

**MEMBER COMMUNICATION 78**  
**February 25, 2017**



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In our constant efforts to assist and support RCMP Members MPPAC receives periodic updates from our Legal Indemnification Program. The legal representation of MPPAC Members as well as the continued growth of the program continues as more and more MPPAC members choose to join our legal program.

In the past 5 months, the Legal Indemnification Program has fielded hundreds of calls for assistance and consultation from our Members. Of these hundreds of calls, 77 of these calls have led to files that our legal program lawyers have opened for their direct assistance. The new assistance files break down into the following categories.

- Criminal = 1
- Human Rights = 2
- Grievance Assistance = 8
- Employment = 10
- Code of Conduct = 15
- Administrative = 41

Included in this sampling, consultation only calls have included assistance with tax law, traffic offences, family legal advice, risk management, and legal advice to members on how to proceed in other miscellaneous matters.

For Members seeking information on the MPPAC Legal Indemnification Program we have an informational video and flyer which you can find on our Become a Member page if you scroll down to mid page.

<http://mppac.ca/member/become-a-member/>

MPPAC encourages existing plan members and new MPPAC members to make themselves aware of what our plan offers. We also encourage new MPPAC Members to join our Legal Indemnification Plan both for your own protection and to help build the plan and make it stronger in defense of all plan members.

One plan member, has offered to share her experience in dealing with a workplace issue involving harassment and bullying.

<https://www.youtube.com/watch?v=3PKQSe4Jgs&t=5s>

She is hopeful that sharing her experience will help other RCMP Members recognize the value of both an independent Legal Assistance Program and a truly independent Association representing all RCMP Members.

Please also find a link to testimonials provided by some of our members who have utilized our system and program.

<http://mppac.ca/testimonials>

Please share this message with colleagues who may have not yet made the decision to join an association or who are simply “waiting to see what happens” before joining. RCMP Members are on the front lines of every level of policing in this country, taking risks and doing their jobs every day. Building an Association is not simply about flying around the country and signing Members up for some promised, but unknown future. It is not simply about a future collective bargaining unit. Building an Association is about supporting each other now and building teams and programs that will be there to help all RCMP Members throughout these changing times and well into that future.

#### **LET US BE YOUR ADVOCATE**

*The Mounted Police Professional Association of Canada is on the way to becoming the independent labour representative for all non-commissioned RCMP members. MPPAC was established in 2010 and has successfully fought for the right of members to engage in collective bargaining through an independent association. True independence from management and fiscal accountability are two of the reasons MPPAC continues to grow in strength and momentum. In addition to our certification efforts, MPPAC continues to represent members on a daily basis as well as provide an independent legal program which is completely free from management. The Association does not seek or support the right to strike. To learn more, visit [www.mppac.ca](http://www.mppac.ca).*

*Become a member today and let's put forward a collective voice on work issues that concern us all. Please forward this message to your RCMP colleagues who are not yet members of MPPAC.*

**MPPAC | Mounted Police Professional Association of Canada  
ACPMP | Association Canadienne de la Police Montée Professionnelle  
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