journalism.

For Your Information

The government committed about \$1 billion in new money over two years to protect Canadian families and communities, to secure our borders and to increase our preparedness to address public health threats.

VPD Chief Constable Graham to look at “business case” for regional police force

In the May 24th issue of the Vancouver Sun it was reported that Chief Const. Graham would support a study on the feasibility of a regional force and has given it a look. Chief Const. Graham indicated that he would have a business case within the next 6 months. This position was publicly supported by one of the Vancouver NPA Council Kim Capri who believes that it is unfair Vancouver deals with huge policing costs for the summer events like the fireworks and major sporting events. Capri believes that Vancouver Police takes an unfair burden in monitoring and controlling the crowds. A regional police force would provide a flow of uniformed officers.

New law and order budget rolled out by the Conservative government is supported by the CPA.

On May 2, 2006 the Harper government presented its first federal budget with the biggest financial commitment in recent history for extra policing, border security, anti-crime measures and help for victims of crime. The government committed about \$1 billion in new money over two years to protect Canadian families and communities, to secure our borders and to increase our preparedness to address public health threats. Here are the key highlights from the budget:

- \$161 million for 1,000 more RCMP officers and federal prosecutors to focus on such law-enforcement priorities as drugs, corruption and border security (including gun smuggling).

- \$37 million for the RCMP to expand its National Training Academy (Depot) to accommodate these new officers and build the capacity to train more officers in the future.
- Set aside funds to expand Canada’s correctional facilities to house the expected increase in inmates as a result of changes in sentencing rules.
- \$20 million for communities to prevent youth crime with a focus on guns, gangs and drugs.
- \$26 million to give victims a more effective voice in the federal corrections and justice system, and to give victims greater access to services (such as travel to appear at parole hearings).
- \$101 million to begin arming border officers and eliminating “work-alone” posts.
- \$303 million to implement a border strategy to promote the movement of low-risk trade and travelers within North America while protecting Canadians from security threats.

Mandatory Blood Testing: Communicable disease exposure.

Thus far, Ontario, Alberta, Nova Scotia and Saskatchewan have enacted legislation aimed at protecting its first responders when coming in contact with persons who may be suffering from a communicable disease. Obtaining similar legislation in BC is still in the scope of the BC Federation of Police Officers, Vancouver Police Union and the BCMPPA. On the next provincial lobby day this issue will be pursued once again.

Pension Accrual: Proposed Amendment to the Income Tax Act.

To date no police association has received the higher pension accrual rate of 2.33 percent as recently changed in the Income Tax Act. Locally, the municipal police members already have a Special Agreement with the local police boards. This agreement in effect equals the 2.33%. As such the BC police unions will not be

seeking any changes to their pension plan.

Canadian Police Association and PayStation launch new fund for families of fallen members.

Over the summer the CPA formed a partnership with PayStation, a privately owned Canadian Corporation established in 1955. Today is the largest supplier of

Continued next page

We are pleased to announce our new partnership with BCAA.



Now you and your family can access Travel, Insurance and Membership at BCAA through the MPPA Group Plan.
This means valuable benefits and savings.

HERE ARE SOME OF THE OFFERS AVAILABLE TO MPPA MEMBERS:

- Discount on new BCAA memberships – waived enrollment fee for savings of \$18
- Discount on new associate memberships – up to \$20 in savings!
- Discount on Home Insurance*
- Excellent monthly payment offer for Travel Medical Insurance* – save money plus you only buy the coverage you need
- A full range of auto insurance* products to suit your needs
- Watch for exclusive cruises, vacation packages and offers on travel - designed for our industry and members - in fact our first offer is included in this issue – CHECK OUT THE FLYER!

And don't forget, BCAA members also get up to 50% off at Show Your Card and Save Partners - glasses, paint, shoes, hotels and more. See enclosed brochure for details.

HOW TO GET STARTED:

MPPA members must register with BCAA. This is free, and you don't have to be a BCAA member to register, but registration ensures that our offers are available to you. Even if you are already a BCAA member, you have to call in and identify yourself as a MPPA member so you can take advantage of these extra special savings. Take a few minutes and call **1-888-268-5154**.

P.S. Want to go to the movies? If you sign up for a new BCAA membership and refer a friend who signs up too, BCAA will send you 2 movie passes. It's that easy! Don't wait though – this is a limited time offer.

**Insurance is sold by BCAA Insurance Agency and underwritten by various underwriters*

... is there a point when a city "outgrows" having an RCMP detachment?
Do city priorities begin to conflict with RCMP HQ priorities?

Continued from page 11: FYI

secure cheque hardware and software solutions to Canadian Banks and Corporations. The new iDNA cheque is a new breakthrough in preventing cheque counterfeiting with its many security features including covert marking of sequential numbering infused in the fiber of the paper. PayStation will donate \$10 from every order of its new iDNA business cheques towards this fund.

The fund, named after its Chairman and CEO, "Robert Warner-CPA Memorial Fund" will be launched later this year. PayStation has already made an initial contribution of \$10,000 towards this fund.

BC Municipal Police contract to expire December 31, 2006

The municipal police members are looking at renewing their contract. Like in previous years Vancouver Police Union is expected to begin and settle the contract prior to the other municipalities. The others are expected to get pay and benefits at par with those of Vancouver City

Police sometime later in the year. It is anticipated / rumored that there will be a 4 year contract with possible pay raises in the neighbourhood of 3% per year.

Richmond raises the issue of having own police force

According to a June 29 article in the Vancouver Sun, Richmond council has voted to spend \$185,000 to review the pros and cons of dismantling the local RCMP and setting its own police force. A staff report stated that "...the question must be asked – is there a point when a city "outgrows" having an RCMP detachment? Do city priorities begin to conflict with RCMP HQ priorities? Why have other urban centers chosen a different model of policing?" City council had been critical of preliminary discussions between the various levels of government on the renewal of the RCMP contract without city input. The City of Richmond has to express its desire to continue or stop RCMP services by 2010, two years prior to the 2021 expiration of the RCMP contract in BC.

Mortgage Brokerage Services

Rebate program for law enforcement and emergency services members and employees:*

- Home purchase financing and pre-qualification
- Bank / Credit Union turndowns and non-conforming credit
- Debt consolidation / Cash-flow management
- Cash take-out for investment or personal use
- Rental property financing strategies

As a broker I independently survey the wider market of mortgage lenders, banks and credit unions in order to find the right product and lender to fit individual goals, circumstances and needs.

I was previously a police officer with the West Vancouver Police Dept. until an on-duty MVA led to a new career as a mortgage broker.

Michael McTavish, B.A., AMP
Mortgage Broker, Invis Inc.

Tel: 604.761.6351 • Toll-free: 1.877.761.6351 | Fax: 604.552.7673 • Toll-free fax: 1.877.552.7673

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**B.C. Mounted Police
Professional Association**

ANNUAL GENERAL MEETING

Saturday November 18, 2006

13:00 - 16:00 hrs

Coquitlam Public Library

(beside Coquitlam Detachment)

This is your opportunity to hold the Executive accountable, examine our financial situation, and give your input as to how to better represent and serve the members.

Prizes consisting of The Bay gift certificates, Starbucks gift certificates and cash will be awarded at the end of the meeting.

Refreshments and snacks will be provided

Dr. R.E.M. Lee Hospital Foundation

May 18, 2006

Mr. Brendan McKenna

BC Mounted Police Professional Association

Mr. McKenna,

I wanted to take a moment to personally thank you for the donation you and your organization has made toward our CT scanner project. Your contribution is among the largest by any association to date and truly represents a strong commitment to improving patient care in this community.

I appreciate your personal efforts to have our Foundation recognized and I believe that this donation will certainly raise the profile of our cause with the R.C.M.P. and the community in general.

To date our group has raised over \$500,000.00 for this project and expect that the new equipment should be in place by August of 2006. Thank you again for your support and I look forward to speaking with you soon.

Sincerely,

Kevin Kennedy

Chair, Dr. R.E.M. Lee Hospital Foundation.

In Memoriam

Since our last newsletter the police community had lost 4 of its members in the line of duty.

On May 5th, **John Atkinson**, a 14 year veteran of Windsor Police Service 37, was working in plain clothes when he came across two suspicious men. He approached the individuals and identified himself as a police. A firearm was produced and the officer was shot. Although struck fatally by a bullet, he was able to return fire. Two suspects were apprehended in the area and arraigned the following day on first degree murder charges.

On May 14th, Sault Ste-Marie Senior Constable **Don Doucet** was in a police cruiser with his partner driving, when their vehicles collided with a van traveling in the opposite direction. All three persons were taken to the Sault Area Hospital by ambulance. Constable Doucet was critically injured and succumbed to his injuries shortly after the collision.

On July 7, RCMP Constables **Robin Cameron** and **Marc Bourdages** of Spiritwood RCMP Detachment, Saskatchewan were shot and subsequently succumbed to their injuries.

RCMP MEMBERS & STAFF

Hi. My name is Wayne Ryan. As a retired Member of the Force, I know all about moving, buying and selling!! I also know how expensive it is to live in the LMD. That's one of the reasons I'm pleased to be able to offer you an exclusive package which will provide full MLS service while saving you lots of money! I work extensively in the N. Delta, Surrey, Langley and Abbotsford areas. However, if you reside outside these areas or would simply prefer to use a more local realtor, give me a call anyway – I may be able to arrange the same package deal for you!

SAVINGS & SERVICE

- Save \$1,000.00 or more when selling your home through me.
- Save \$500.00 or more when buying a home through me.
- Save \$3,000.00 - \$4,000.00 if I list and sell your home.
- Save \$500.00 for family or friends that you refer to me.
- Save \$??? on mortgage interest rates via my brokers.
- Sell your own home and I will assist you with writing the contract and paper work ... free of charge!
- I work with Royal LePage, and am very familiar with the relocation policies of the Force.
- I am currently in the Top 1% of all Fraser Valley Realtors and in the Top 1% in Canada.

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A Word from the Editor

by Dan Petre

Although I had made the professional decision to move on to a municipal department my heart is still in the BCMPPA and the plight of its members striving to improve everyone's working conditions. As such I would like to share my experience with a unionized police department.

I can say that working under a unionized police force is not what the SRRs lead you to believe. There is an atmosphere of respect between the Union and management. Each knows its role. The SRRs have you believe that because the Force is not unionized they are not restrained by a contract obtained under the collective bargaining. Hence, according to them they have free and unrestricted access to RCMP management. This may be so but in fact the unions have the same access to management. Management and the union meet on a regular basis and discuss issues of mutual interest. In case of a contentious issue both parties can agree to settle the problem outside the contract until a new collective agreement is obtained. However, unlike the SRR system, in the event the union or management infringes on the contract without consultation or approval by the other party the issue is settled by an outside third party. Where is this third party arbitrator in the RCMP? If there is an issue between SRRs and management, ultimately management and the Commissioner have the final say. In order to reverse the Commissioner's decision one would have to stand alone without union support and spend his/her own financial resources to take their plight to a Federal Court.

In a recent letter dated June 16, 2006 by SRR National Executive Committee Roy Hill addressed to NDP MP Libby Davies he contends that "...the current (SRR) system in place is superior to the one they (the Associations) wish to establish..."

If this is so then why does the Force not want to allow the membership to hear what an independent union has to offer? According to a very reliable source, in a recent meeting, the Commissioner stated that he did not believe the members want a union. When he was asked to then allow a free vote on the issue, he replied that it would not happen.

This attitude of union-busting continues down the managerial ranks including the SRRs. Recently Quebec Association President Gaetan Delisle was asked by the SRRs to step down as a representative of the Quebec Association as well as Director on the Executive Board of the Canadian Police Association. He did so in order to keep serving the members of "C" Division. This issue was not lost on the CPA Executive which will meet up with the Commissioner as well as the Minister of Public Safety Mr. Stockwell Day. The RCMP Executive has to be responsible to this (in my opinion) charter infringement on freedom of association.

I will admit I am cynical when I hear that at a recent meeting the SRRs voted against taking away the ability of the Commissioner to suspend members without pay pending investigation. The decision came down to: 15 for, 17 against. Is there a coincidence that also recently the SRRs were recently granted 29 days of extra leave?

As a final thought – give the union and for the time being the Association a chance. It is not the pariah some lead you to believe. If you will not like an unionized workplace you the members, could always vote to decertify the union and return to the old system. I know I won't.

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Canadian Police Association to join International Association of Fire Fighters calling for federal program to compensate fallen members' families.

A review paper submitted by the representatives of the Police Association of Ontario ("PAO") to the Canadian Police Association Executive.

At the time of its establishment the PSOB provided a one time death benefit payment of \$50,000 for firefighters and law enforcement officers who died from traumatic injury in the line of duty.

At the CPA meeting held this past April the delegates heard a presentation from the director of the International Association of Fire Fighters Mr. Jim Lee. As part of his presentation Mr. Lee spoke of the efforts of the IAFF to establish some form of compensation paid by the federal government for families of firefighters who lose their lives in the performance of their duties. The motion which passed in October 26, 2005 for the government to create a benefit to be awarded to the families of fallen or permanently disabled firefighters. It makes no mention of police officers or other public safety occupations.

The motion was put forward by an NDP MP and supported by the Conservative and some Liberal backbenchers however opposed by the Liberals and the Bloc. Now that the Conservative government is in power the IAFF hopes that this legislation would be resurrected. There currently exists on Parliament Hill awareness of the need for this fund and support amongst legislators. The IAFF's success has resulted in an opportunity for the CPA to join their voice so as to advance this initiative and expand the original intent of the legislators, as voiced in motion M-153, to ensure police officers are eligible for the same benefits which may be provided for the fire fighters.

The nature of the motion requires explanation. It is not an Act, nor does it direct or bind the government to any course of action. It is more a statement of principle, providing non-binding direction to the government to take action on the

issue. In this case, the motion must be followed up by legislation to create the fund envisioned.

The fund envisioned by the IAFF is modeled on that currently existing in the United States, the Public Safety Officers Benefits Program ("PSOB"). This fund includes a number of public safety professions, encompassing professions other than firefighters, who were only the group identified in Motion M-153.

Established in 1976, the PSOB is an indexed benefit available to the families of public safety officers who are killed or disabled in the course of their duties and is administered by the Bureau of Justice Assurance, an arm of the US Department of Justice.

At the time of its establishment the PSOB provided a one time death benefit payment of \$50,000 for firefighters and law enforcement officers who died from traumatic injury in the line of duty. The PSOB is paid to the families of all public safety officers, regardless of whether they are paid employed by the a municipality, state or federal government. It is not a charitable foundation with a board of directors, but a direct one-time payment from the United States Treasury.

The PSOB amount was raised from \$50,000 to \$100,000 in 1988 and indexed to rise with inflation. After the World Trade Centre tragedy, it was raised by the Patriot Act to \$250,000. As of October 1, 2005 the PSOB death benefit amount is \$283,385 USD.

In 1990, the PSOB was amended to include disability benefit for the families of public safety officers who are permanently and to-

After the World Trade Centre tragedy, it was raised by the Patriot Act to \$250,000. As of October 1, 2005 the PSOB death benefit amount is \$283,385 USD.

tally disabled due to injury in the course of their duties, and as a result unable to perform any gainful employment.

There are limitations in the PSOB. It will not be paid if the death or disability was caused by the intentional misconduct of the public safety officer, or if the officer intended to bring about his / her death or disability. The benefit is not paid if the officer was voluntarily intoxicated at the time of death or disability, or if it was the cause of gross negligence on the part of the officer.

The PSOB is not reduced by state or local benefits received. The PSOB Act prohibits the reduction of any benefits which one would normally receive in case of death or disability. Furthermore, PSOB benefits are not subject to attachment by creditors and are not subject to federal income tax.

The IAFF is advancing a model for the creation of a Public Safety Officer Compensation Fund (PSOC) for Canada. They advance a benefit level of \$300,000 as appropriate and indexed to inflation. Criteria for qualification for the benefit would be those identified in the Income Tax Act regulations section 8503, as public safety occupations, which included firefighters, peace officers, corrections officers, airline pilots and air traffic controllers. We will keep you posted as we receive more information.

IMPORTANT TAX NOTICE

Every year we strive to be timely in the delivery of our newsletters containing the tax receipts. However, at times we are unable to do so for various reasons. In the event you require a tax receipt sooner please contact our bookkeeper Linda Bauchman via email lin@telus.net or anyone else on the Executive.

Be advised that even if you do not have the Association tax receipt you may still file your tax and claim the annual dues (\$108). The dues receipt does not need to be filed with the tax return. Keep the receipt with your copy in the event of an audit.



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Mounties claim force is outgunned by criminals

Two officers break ranks and issue a call for better firepower and more training

Editor's Note: *The following article appeared in the July 18th issue of the Vancouver Sun. Pete Merrifield and Rip Mills are both members of the Mounted Police Association of Ontario ("MPAO") Executive. The members went public following the shooting death of the Saskatchewan and a recent shooting where members were shot at in Alberta.*

"It ain't getting any better and we're outgunned. We've got old pump action shotguns and pistols. If you're within 20 meters or less a pistol is okay, but outside of that how do you face rifle fire with a pistol".
"It's time the (Mounties) stopped giving everyone a big teddy bear hug."

At a time when frontline Mounties are being wounded and killed while on duty, two officers – including one who came under fire himself – Thursday said the force is “outgunned” by the bad guys. “They’ve got the big guns and are not afraid to use them”, said Const. Rip Mills. “So you go to a gunfight with a pistol and the bad guy has a rifle. What do you do with a pistol? Duck and take cover”. It is rare for Mounties to speak publicly, but with the rash of gun attacks against them, Ontario-based Mills and Const. Pete Merrifield broke rank in a public call for better firepower. They both said the national force is outmatched by criminals and that its frontline officers need more than one trip a year to the shooting range to hone their skills. “We’ve got a pistol and a shotgun. That’s not going to cut it. How many more lives need to be lost before we change?” Mills said. Constable Pete Merrifield, who once came under fire by a suspect when he was working at a small detachment on the Prairies, said Thursday that front line personnel are outgunned. “It ain’t getting any better and we’re outgunned. We’ve got old pump action shotguns and pistols. If you’re within 20 meters or less a pistol is okay, but outside of that how do you face rifle fire with a pistol”. “It’s time the (Mounties) stopped giving everyone a big teddy bear hug.” Merrifield said.

The constable, a former counter-terrorism agent, says that every front line officer needs more firearm training. Right now, front line Mounties only go to the shooting range once a year. The Mounties’ service pistol is a 9mm Smith and Wesson, and each cruiser has a mounted pump-action 12 gauge shotgun. The Mounties couldn’t recall a time like this. Just last Friday, a teen in Alberta opened fire on the five RCMP officers on the province’s Hobbema reserve. The youth has been charged with five counts of attempted murder. Police seized a rifle from the teen. Cpl. Al Fraser said officers have been warned about coming under fire on any given day. “It seems, regrettable, that the frequency of these kinds of events (is) becoming more commonplace, though, I hope they’re not normalized”, he said. “In the past, you might have heard people say they were on a routine call. Today we have no routine calls”, the corporal said. RCMP Commissioner Zaccardelli is on holidays and couldn’t be reached.

2007 ANNUAL CANADIAN POLICE ASSOCIATION AWARDS OF EXCELLENCE



Canadian Police Association
Association canadienne des policiers

NOMINATION FORM

Requirements:

All nominations must meet the following provisions in order to be considered.

- *Nominees must be members of the Canadian Professional Police from any federal, provincial or municipal police service within Canada. Nominations may include police officers, special constables and civilian members.*
- *Nominators must be members of the Canadian Police Association and must provide his/her signature in the space designated below.*
- *Nominations must involve an event between **January 1, 2006 and December 31, 2006.***
- *Nominations involving a long-term investigation can be submitted as long as the investigation concludes within the 2006 calendar year as set above. Only one nomination involving a long-term investigation may be chosen per year by the awards selection committee. Nominee(s) eligible for such nomination(s) is/are only the officer(s) in charge (OIC).*
- *Nominations for CPA civilian members may be submitted. One nomination per year involving civilian members shall be chosen by the awards selection committee. CPA members eligible for this award are: Special Constables and civilian support staff.*
- *Nominations must include information concerning any pending legal proceedings arising from the incident. In such cases the nomination may be deferred until the legal proceedings are concluded.*

Instructions:

Please write a short summary on why your nominee(s) should be considered for a 2007 CPA Awards of Excellence. This summary should be composed on a separate sheet of paper and should be no longer than 500 words. Be as specific as possible with references to events, circumstances, dates, etc. In addition, you must complete all of the areas below and attach this form to your summary along with a picture of your nominee(s). We invite you to send additional information in support of your nominee(s). Newspaper articles, police reports, video tapes and case numbers, if available, will all help our Committee in their decision making process. Kindly send your package, postmarked no later than **January 31, 2007**, to:

**CPA Awards of Excellence
Canadian Police Association
141 Catherine Street, Suite 100
Ottawa, ON K2P 1C3**

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<p>Nominee: Full Name _____</p> <p>Rank/Title _____</p> <p>Police Service _____</p> <p>Business Address _____</p> <p>City, Province, Postal Code _____</p> <p>_____</p> <p>Home Telephone () _____</p> <p>Work () _____</p> <p>In the event of multiple nominations arising from one event, please attach the above information for each nominee.)</p>	<p>Nominator: Full Name _____</p> <p>Rank/Title _____</p> <p>Police Service _____</p> <p>Business Address _____</p> <p>City, Province, Postal Code _____</p> <p>_____</p> <p>Home Telephone () _____</p> <p>Work () _____</p> <p>Signature _____</p>
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This form is also available on the BCMPPA website: www.mppac-acpmp.com

Contact Numbers

The following provides contact information for our members wishing to reach the executive of the BCMPPA or *The Service Star* editor. This list was accurate at the time of printing. In the event some of this information becomes dated, up-to-date information can always be obtained from our website at www.mppac-acpmp.com

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Rob Creasser 250-371-1071 cell.

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Yvonne Everson 604-644-0282

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Dan Sandhar 778-772-9690

BC North

Brendan McKenna 250-638-7400 work

Interim Director

Scott Rempel 250-306-2959 cell.

Service Star Editor

Dan Petre 604-601-0358 pgr.

Change of Address

Members with access to the Internet can communicate via e-mail their change of address or any other data pertaining to their membership.

Mrs. Linda Bauchman, BCMPPA bookkeeper, is online at the following address: lin@telus.net.

Other members can still submit those changes by mail or fax. You will find the details on the inside cover of *The Service Star*, or at the Association's website, www.mppac-acpmp.com