

Stéphane Laframboise was born in Quebec and raised in Montreal.

Stéphane joined the RCMP in 1990. After having completed his training at the "Depot" Division, he was assigned to Oshawa in Ontario (1991), then to the Toronto Airport (1992 to 1996). Transferred later to New-Brunswick, he was posted in St-Quentin (1996 to 2001), then in Irishtown (2001 to 2003). In 2004, Stéphane was transferred to Quebec where he held a position with the Canadian Air Carriers Protective Program until 2011.

When he joined the "C" Division in 2004, several concerns plagued his new unit. Stéphane wanted to improve the working climate that prevailed at the time and he decided to join the Staff Relations Representative Program (SRRP). In 2005, he was elected as Staff Relations Sub-Representative (S/RSR) for members in his sector. In 2006, he helped a member create another Staff Relations Sub-Representative position in a unit, outside of Quebec. In 2007 and 2010, Stéphane was re-elected.

In 2011, Stéphane was elected Staff Relations Representatives (SRR) for the "C" Division (Quebec). Stéphane led the idea of modernizing and improving the only official labour relations program (SRRP) recognized by the RCMP. In 2013, he was re-elected. This time, the threat that the SRRP could cease to exist was increasing given the upcoming decision of the Supreme Court of Canada (SCC) regarding the MPAO case. Stéphane wanted to take this opportunity to modernize and improve the efficiency of the SRRP should this program remain an option for members following the SCC's decision.

On February 13, 2014, Stéphane moved a "Resolution on behalf of RCMP members: change, focus and act" or commonly called "A vision for change". This resolution was adopted by a majority vote by the National Caucus of the SRR. A National "Vision for Change" Working Committee was established to explore, research and consult with the SRR Caucus in order to improve and modernize the SRRP. Stéphane was appointed to this Working Committee to represent the members of the "O" and "C" National Divisions. As part of his national duties as SRR, Stéphane was also a member of the National Training Committee and the Committee of the Isolated Posts and Government Housing Directives (relocation and travel entitlement).

In 2016, Stéphane ran for and was elected to the position of Members' Advisor in the new Services Program for Members in the Workplace.

Throughout his career, Stéphane has held a wide range of policing responsibilities with the RCMP, including contract and federal policing services. Stéphane was involved with the *Association des membres de la police Montée du Québec (AMPMQ)* for 20 years (1995 to 2015). He served on the Mounted Police Members' Legal Fund on behalf of members of the "C" division for 10 years (2006 to 2016). For over 11 years he has and he continues to this day to provide advice, support and assistance to the members of the "C" division.

Thanks to his experience and involvement, Stéphane has developed a strong understanding of labour relations. When not at work, Stéphane love the outdoors, golfing, hiking, skiing and fishing. In fact, he has, each fall, for 12 years, organized and planned a fishing weekend with RCMP members. Stéphane has always had the best interest of RCMP members at heart.