



## Frequently Asked Questions:

### **WHY DO I NEED NATIONAL REPRESENTATION?**

RCMP members have fallen behind other police forces on pay, benefits, resources and training. Some members are working unsustainable overtime. Without representation, there's no one to advocate for you if you get hurt or can't work, or something happens that leads to a review of your conduct. A national representative will advocate for you on all these issues and risks.

### **WHY SHOULD I JOIN THE NATIONAL POLICE FEDERATION?**

We have extensive proven experience representing members effectively on pay and benefits, training and resources and other key issues. Our Board of Directors have worked in almost every province and territory in Canada and understand the unique and common challenges of detachments in all areas of the country. We will hit the ground running and represent you effectively.

### **WHAT'S THE PROCESS TO MAKE THIS HAPPEN?**

First, we need to get certified. We're waiting for the government to pass new legislation which will allow us to apply for certification very soon. Once we apply, all RCMP members will have an opportunity to vote on NPF becoming your national representative. Once certified, we'll establish an organization that represents all members in all parts of the country and in all types of detachments, based on your input.

### **HOW MUCH WILL IT COST ME?**

After a seven year salary freeze, none of us

want to pay more out of our pockets. However, we believe any added fees will be offset by an increase in pay and benefits, resources and training and advocacy from effective national representation. Based on other police organizations, we expect the net cost to be \$30 to \$35 after taxes every two weeks.

### **WHY DON'T YOU JOIN WITH OTHER ORGANIZATIONS?**

We agree that a merger of competing organizations to represent members across the country through a single organization that is structured based on members feedback, and represents all members in a way that is fair, balanced and effective would be ideal for RCMP members. We continue to welcome this approach and have invited other organizations to join us. We are optimistic that progress is being made and that we will have more to report in the coming weeks.

### **HOW IS NPF FUNDED?**

We've received funding from organizations that wanted to make sure you get the representation needed to protect the welfare and dignity of members. This includes the Mounted Police Association of Ontario and the Mounted Police Members Legal Fund, which provided interest-bearing loans.

### **HOW LONG BEFORE WE GET A PAY INCREASE IF YOU'RE SUCCESSFUL?**

Once certified, we'd immediately negotiate an interim agreement on pay. At the same time, we'd start negotiating a thorough long-term collective agreement covering all issues and ensuring fair, consistent and transparent policies and processes.