



the Service Star

The Official Newsletter of the British Columbia Mounted Police Professional Association

Volume Fifteen

Issue One

Winter-Spring 2009

Judge MacDonell rules:

“RCMP members have the right to form Association and engage in collective bargaining. Section 96 RCMPA is unconstitutional but grants government an 18 month reprieve.” — Judge MacDonell

EDITOR'S NOTE: As the newsletter was set for printing we received word that the decision was made. The entire 38 page decision will be posted on the website for your information. Below we included one of the paragraphs that we felt it illustrates what this decision means and the point form reasons.



The authorities discussed above establish that members of the RCMP have a constitutional right to form an independent association for labour relations purposes, free of management interference or influence. Any attempt to interfere with the exercise of that right would infringe ss. 2(d) of the *Charter*. Further, subject to the principles of majoritarian exclusivity, freedom of association in the labour relations context requires management not only to receive the representations of an independent association with respect to the conditions of employment but also to engage in good faith negotiations. That is, subject to s. 1 of the *Charter*, the freedom of association guaranteed to members of the RCMP carries with it a right to a process of collective bargaining.

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



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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).

President's Corner

by Pat Mebain

In the last newsletter I was noting how quiet it had been in the previous few months. What difference a few months can make. Of course the big item on everyone's mind is the raise roll back. We have been told that our raise was rolled back due to economy's downturn. The same economic problems are experienced by cities and provinces from coast to coast. In spite of this, municipal and provincial police members across the country are getting their respective pay raises. And we all know why that is – a negotiated contract. To add insult to the injury our senior managers are rumored to receive their substantial bonuses and no wage rollback. Let's see our Senior Executive publicly turn down these bonuses. I wrote a letter to our Commissioner expressing my concern over his lack of action on our behalf and his one line response reinforces there has been no real change within the RCMP (see the email and his response in the "From the Mailbox" section). I have spoken to several of you about the raise roll back and understand everyone's frustration. That being said there are some of you out there that "feel bad" we are being paid our current wages while some people they know have lost jobs. My only response to this is you should not feel bad for providing for your family or for getting paid what you deserve. Nobody in the private or public sector would turn down a raise simply because the RCMP had their raise rolled back. In another instance a junior member was told by an NCO that we have to do our part and to sit back and not make noise about this. Are you kidding me?! When will some of these dinosaurs retire! I will not apologize to anyone for wanting to make a living

that provides for me and my family. We put ourselves in danger every day to make this a better country to live in and it is not too much to ask for a contract that will be honored. At the end of the day the money will not make much of a difference for many of us but it is the way this was handled and was just forced down our collective throats. And as a last point on the raise rollback. I applaud the SRRs for their action on this. However, I am not hopeful that anything will change until the SRRs recognized that the system is flawed. We are at the whim of the government and the Senior Executive.

The court challenge in the Ontario Supreme Court took place between Dec 8-11. Laura Young and Martin Doan presented the case on our behalf and on behalf of our sister association the Mounted Police Association of Ontario. Our other sister association The Quebec Mounted Police Association and the Canadian Police Association also made submissions as interveners. The case focused on the exclusion of collective bargaining rights for members of the RCMP, and the denial of rights to freedom of speech for members who are prohibited to speak out against the RCMP. Recent cases in the Supreme Court of Canada and the Ontario Court of Appeal have held that the Canadian Charter of Rights and Freedoms includes collective bargaining as a fundamental right within the freedom of association, which strengthens the case we have brought forward. The government has argued that there are bona fide reasons to exclude the RCMP due to their national responsibilities, and submitted that the current divisional representative system constitutes "collective bargaining".

Continued on page 4



We have been told that our raise was rolled back due to economy's downturn. The same economic problems are experienced by cities and provinces from coast to coast. In spite of this, municipal and provincial police members across the country are getting their respective pay raises. And we all know why that is – a negotiated contract.

... standards are being set for all police forces in the province. This means that every police service will have to be able to provide all services required (PDS, ERT, Ident, etc). If a police service cannot provide this they must enter into a contract with another agency to provide these services. If this is not met then that police service will be disbanded/ amalgamated.

The lunacy of this latter point was certainly demonstrated within hours of the hearing, when RCMP Commissioner Elliot issued a broadcast to all members of the RCMP, announcing that Treasury Board was unilaterally reducing previously announced pay increases for all RCMP members. We are anticipating a ruling in March. I spoke to members who attended some of the proceedings and they feel that the ruling could be in our favour based on the Crown's weak submissions. Of course with a favourable ruling we can expect an appeal and once that is concluded (10-12 months down the road) the real work will begin. We will need each and every one of you to encourage a coworker to join the Association and get the word out. Many managers still refer to us as radicals or extremists. Every time they do they reveal their ignorance and fear. We only seek fair representation free of manager interference and collective bargaining. If that is extreme or radical then the other 54,000 police officers in this country are nothing but trouble makers.

At the end of February together with Rae Banwarie, our new Board member, I attended the BCPA (British Columbia Police Association) Annual General Meeting and provincial Lobby Day in Victoria. We had several meetings with both Liberal and NDP caucuses and individual meetings with various members of the government. It was felt to be a success by all involved and the intentions are to make this an annual event. Below I am including some of the highlights of the meeting.

Prior to meeting with the Liberal Caucus, the Solicitor General provided his guarantee that he will see to the conclusion our request to allow our drivers license and insurance info to reflect our work place address. He felt confident that the change would occur within a very short time. Regardless of the outcome he

will be advising us and this issue will finally be put to rest. What does it mean? Well for some it doesn't mean much as you already use your current work place for your insurance and driver's licence info. That being said your various detachments have the right to return any and all mail to sender as you are not an occupant of the detachment. Once this regulatory change is completed you will be legally able to change your addresses and the detachments won't be able to force you to change that.

The regionalization/integration topic was discussed once again with the highest levels of the provincial government. Regionalization will not be happening anytime soon. Efforts are being made to streamline and harmonize integration. As part of this there are efforts underway to bring the RCMP in B.C. under the OPPC. There are several obstacles for this such as the RCMP Act, transfers etc. The Police Services office is looking at this and it is understood that conditions to renew the RCMP contract as the provincial police force could hinge on some of these issues. In addition to this, Kevin Begg Director Police Services advised that standards are being set for all police forces in the province. This means that every police service will have to be able to provide all services required (PDS, ERT, Ident, etc). If a police service cannot provide this they must enter into a contract with another agency to provide these services. If this is not met then that police service will be disbanded/amalgamated. Implementation is targeted at the fall of 2009 or spring 2010. This condition applies to the RCMP as well and is another condition to renew the RCMP contract in the province.

Recently our Commissioner had come out with new guidelines regarding the deployment of the Taser. In BC the Police Services office does not want a moratorium on Taser use in the country or province.

To that end an independent company (MPB Electronics) out of Ottawa was hired and tests were conducted on 200 Tasers. The final report is expected early March 2009 but preliminary results show the following;

Out of the 200 Tasers tested 198 performed within the required parameters. Of the 2 Tasers that tested outside of the parameters, both were broken in some manner (cracked casing etc) and this was linked as the direct cause of the results not faulty manufacturing. One of the Tasers tested very low and the other one tested marginally high. To date there is no evidence that the Taser has been the direct result of any deaths in Canada. This was further supported by the Canadian Association of Chiefs of Police and the Canadian Police Association.

We have all experienced frustration with how some of the cases we put forward are being handled by Crown. Kevin Begg expressed his concern with Crown Counsel and Charge Approval. He stated that Charge Approval was supposed to weed out poor investigations or charges that should not be brought before the court but instead has become a tool for Crown to manage work loads. Police Services is pushing for imbedded Crown for specific areas (Drugs, Gangs, Auto theft etc) and additional Crown and Judges to help the current court system. Sentencing issues, disclosure issues and drug issues are other areas of great concern. Kevin Begg recognizes our judicial system is in a crisis situation and his office is working at finding other methods to alleviate the problems.

Several of the police forces in the province are preparing or are already negotiating their pension accrual rate of 2.33%. What does this mean for RCMP? Nothing. Each police force must negotiate on their own behalf. If the RCMP ever

fought for this it would mean you could retire with full pension at 30yrs service instead of 35years. Alas we do not have collective bargaining and there is no will with in the current regime to pursue this.

Lastly, I would like to comment on couple other current topics. As I write this we are in the midst of the Braidwood Inquiry looking into Mr. Dziekanski's death and the RCMP members involved are on the stand. Prior to this we had amongst others the Polish translator and the limousine driver take the stand. How does the opinion of the translator who was nowhere near the scene as well as the limo driver's assessment of what constituted a threat and a weapon be considered as "evidence"? We as an Association as well as members of the Force are in support of getting the facts out and getting an objective examination of this incident. However, when this inquiry considers the above noted as "evidence" one cannot help but think "witch hunt".

As soon as Mr. Palango's book "Dispensing the Fog" was published our Senior Executive had immediately attacked it as we had all seen. What we have not seen is Mr. Palango's response which we included in our newsletter. I have read the book and found it to be very interesting. I have read Mr. Palango's other books regarding the RCMP (Above the Law and The Last Guardians) and I found them to be just as detailed and well researched.

I can only recommend our members read these books and arrive to their own conclusion.

I hope that the next issue of our newsletter will have the good news that we are all hoping for...winning the court challenge.

Stay Safe.

Charge Approval was supposed to weed out poor investigations or charges that should not be brought before the court but instead has become a tool for Crown to manage work loads.

Paul Palango Responds

Dear members and interested parties;

In recent days Commissioner Elliott and various commanders have issued statements attacking my book, *Dispersing the Fog: Inside the Secret World of Ottawa and the RCMP*. They claim there are distortions and errors in the book.

I believe I have created a fair impression of the RCMP in my book. My main contact with the force has been DCOMM Bass. As I told him in an e-mail, the force is throwing up a smokescreen to conceal the real issues. To use a baseball analogy, the RCMP brass is arguing about balls and strikes when the real issue is the steroids and corked bats and the integrity of the entire sport.

Furthermore, I had an exchange of e-mails with Bass over the weekend when he alerted that the force would be issuing a statement.

Here is my response to him:

Gary: Glad you read the book. I think I've created a fair impression of the RCMP. You can quibble about details but when you issue your press release, please refer to the previous time(s) you have issued press releases about me and others that were inaccurate and misleading like those detailed in the book.

You can also include former RCMP member Leo Knight's review on Primetimecrime.com or Morley Lymburner's from *Blue Line Magazine*. One said I had done a great public service while the other said I should receive the Order of Canada.

Meanwhile, as part of my response, please include the following excerpts from e-mails I have received in the past few days.

* * * * *

RCMP member (edited to protect identity) had this to say:

"I am hoping this email will reach Paul Palango. I have read the book and am amazed to how well written and interesting it is. As an RCMP officer I would have first shunned your books and not believed that there is a "secret world" that is full of dysfunction ... Ottawa won't even return my calls. Anyhow, I realized in the last four years that they do not want someone doing the right thing if it means extra work for them.

They do not want to believe there is corruption in the Force. And it does not get any better when dealing with higher ranking members.

Thank-you for writing a book that should be read by all Canadians. Hopefully some good will come from the RCMP in the future. There are some great men and women working the front line. I do not have anything positive to say about the upper management, here in ... Div or Ottawa. I would love to say that I hope they learn from the book. But ... I think that may be wishful thinking. I hope one day to have a book of my own out there discussing the corruption from the inside ('cause God help, there is a lot).

Respectfully submitted ..."

* * * * *

Or how about this one from another RCMP member:

"Mr. Palango. I ... have been unable to put it down....."

As I have yet to finish the book, I have no doubt that the Government of Canada has diminished the organization that I worked for and continues to do so through it's political activities but, Commissioner

Zaccardelli, in my view, was the worst Commissioner that I ever served under.

The future doesn't look all that rosy either! ... I look forward to finishing and sharing the book with others."

* * * * *

The following came from a retired RCMP Staff Sgt.

"Thank you for putting to paper what is long overdue."

* * * * *

Then there is this one from a former Canadian police chief:

"The book is brilliant. I can't believe how you touched on all the important issues and some that most have not even thought about. I'm very impressed. I hope Canadians read it and take the time to understand these important issues."

* * * * *

A prominent former judge said this:

"Congratulations on an impressive piece of work ..."

* * * * *

So, I will not engage at this time just as the RCMP has been unwilling to engage me in the past (see Curt Petrovich's recent story in the CBC about e-mails). When I appeared on the CBC show *The Current* in November, 2007, the RCMP decided not to oppose me because, as the e-mail pointed out, the RCMP felt it was in a no-win situation.

Unfortunately, the RCMP, through its own actions, has lost credibility. It has a track record of speaking in "shades of truth" to defend itself. That the leaders of the force cannot see the evident problems and are unprepared to admit the short-

comings and failings of the force is one of the main points (and certainly not the only point) of the book I have published.

I could go on, but you should get the picture. There are good people in the RCMP but it is clear that upper management is more interested in protecting the institution than the public interest.

Yes, I stand behind my story. You are entitled to have your say, but I wrote this book in good faith and in a disinterested fashion. The RCMP was anything but co-operative.

I warn you in the clearest terms that if you or the force falsely and maliciously attack me for my professionalism or integrity in an attempt to diminish the sales of this book, I will respond in time and in a manner fitting the situation.

That being the case, Gary, please feel free to include this with your press release as my response to your inquiries. If you don't, I will.

Thank you,
Paul Palango
November 1, 2008

* * * * *

So, I've done what I said I would do. I invite you to read the book for yourself and draw your own conclusions. I welcome your responses and criticisms, but the healthy thing to do right now is for all Canadians to debate the state and future of the RCMP. We can't continue to muddle along as we have.

Paul Palango

... the force is throwing up a smokescreen to conceal the real issues. To use a baseball analogy, the RCMP brass is arguing about balls and strikes when the real issue is the steroids and corked bats and the integrity of the entire sport.

*Toxic divisions within the force spur complete
makeover for RCMP*

Command structure in need of overhaul

William Marsden The Montreal Gazette January 9, 2009

*... transforming
the Mounties from
a command struc-
ture that demands
strict obedience
into a more con-
sensual organiza-
tion that requires
sensitive leader-
ship and spreads
responsibility
throughout the
ranks will be
a towering
challenge.*

The RCMP will completely overhaul its management and operations structures in an effort to transform the force from a rigid para-military organization into a modern, flexible world-class police force that will be more accountable to the public. The Mounties said yesterday they have created a separate task force and transition team to implement changes the force hopes will address internal problems of widespread officer discontent that have seriously crippled one of Canada's most vaunted institutions and one of the world's most famous police forces. "We are on the right track, but there is a lot of heavy lifting to be done," David McAusland, a lawyer and civilian head of the the RCMP's transition team, said. Assistant commissioner Keith Dark, who is the Officer in Charge of the transition team, said the changes will essentially remake the RCMP. "The senior executives (of the RCMP) realize that we need to get this right," he said. "They (the changes) are not superficial. They are significant. The RCMP needs to evolve." Dark said that transforming the Mounties from a command structure that demands strict obedience into a more consensual organization that requires sensitive leadership and spreads responsibility throughout the ranks will be a towering challenge. "We are a very bureaucratic organization," he said, adding that this has stifled creativity and undervalued its members. The overhaul comes in the wake of some damning reports that revealed terrible morale problems, particularly among younger



members. It also follows some operational failures that resulted in the deaths of six officers and the killing with a Taser gun of a Polish immigrant at the Vancouver International Airport. The most recent report on the force's internal problems, which was commissioned by Commander Lyne Carbonneau, director of the Quebec division, indicates the division is saddled with bad management, poor employee relations and rotten promotion procedures that reward cronyism and sycophants while keeping good officers down.

The report was written by three management professors at the University of Montreal. The writers concluded: "Our observations clearly reveal that a large chasm separates – more gravely than we initially anticipated – the perspectives and realities of the members and managers in the C Division," the Quebec division of the RCMP Sgt. Luc Bessette of the Montreal headquarters said Carbonneau has told members she will be implementing changes quickly "The report was perceived by the members to have been the first time they were listened to," Bessette said.

“That in itself is a change.” Whatever changes Carbonneau instigates will be part of the nation-wide transition. Dark noted there is a large age gap at the RCMP, which over the next five years will see a 50 per cent turnover as members retire. “We are losing corporate knowledge,” he said. “We need the experienced folks to stay in the force.” At the same time, Dark said, younger members bring a different

attitude to me RCMP. He said younger members are reluctant simply to follow orders and want to be part of the decision-making process. For this reason, he said, changes in the leadership structure as well as improved training is “arguably the most important task facing the RCMP” He said that within a year or so Canadians will have a completely different national police force.

... the division is saddled with bad management, poor employee relations and rotten promotion procedures that reward cronyism and sycophants while keeping good officers down.

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!

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- I work with Royal LePage, and am very familiar with the relocation policies of the Force.
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GIVE ME A CALL!

This offer is open to all Members, retired Members & Staff. This is NOT a “discount” commission deal ... All rebates offered come out of my commission and will NOT affect the other agent. I've had the privilege of working with literally hundreds of Members in the past several years and can provide several references on request! Please call me anytime ...



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2009 Police Day on Parliament Hill

Editor's Note: Once again on April 20-22 Executive members of all police associations will be gathered on Parliament Hill for another round of "Lobby Day". One of the topics lobbied for will be our right to an independent Association. The following "Fact Sheet" will be presented to MPs in order to garner their support.

Independent Police Association for the RCMP

Accountability and transparency for RCMP senior managers begins with granting RCMP members the right to form, and participate in an independent, representative police association; a right bestowed to all other police officers in Canada.

The CPA calls upon Parliament to provide the legislative authority for RCMP members to form an independent police association and bargain collectively with their employer, a right afforded to all other police officers in Canada.

On June 15, 2007, Mr. David Brown Q.C., the lead investigator appointed to conduct an independent investigation into the RCMP's response to allegations surrounding the RCMP pension and insurance plans, submitted his final report to the government. Mr. Brown found that former Commissioner Zaccardelli's "autocratic" leadership style set a "tone at the top" that encouraged similar management styles among his management team. He concluded that this was fundamentally damaging to the culture of the RCMP.

Accountability and transparency for RCMP senior managers begins with granting RCMP members the right to form, and participate in an independent, representative police association; a right bestowed to all other police officers in Canada. Currently, members of the Royal Canadian Mounted Police are not entitled to the same fundamental workplace equality and labour rights as other police officers, and RCMP Management is not held to the same standard of accountability as other police managers. The internal discipline and grievance systems end with the Commissioner of the RCMP as the final level of appeal. That, coupled with the fact that

the internal representation program is not independent from management, leaves many members of the RCMP vulnerable and exposed on workplace-management issues.

The RCMP approach has been to deny, minimize, ignore, or cover up these concerns. RCMP members have been forced to work within a regime that denies them the basic fundamental human rights that are afforded to every other police officer in Canada; Freedom of Association, including the right to bargain collectively with their employer on issues related to their compensation, health and safety, and working conditions.

In December, 2008, the Mounted Police Association of Ontario (MPAO) and British Columbia Mounted Police Professional Association (BCMPPA) appeared in Ontario Superior Court seeking that provisions in the RCMP Act which prohibit RCMP members from obtaining these rights be struck down. The CPA intervened in this case, supporting their application. The Associations seek to secure the fundamental right for RCMP members to freely associate, which the Supreme Court of Canada has recently determined includes, for other workers, the right to free collective bargaining. Recently the government of Canada rolled back promised wage increases for RCMP members, something that was the subject to the protections of collective bargaining

Accountability and transparency for RCMP senior managers begins with granting RCMP members the right to form, and participate in an independent, representative police association; a right bestowed to all other police officers in Canada.

for other members of the federal public service.

It is inconsistent with Canadian values to suggest that fundamental rights such as freedom of association are not available to all Canadians, including those sworn to protect. When police officers don their uniforms to start another tour of duty, they are mindful of their responsibilities to respect, without exclusion or restriction, the fundamental rights and freedoms afforded to every Canadian. Surely they deserve the same respect, without exclusion or restriction? It's time for Parliament to grant RCMP members the fundamental equality and labour rights afforded to all other police officers in Canada. Accountability and transparency for RCMP senior managers begins with granting RCMP members the right to form, and participate in an independent, representative police association; a right bestowed to all other police officers in Canada.

Dear Members of the MPPA/RCMP

As the wife of a long serving police officer I understand the need for confidentiality and professionalism. Finances are a very important, personal matter and it is with that in mind that I would like to offer my services as a Mortgage Planner. With access to 50 financial institutions including major banks, credit union, trusts and other national/regional lenders, my goal is to design the right mortgage solution for you with features and options that meet your needs. I am able to offer clients the most current, updated interest rate specials, often with discounts of up to 1% off posted rates. With me doing the shopping for you I can help you save time and most importantly money.

What does this expertise and access cost? It costs you **NOTHING**. Instead the lender that we decide on together pays compensation for the services and solution provided.

A mortgage planner can help you make the best financial decisions to purchase a new home, but did you know that a mortgage planner is also able to help you find the best rates for refinancing your existing mortgage? Monthly credit card payments can be overwhelming and stressful. I can assist you in debt consolidation that will lower your monthly payments and actually allow you to start paying down that debt.

As a show of my appreciation for your business I'd like to make a \$200 donation to the Fallen Members Memorial Fund or the Children's Hospital for every mortgage that I underwrite for a MPPA/RCMP member. As my business is built primarily by referrals I am offering a \$100 gift card to the restaurant of your choice for any funded mortgage referrals to say "thank you".

Your mortgage is a big decision and a powerful financial tool. I look forward to helping you achieve your financial and home ownership goals.

Catherine Sweet



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Designing a mortgage that's right for you

For Your Information

*The following email was sent by Pat Mehain to Commissioner Elliott.
The Commissioner's reply is on the facing page.*

Sir,

I read your recent broadcast with more than a little frustration. I would have to disagree with you on the issue that you claim it is your obligation to be impartial in this matter. The RCMP as a whole relies upon you to be our voice when it comes to issues of compensation etc. To take a position of impartiality sends the message that we are of no consequence. If our leader does not stand up for us and argue on our behalf how can we maintain any faith in our managers? I believe the Commissioner of the RCMP should be advocating as strong as possible on behalf of his members.

I would also ask if this pay reduction/rollback/cut or whatever else you would like to call it extends to senior managers and yourself? I am aware that senior executive officers and your office have received substantial bonus's (sic) in past years. This was always explained as a way of "maintaining qualified people". Seeing how the country and entire world are experiencing significant economic problems, are these bonus's (sic) still being paid?

The RCMP is experiencing problems recruiting and hiring qualified people. How can this organization continue to expect to attract those people when the government of the day can freeze or roll back our wages as they see fit? Municipal and provincial forces are also in a bind but I would expect with this recent decision that many people who were considering the RCMP as a career will turn to a police force that offers some guarantee with regards to wages.

I am unaware of any union that has their collective agreement altered without prior consultations. The B.C. Government recently had to pay millions of dollars in compensation for trying to do exactly that. Once a collective agreement is made it is set in stone and cannot be altered without going through proper channels.

I do not envy you or your position. In economic times like these there are always going to be extremely tough decisions to be made. I hope that you and your office are able to address all of the problems and that morale will be restored.

Respectfully
Pat Mehain

Commissioner Elliott responds:

Impartial refers to me providing advice based on my personal interests or political loyalties. It does not mean that I cannot or have not advocated particular positions or objectives.

Thank you for writing.

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

For Your Information

- 1** Toronto Police Association recently settled a 3 year contract for 9.9% that covers 2008-2010. At end of the contract on December 1, 2010 a 1st Class Constable will be at \$81,249. As some of you may recall most of the Police Departments in Ontario benefit from the “3/6/9” formula. This refers to the percentage of extra pay based on years of service. As an example a Sergeant with over 23 years (9% extra) will have a base pay of \$99,529. Toronto will be the highest paid police department in Ontario. However, the difference between Toronto and other Ontario police departments are fairly minor. (i.e. London \$80,808, Ottawa \$81,012)
- 2** A recent Grievance Decision G-376 entitles members to retroactively claim for all meals consumed outside of a 16km radius since 2002-10-01 at the TB rate. So if the meals were claimed at the real cost, the recent decision means that members can go back and claim the difference between the real cost and the TB rate. The decision could be read on the External Review Committee website www.erc-cee.gc.ca
- 3** The CPA supports government legislation to protect Canadians from gangs and other forms of organized crime.

On February 26th the Honourable Rob Nicholson, Minister of Justice and Attorney General of Canada, introduced new legislation that will fight violence associated with organized crime and gangs. If passed by Parliament, the proposed Act to amend the Criminal Code (organized crime and protection of justice system participants) will make murders connected to organized crime activity automatically first-degree. First-degree murder is subject to a mandatory sentence of life imprisonment without eligibility for parole for 25 years. It will also create a new offence to address drive-by and other reckless shootings. This offence would carry a mandatory minimum sentence of four years in prison, with a maximum of 14 years. The minimum sentence would increase if the offence was committed for a criminal organization or with a prohibited or restricted firearm such as a handgun; and create two new offences of aggravated assault against a peace or public officer and assault with a weapon on a peace or public officer. These would be punishable by maximum penalties of 14 and 10 years respectively.

Disability Pension and Superannuation Question

Recently a retired member who receives disability pension had contacted the Association in regards to owing money back to Morneau Sobeco. The following explanation is offered by Director Al Roy:

When you are collecting a disability pension, it comes out of CPP which is the same as Old Age Pension. Hence, the claw back applies. Part of this claw back is that you cannot double dip by collecting your Superannuation (Morneau Sobeco) and CPP.

The same is true if you are collecting more than a certain amount of DVA. There is a certain amount of DVA money that you are allowed to receive and still collect on your Superannuation money. A member retiring on a medical pension is

asked whether he or she wishes to apply for Morneau Sobeco and receive medical payment for a period of 18 months. The money from Morneau Sobeco is taxable because it is not truly recognized as a medical pension payment. In the case of members who receive both, they would have to reimburse Morneau Sobeco in full, taxes included or for at least for the period that they claim is owed. The member then will have to apply to income tax to get the taxable portion refunded, which he will only be able to do in the following tax year.

Members are encouraged to look carefully at their options before making the decision to collect disability pension from Morneau Sobeco.

FINANCIAL STRATEGY SEMINAR: May 15, 2009

- What?** The Association will be organizing a financial training seminar on the Smith Maneuver for our members. The Smith Maneuver teaches you a method to quickly turn your mortgage into an investment tool, and at the same time it reduces your amortization. We have contacted the founder for this proven Canadian financial strategy, Mr. Fraser Smith who will be coming to do a financial presentation to our membership here in the lower mainland in the month of May. This seminar is free to association members and their spouses and we encourage as many members to attend with their spouses.
- When?** May 15. The time for the presentation will be approximately 2 hours with time for questions afterwards
- Where?** TBA. Keep an eye on the BC MPPA website www.mppa.com for further updates.
- Cost?** Free to all BC MPPA members and spouses. A nominal fee of \$15 for non Association members will be charged but can be deducted from you membership dues if you decide to join the Association and become a member.
- To Do?** RSVP to pamehain@shaw.ca or trinity1@shaw.ca with number of attendees. Invite anyone interested including non-Association members.
- Once we have an idea of numbers attending we will post the location and date.



BCMPPA Membership Application/ Amendment Form

Check All Boxes That Apply

- | | |
|---|--|
| <input type="checkbox"/> New Application | <input type="checkbox"/> Renewal (\$108/year) |
| <input type="checkbox"/> Interdivisional Membership (\$15/year) | |
| <input type="checkbox"/> Pre-approved payment request | <input type="checkbox"/> Cheque attached |
| <input type="checkbox"/> Male <input type="checkbox"/> Female | <input type="checkbox"/> Change of address |
| <input type="checkbox"/> Change of posting/duties | <input type="checkbox"/> Change of bank/account |

Referred by _____
(Referring member 3 months no dues)

Regimental # _____

Surname _____

Given Names _____

Address (Street, City, Province, Postal Code) _____

E-mail Address _____

Telephone # _____

Current Posting & Duties _____

PRE-APPROVED PAYMENT REQUEST

This application constitutes authorization for the B.C. Mounted Police Professional Association (BCMPPA) to withdraw the sum of \$9 per month from:

Financial Institution _____

Address _____

Account # _____

Please attach a void/blank cheque to initiate your Pre-approved Payment.

Visa MasterCard (credit card payments through PayPal only)

Card # _____

Expiry _____

The said withdrawal will be debited on the 14th day of each month. These authorized deductions will commence on _____ 20____, and will continue until such time as the undersigned advises the BCMPPA to cease said withdrawals in writing.

Date _____

Signed _____

Mail to: BCMPPA, PO Box 76004, Langley, BC V1M 4B7
or Fax to: (604) 460-6403

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

Association Executive

President

Pat Mehain 778-838-5508 cell.

Vice President

Rob Creasser 250-371-1071 cell.

Treasurer

Kimberly Russell 250-319-8528 cell.

Secretary

Vacant

Directors

BC Interior

Alain Roy 250-545-7141

Dan Sandhar 778-772-9690

BC North

Brendan McKenna 250-632-7111 work

250-632-1537 cell.

Service Star Editor

Dan Petre 778-240-1570 cell.

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