

**NATIONAL
POLICE
FEDERATION**



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DE LA POLICE
NATIONALE**

April 26, 2018

Deputy Commissioner Daniel Dubeau
Chief Human Resources Officer
Royal Canadian Mounted Police
Ottawa, ON

Dear D/Comm. Dubeau,

We write to you on behalf of the many regular members who received unsolicited email notifications yesterday from NCS of an automatic HRMIS annual leave payout for hours in excess of 400 hours.

We want to draw your attention to a national email broadcast sent by you on February 17, 2017 which outlines the options members may take including but not limited to implementing a 5-year plan to reduce leave balances to 400 hours. There is no mention in that email about a mandatory or unilateral payout of excess annual leave hours in 2018.

We respectfully request that you ensure all affected members' HRMIS transactions are immediately rescinded and their HRMIS leave balances restored with the hours deducted.

It goes without saying that the current liability of excess annual leave took years to build; due to resource shortages and the inability of members to be able to take annual leave as one small example. We believe that member who have sacrificed for years in attempts to fill that resource shortage should be afforded the same opportunity to use their accumulated leave through leave management plans over a number of years.

As outlined in your email from February, should a member wish to cash out all or a portion of their excess annual leave, the request should come from the member, not imposed by the organization.

Your immediate action on this matter is appreciated.

Sincerely,

Handwritten signature of Brian Sauve in blue ink.

Brian Sauve

Handwritten signature of Eddie MacDonald in blue ink.

Eddie MacDonald

Handwritten signature of Peter Merrifield in blue ink.

Peter Merrifield

Co-Chairs of the National Police Federation

Cc: Brenda Lucki, Commissioner RCMP

Cc: Pierre LeBrun, D.G. National Compensation Services