



October 5, 2018

Catherine Ebbs
Chairperson
Federal Public Sector Labour Relations and Employment Board
Ottawa, ON

Re: 542-02-13 National Police Federation application for certification

Dear Ms. Ebbs,

We write to you today, on behalf of our near 11,000 members, to respectfully express our concern at the amount of time that has passed before allowing the membership of the RCMP to exercise their right to vote on whether they want representation by a labour relations agent. We hear from members every day fairly asking why this is taking so long, and when they will have an opportunity to vote on this very important matter.

As a reminder, we share an 18-month chronology below:

- April 5, 2017 – AMPMQ applied to the FPSLREB for certification (542-02-12);
- April 18, 2017 – NPF applied to the FPSLREB for certification (542-02-13);
- June 22, 2017 – NPF motion to consolidate NPF and AMPMQ applications;
- October 11, 2017 – FPSLREB rules to consolidate NPF and AMPMQ applications;
- December 20, 2017 – AMPMQ raises Constitutional issue with Bill C-7;
- April 17, 2018 – FPSLREB rules to hear the Constitutional argument and order a vote on the NPF application but seal the ballots until the Constitutional issue is decided;
- August 21, 2018 – Voters list has been finalized.

We are now October 5, 2018 and nearing the 19th month into the NPF application; six months since the FPSLREB ordered a vote by the membership, and there is still no vote date in sight.

It is generally understood that the most important purpose of any Labour Board is to address certification applications in a timely manner based on the premise that labour relations delayed is labour relations denied. RCMP members continue to be the vulnerable party in their employment relationship and are compromised by this ongoing delay.

There are over 18,000 members of the RCMP who are eagerly awaiting the ability to exercise their right to vote.

Your timely attention to this matter is appreciated.

Brian Sauve Eddie MacDonald Peter Merrifield

Co-Chairs of the National Police Federation

Cc: Virginia Adamson, Executive Director and General Counsel, FPSLREB.