

**MEMBER COMMUNICATION 81**  
**March 21, 2017**



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The comraderie of the RCMP binds us together every day, and it is most profoundly evident when we gather to rally around the family and colleagues of a fallen officer. Last week, an MPPAC representative attended the funeral service for Constable Richer Dubuc in St-Jean-sur-Richelieu, Quebec, as did many from our association and other police unions.

This moving service reminded us all of who we are as officers, and why we are part of the RCMP family.

MPPAC was there, first and foremost, to show our support for the family of Constable Dubuc, and we remain committed to assisting his family in the days, weeks and months to come. This kind of personal support is at the core of what MPPAC is all about. It is an important part our commitment to Constable Dubuc and all of our members.

We can all be proud of the many RCMP officers, from across Canada, who came to this funeral. Together, these officers provided a tremendous example of the unity of spirit that is shared by every man and woman who wears our uniform.

Of course, with so many officers in one place, there were also some opportunities to discuss our shared interests. In particular, our representative heard from many officers who are determined that we stand together to form one strong union for all non-commissioned RCMP members.

There was some talk about a website that is promoting a council of multiple groups – an approach that at best, would see several smaller, weaker voices.

A number of members reached out to MPPAC because of some misleading information on social media. They were concerned and expressed their desire for a strong, single, unified voice.

It has become increasingly clear that only one union can give RCMP Members the kind of representation we require. While a council of smaller unions might sound interesting in theory, the reality is that where such fractured councils currently exist, employers take the opportunity to “divide and conquer” by pitting one group against another. After coming so far in our unionization drive, and getting so close to our goal, MPPAC simply cannot risk all Members’ future with a council that would lead to years of fractionalism.

Collective bargaining can only work when Members speak with one, strong, unified voice. That is why we must stand together and ensure that one, and only one, strong union will represent us all. The reality of this message is getting through. Members understand that we must stay united. We repeatedly heard this message, loud and clear in Quebec last weekend.

In addition, MPPAC continues to receive numerous emails, from across Canada, in support of our campaign. Members realize the futility of splitting the vote any further. Here are two examples, more examples exist.

"I am sending this e-mail, humbled and a little embarrassed. Yesterday, I sent an e-mail requesting my membership with MPPAC be cancelled. I am adult enough to admit when I have made a mistake and in this case, I believe I got wrapped up in social media talk and made a decision based on emotion. I am humbly asking that my previous e-mail be ignored and my MPPAC membership remain."

Another member sent this message to the other website and CC'd MPPAC.

"Good evening Charles, I'm writing to inform you for cancelling my signup at SaveMyRCMP web site yesterday. Hence, I carbon-copy this email to Linda Bauchman, Office manager of MPPAC that I do not rescind my membership from MPPAC to SaveMyRCMP. Please delete my personal record."

Members recognize that MPPAC is committed to openness, transparency and fiscal accountability in particular. MPPAC will continue to work in the best interests of our organization as a whole, as we work to secure MPPAC as the bargaining agent for all non-commissioned RCMP members.

As part of our ongoing efforts toward certification, MPPAC has sent a letter to our colleagues at the National Police Federation expressing our ongoing willingness to discuss member representation. MPPAC is committed to *open, transparent* discussions with any group seeking to work in the best interest of all RCMP members.

MPPAC continues to grow in strength as Members come to realize the harm that splitting the vote has caused. Only by standing together and refusing to split the vote will Members succeed. Help yourself by joining with us and encouraging others to join today.

## **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.*

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