

**NATIONAL
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NATIONALE**

September 04, 2020

The Rt. Hon. Justin Trudeau, P.C., M.P.
Prime Minister of Canada
Office of the Prime Minister
80 Wellington Street
Ottawa, ON K1A 0A2
Email: pm@pm.gc.ca / justin.trudeau@parl.gc.ca

Dear Prime Minister Trudeau,

On behalf of the National Police Federation (NPF), and our ~20,000 front-line RCMP Members, I write today to share some of our priorities for the next year. Over the next few weeks, we ask you to take the priorities of RCMP Members into consideration as your government looks to launch a new agenda and mandate this September and considers the Fall Economic and Fiscal Update and Budget 2021.

RCMP Members have been experiencing new and unforeseen challenges over the past decade, all of which have been further exacerbated by the risks and demands of COVID-19. RCMP Members have been facing significant cutbacks, including wage freezes, which have impacted staffing levels, recruitment, and resources and – importantly – the well-being of Members. At the same time, policing has experienced a significant demand increase that goes beyond crime prevention and law enforcement.

Throughout the pandemic, while most Canadians went into self-isolation, our Members continued to provide front-line services even under the most challenging circumstances. RCMP Members across Canada have been undertaking emergency management orders from various governments while still working to safely police and serve their communities.

Insufficient financial and human resources continue to be a challenge. We believe it is imperative that the government address these challenges to ensure ongoing community, public and Member safety by:

1. Increasing RCMP training capacity

The RCMP Academy (Depot) is not running at capacity and RCMP recruiting needs to increase in order to meet demand and overcome the Covid shutdown. In March, Depot suspended all cadet and in-service training, to protect the health and safety of cadets and staff. In June, limited physically distanced training began, but many cadets are still waiting to resume training. COVID-19 exacerbates these uncertainties - this fall and beyond - further delaying and limiting training, which would subsequently impact and expand a 2021 backlog of needed resources in the field.

In addition to the existing shortage of RCMP Members across Canada, the demand for more RCMP Members continues to grow. We need newly graduated recruits on the ground in communities across Canada. If Depot is not adequately equipped, funded or resourced to deal with the ongoing mass backlog



of new cadet training, we will never catch-up. The federal government needs to provide additional funding of \$190 million to expand recruiting and training at the RCMP Depot to address the backlog and ongoing as well as future needs. Further information can be found in our 2021 pre-budget submission.

2. Implementation of Body-Worn Cameras

The NPF supports the government's plan to move forward with equipping +/-13,000 frontline RCMP officers with body-worn cameras (BWCs). However, safely, and properly outfitting officers with BWCs requires considerable resources and has many logistical issues.

As our Members are already facing budget restraints, we ask that the federal government provide additional funding of \$50 million for BWC implementation. Further information can be found in our attached 2021 pre-budget submission.

3. The RCMP Pistol Replacement Program

The RCMP service pistols currently being used are more than 25 years old and have been recycled to numerous Members and cadets for infield use. They are beginning to demonstrate increased mechanical failures, making them unsafe and unpredictable. The current pistol is also the subject of numerous Canada Labour Code (CLC) complaints by Members of the RCMP as "unsafe equipment." The current pistol has become an occupational health and safety hazard and needs to be addressed quickly. The government should invest \$40 million in additional funding for the replacement of these unsafe, 25-year-old service pistols before a serious incident occurs.

4. Collective Bargaining

The NPF is currently engaged in negotiations with Treasury Board. We are committed to negotiating fair and respectful compensation and resources to maximize the safety and security of all our Members and the communities we serve.

Current Ministerial mandate letters commit to building a relationship and bargaining in good faith with the NPF. We urge the government to maintain this commitment in future mandate letters, as it is still an incomplete and documented priority of your government.

5. Occupational Stress Injury Support

Occupational Stress Injuries (OSI) continue to be a prominent work-related medical condition among serving Members. Current Members are experiencing a 6-12-month, if not longer, waiting period to access an OSI medical practitioner. Your government has committed to continue to advance OSI treatment and care for first responders, including RCMP Members. The government should maintain and expand these commitments to address accessibility issues and unreasonable wait times.

The federal government also released a National Action Plan on PTSD, which included funding toward a longitudinal study of the mental health of RCMP recruits. It also stipulates that the government, in partnership with key stakeholders, review the plan annually. NPF respectfully requests to be added to the

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list of key stakeholders and to participate in all future discussions. As the largest police labour relations organization in Canada, NPF's participation is essential in examining progress and identifying areas that may need to be developed to meet RCMP Member needs.

We appreciate the efforts the federal government has taken so far to address some of the challenges mentioned above, and we hope to continue to work together to improve the health and safety of our Members and all Canadians. These are pressing issues and should be carefully and thoughtfully considered by the government as you craft your new agenda and mandate for the Fall.

If you have any questions please contact myself or Sarah Nolan, Director of Government Relations, at snolan@npf-fpn.com.

We look forward to working with you and your office on these important priorities.

Sincerely,

A handwritten signature in blue ink that reads "Sauvé".

Brian Sauvé
President

cc: The Hon. Chrystia Freeland, Deputy Prime Minister and Minister of Finance
The Hon. Bill Blair, Minister of Public Safety and Emergency Preparedness
The Hon. Lawrence MacAulay, Minister of Veterans Affairs
The Hon. Jean-Yves Duclos, President of the Treasury Board