



SEMI-ANNUAL REPORT *SUMMER 2020*

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REPORTS FROM EXECUTIVE



BRIAN SAUVÉ

President

2020 has thrown everyone some curves, the NPF included. However, we have persevered thus far and made some great strides in the continuing evolution of Member representation. A few highlights follow:

INDIVIDUAL MEMBER ISSUES

In late 2019, I arranged for the NPF to enter into agreements (via an RFP process) with numerous law firms across Canada to represent Members in the drafting and examination of all discipline, Employment Requirements and Administrative Discharge proceedings. This has proved to be a valuable resource. As of July 2020, the NPF has provided legal assistance in close to 400 individual Member cases ranging from Human Rights to Conduct matters.

The NPF is also reviewing the many existing grievances that have been languishing in a stale and chronically delayed internal RCMP grievance process.

The NPF [Rights and Responsibilities Handbook](#) is available on the internal NPF web page and continues to evolve as a valuable resource for Members.

COLLECTIVE MEMBER ISSUES

The NPF appeared before the Supreme Court of Canada in December 2019 as an intervenor on behalf of all Members in the Fraser & Pilgrim v. AGC case which deals with the unfair treatment of part time



Members and their inability to buy back their pensionable service.

The NPF received a positive decision in the Unfair Labour Practice (ULP) complaint filed regarding the mandatory completion of the Supervisor and Manager Development Programs before being eligible for promotion to the next rank.

The NPF unfortunately was not successful in two ULP's regarding changes to Member parking at Whistler Detachment and Island District HQ on Vancouver Island. We still have an outstanding ULP on parking for the Members in Red Deer Detachment with no hearing date set.



The NPF has filed for intervenor status in two Federal Court of Appeal files regarding the appropriate standard of review in discharge cases. Both those cases, *Zak v AGC* and *Smith v AGC* are ongoing and expect to be heard late 2020.

The NPF has filed numerous Federal Court actions on behalf of Members regarding unilateral decisions to not hear appeals and regarding prescription timelines on harassment and Codes of Conduct – successful on many and some are still outstanding to be scheduled and heard.

INTERNAL NPF GROWTH AND ADVOCACY

In December 2019, anticipating a need for staff, the interim board hired an HR firm to assist in the search for a Chief Administrative Officer (CAO) and a Director of Government Relations (DGR). Both positions were filled; Mike Brennan and Sarah Nolan assumed their positions in early 2020.

As CAO, Mike has been invaluable in assisting the Board to ensure the steady growth of the NPF and the hiring of staff to support the Membership and Board. At present, we are in the final phases of hiring General Counsel and a Director of Member Services. Once those roles are occupied, Mike and I will look to add support staff such as Labour Relations Officers across Canada to assist Members.

Over in Government Relations, Sarah and I have been busy building her team and making inroads for the NPF with all levels of government. Through our GR team, I have been able to develop positive working relationships with many MP's and MLA's as well as local Mayors.

I have met with Ministers Blair (Public Safety) and MacAulay (Veterans Affairs) as well as

President Duclos (Treasury Board) amongst others. Those relationships are good, and I will continue to foster them. I continue to meet with the Commissioner as needed to discuss any number of issues: that relationship is strong, and we continue to try and resolve Member issues as well as enhance the RCMP jointly.

The NPF has been very busy on a communications front. We have been using contracted firms for the past number of years and in 2020 are in the process of creating our dedicated, internal communications team. Media exposure and building the brand of the NPF with Members and Canadians is one of the NPF's strategic priorities to support our bargaining with Treasury Board (TB). Karen Cook, as Director of Communications, and I have been hard at work updating the NPF strategic communications plan and building a team of communications and media experts to guide the NPF through 2020 and beyond.

As the NPF grows into 2021, I am presently reviewing different IT and web platforms with our Director of Communications, IT firm and CAO. We are looking to improve our web presence to be easier to use and more relevant. This includes the possible redevelopment of the NPF app. Stay tuned for those updates.

COLLECTIVE BARGAINING

Priority number one for the NPF, its Board and staff is a collective agreement. As President, I am part of the Collective Bargaining Committee and can attest to the hard work of the Committee as well as the expertise they have surrounded themselves with. Chris Rootham is an expert in the field of Federal labour, Bill Cole an expert in the field of negotiation and Nini Jones an expert in the field of police

Collective Agreements. Add in the actuaries, researchers, and support staff and the NPF has an exceptional and experienced team in place to advance and defend our proposal to TB.

MEDIA AND LOBBYING

I have had the privilege to be interviewed by dozens of media outlets across Canada representing the Membership on any number of topics such as Body Worn Cameras, First Nations Policing, Use of Force, Civilian Oversight and of course the Colchester County massacre.

The NPF is its Membership and the Membership is the NPF. The story of the Membership, all you do daily for communities across Canada has never been told from a Member's perspective and part of the NPF's job is to tell that story to Canadians. We will continue to advocate publicly and share those stories to give Canadians a greater understanding of the important role the RCMP Membership play in so many communities across Canada.

I have written and disseminated numerous media releases as well as Opinion pieces advocating for the Membership. You should also be receiving weekly or twice weekly confidential internal NPF Member-focused email updates and accompanying data / videos. I hope you find them informative.

The NPF has continued to take a high road in media and communications, choosing not to engage in low level, gutter media battles with those that choose to make unfortunate and uninformed public comments. This strategy has already proven to maintain the high regard for the Membership amongst Canadians.

I look forward to continuing to serve you, to the completion of negotiating a competitive new Collective Agreement and to advancing awareness and support for all you do for your communities and Canadians.



DENNIS MILLER

Vice President

Since being affirmed in Jan 2020 to the inaugural NPF Board it has been all out, non-stop assault on getting things in place and up to speed while providing a full suite of services to the 20,000+ membership with only 16 fulltime employees to start.

Luckily, a solid foundation had been already prepared and was at various stages of implementation prior to taking on my role in a fulltime capacity. Multiple structures and partnerships that could have required years to establish and nurture had already been sought out, engaged and were providing guidance and assistance in several areas of operations including; internal finances, banking, legal (corporate and Member), logistics, media, IT to name but a few. These pillars were constructed by the interim board of Directors, and Co-Chair Committee led by Brian Sauvé during the three plus year certification process.

As interim Director I began a process with one of our legal professionals that I continued to its completion once elected to my current position. This encompassed gathering, reviewing and condensing volumes of material into a Members Rights and Responsibilities Handbook Parts I - XII. These documents are routinely referenced by our Board Members and will be included as critical educational material when training our newly elected local representatives.

I was then selected as co-Chair of the NPF Collective Bargaining Committee (CB) along with Pacific Director Rob Farrer. Together we lead a group consisting of a lead negotiator, two legal professionals, and seven NPF Directors. We are further assisted by an RCMP Specific Pay & Benefit Expert, a Government Relations Specialist, and our Media Consultants. In



this roll, I tasked the CB team to evaluate numerous documents including: active LEA agreements, agreements governing other similar government departments, RCMP Pay Council Reports, RCMP historical data and reports, numerous personal testimonials regarding existing resourcing and working conditions, and all administrative and operational RCMP policy. These were condensed to identify areas of concern to be addressed in the Collective Bargaining Process. My co-Chair Rob and I then provided direction and assistance to our lead negotiator and legal professionals in drafting our historic first proposal for presentation to the Treasury Board Bargaining Team on June 25, 2020. We have now entered the bargaining phase and continue to collect and review material that will strengthen our position and demands to ensure that NPF Members are compensated fairly relative to our colleagues in the policing universe.

I also Chair our Conduct Team which consists of three Directors who are responsible for reviewing, assisting, and monitoring all incoming Conduct or Statutory related matters from our Members. The Conduct Team elevate issues to my attention that are being encountered by the legal representatives providing council to the affected Members. I then ensure the matters are addressed either via appropriate LO at the CARD or by involving President Sauvé to engage other measures. Occasionally, when required, I engage our council to provide an official legal opinion on a given issue of collective importance.

Finally, upon inception of the NPF an incoming email box was created (info@npf-fpn.com). This email receives general information requests from both the membership and the public. In January, the three Vice Presidents assumed the responsibility for responding to incoming requests to this email box. These requests vary and can encompass anything from simple opinions or comments, to scheduling, resourcing, pay and benefits, relocation, promotion, staffing, or simply requests related to current NPF actions or events. This responsibility intensifies any time that a major event or incident occurs garnering national media attention. The responsible VP on the inbox responds directly to the request for service or delegates them to the appropriate Regional Director for further follow-up, assistance, and guidance.

In my spare time I enjoy reviewing and approving financial expenditures, building a promotional product line with multiple logo sizes, reading and editing media releases, and occasionally checking Facebook to learn what I really should be doing voluntarily without compensation.

Be safe,

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REPORTS FROM DIRECTORS PACIFIC REGION



TREVOR DINWOODIE

Director, Pacific Region

It has been a very busy 7 months and working in a contract policing area has several unique challenges.

CONDUCT COMMITTEE

In January, I volunteered to be one of 3 Directors (Dinwoodie, McGowan and Clifford) on the NPF Conduct Committee. This committee reviews and processes all incoming Code of Conduct investigations. In total the 3 directors have currently taken in approximately 360 conduct related matters. This is a very time-consuming endeavour as each file requires a significant amount of follow up with the requesting Member prior to processing to NPF counsel. Furthermore, although the Conduct Committee will assign local Directors to the files for further contact the members already feel comfortable with the initial intake and will often continue to reach out to the Conduct Committee Directors.

The system is working well as it provides a national review of all conduct matters being order across the country. Consistency across the country has always been an issue with conduct matters and in seven months it has been noted that a few Divisions are very quick to move to a conduct process over correction and guidance. By having the appropriate data, the NPF will be able to address this with the Commissioner.



PROPOSED SURREY TRANSITION

In January, NPF President Brian Sauve and I started a review of the proposed Surrey Police Transition. We quickly realized that the transition plan was fraught with errors, hyperbole and assumptions. We engaged our communications teams and began gathering the appropriate data to counter the erroneous and misguided narrative that the City of Surrey was advancing. Late to the challenge, due to certification delays, the NPF has made great strides towards a more balanced message that not only considers public safety but also the wishes of most Surrey residents.

This has been a challenging file as politics is the main driver behind the proposed transition. The NPF has done a robust



communications plan, including Member videos, verifier videos, media blitz. We undertook 2 large third-party professional surveys that confirmed the residents do not want the transition. I also conducted 6 Townhalls with Surrey Members as well as 6 in person focus groups to hear from our Members.

COLLECTIVE BARGAINING

In January, I volunteered to be on the Collective Bargaining Team. This is no small task as the number one priority for our Membership is the first ever RCMP Collective Agreement. The committee was given some intense training by our lead negotiator and we were assigned to review and educate ourselves on the comparative universe through thorough review and comparisons with other Collective Agreements. The team work every day (weekends included) for 6 months and were able to exchange proposals with Treasury Board in what many experts thought was an impossible timeline. We will continue to push the pace with Treasury Board until we have a ratified agreement.

INDEPENDENT INVESTIGATIONS OFFICE (IIO)

It has been a very busy year for the IIO, which in turn has made it a very busy year for the NPF in the Pacific Region. IIO has investigated 179 files so far this year. Most of those files are in RCMP jurisdiction. The 3 Pacific Region Directors have been taking all of these files since February.

Rob Farrer and I also met several times with the IIO to provide critical insight and guidance to the new MOU and Guideline Documents that would be signed off between the RCMP, Municipal Police and the IIO.

TOWNHALLS

In total I was able to conduct 17 townhalls prior to the COVID 19 mandated large group lockdown. Topics discussed included: Collective Bargaining, IIO, Conduct, Health Services, \$10 Joining Fee, Surrey Transition, Promo Process, Tenure.

ROBERT FARRER

Director, Pacific Region

As expected, the past six months have been extremely busy with assisting members through countless work related issues such as Code of Conduct's and harassment as well as numerous major police incidents and staffing processes. All of those processes are incredibly important to our membership but remain largely individual situations.

On occasion I see the question asked about dues and what, aside from collective bargaining, benefits the members are receiving. I could go on for pages about those benefits, but I will keep it relatively short here and outline a few specific areas that I personally have worked on for the benefit of the members.

PAY RELATED

E division has had a challenging relationship with determining what a TOW is and is not and how to properly pay members for "extra" days off. This difficulty has resulted in members being improperly designated as having a "TOW" instead of an "RTO" and as a result being compensated incorrectly. I engaged with our divisional Senior Management; provided them with context, policy and historical reference and after further discussions the appropriate and correct use of TOW was sent to all Districts in E division for immediate use.

There was an attempt to change OT policy by requiring members to get permission from their Supervisor prior to accepting Overtime at an outside unit. The reasoning was originally COVID related and the thought process was not malicious, however



it was both unnecessary and impractical. Although the direction had already been disseminated to much of the Division when I learned of it, I was able to have discussions with Senior Management and have it pulled back.

COLLECTIVE BARGAINING

It would be hard to overstate the importance of collective bargaining. As the Co-Chair of the Bargaining Committee I, along with the rest of the Committee have prioritized the creation of the first ever Collective Agreement for the members of the RCMP with an unmatched intensity. We have hired the absolute best to work with us on this and have accomplished more in six months than even the experts thought possible. The committee has not taken a single day off since its inception and as a

result have exchanged proposals with the Treasury Board in a time frame that most thought impractically fast. We will continue to push with that same vigor until we have the agreement signed.

IIO

I have met on several occasions with the IIO, along with other police unions in BC, to update the IIO's MOU and Guideline Documents as it pertains to their processes. These meetings with meaningful and the IIO was very receptive to our feedback and several positive changes for the members were made to the final documents as a result.

COVID

No one expected this. As you all know, in early March, COVID hit. I immediately joined into the daily DEOC calls to provide feedback from the NPF perspective. COVID required an immediate adaptation to our work processes both for the NPF and the membership at large and we all did so without pause. I had additional off-line calls with the command of the DEOC several times per week to work through issues before they arose. I continue to work on COVID related issues such as accommodations for bearded members as well as the return to work planning.

Rob



JEFF SWAN

Director, Pacific Region

Since January, I have taken on in excess of 40 IIO calls across BC, trying to assist each and every subject Member or witness Member involved in these serious incidents. I make myself available, 24 / 7 at all hours of the day and night to these members to ensure their rights, responsibilities, and roles are clearly looked after. Members facing Code of Conduct investigations, as well as public complaints, grievances, and Harassment files also are a prevalent source of where my energy is directed.

I have also assisted on several serious investigations in all three of our Territories, helping members in the Yukon, NWT, and Nunavut. As a former resident of the Northwest Territories - and having worked on the DEW line sites in the majority of communities across the North - my experience and familiarity has given me the ability to relate to what these members are encountering.

I have a few other areas of expertise that I am working on. I have been helping Michael Brennan and Michelle Boutin with developing a 1-800- call system for members across the country. I am a member of the Dental Benefits Board along with Directors Petit and Halwa. I am also on the Appeals Committee. In addition, as a business owner with a variety of different Corporations and Companies, I am excited to work with Don as part of our Audit and Expenses committee, reviewing and discussing the financials and audits as they are prepared.

Having almost 4 years of prior experience with the MWA program, many of my RCMP Member clients carried over with me and I am thankful that now, as a Director with the NPF, I can continue to assist and liaise daily with the Membership and utilize the breadth and depth of experience that the Board of NPF Directors provide. From my conversations with these Members, and our



expanding team of Legal Counsel, we are well set up to handle all future issues as they arise.

Currently, the volume and pace of the work is the hardest I have experienced in my career thus far. Our newly minted local representatives will be an invaluable resource as we continue to improve and expand what we can provide for our Membership. I truly do look forward to the next 3.5 years in my term and can't wait to look back at all that this team has been able to accomplish.

Thanks thus far for all the support and camaraderie we are developing within the NPF ranks.





REPORTS FROM DIRECTORS PRAIRIE / NORTH REGION



BOBBY BAKER

Director, Prairie / North Region

On the cusp of starting our Association in 2020 and entering into Collective Bargaining, the challenges of a pandemic thrust our Members front and centre. Front line workers are world heroes; however, no one predicted what would come in June to test the resilience of all Members.

I steadfastly support and defend our Members as the best police officers in the world. The media and some politicians can say what they will about systems and policies - WE do not own them, they are the government's systems and policies, and THEY can look in the mirror. In fact, concerns and issues with government systems and policies are why we unionized.



LOCAL REPRESENTATION

I want to first congratulate Kent MacInnis, Marty Hnatuk, and Phil Peters who stepped up on behalf of the Membership to be your first Local Workplace Representatives (stewards) to provide boots on the ground assistance to "Dirty D" Members. They will be receiving full training in labour and assistance matters. For those who do not know them, I can personally attest to the fact they are dedicated and driven to further the collective interests and rights of the Membership. Further Local Workplace Representative by-elections will take place this Fall with more positions in each geographical District.

LEGAL REPRESENTATION

A significant change is now every Member with a Code of Conduct will receive legal assistance. We have secured some of the best local counsel and oriented them with the RCMP Act, policies, and processes. Top labour and criminal legal counsel available to you include: Josh Weinstein, Hymie Weinstein, Garth Smorang, Jeff Smorang, Lisa Labossierre, Sarah Inness, Saul Simmonds, and Keith Labossierre - I am looking to secure more including in rural Manitoba. However, there is a screening process for these lawyers - NPF is the second largest police Association in North America and demand the best for our Members.



COLLECTIVE BARGAINING

I have been appointed to a position on the NPF Collective Bargaining Team - we commenced our training in February and immediately began to research and draft our proposal to Treasury Board, and bargaining has begun. Members should be among the top paid police officers based on our unique and vast work, challenging locations in which we live and work, and the terrible conditions we often work in. Pay, fair staffing and mobility, officer safety, health, relocation, rent/housing and more impact all Members, especially in our Divisions. We have hired the best team of negotiators, lawyers, and researchers to present the best case for our package -they tell us we have already accomplished in a few months what would take others a few years. As your representative and voice, I ensure your key issues are brought to the bargaining table.

LIVING CONDITIONS

I have joined with fellow Prairies & North Region Director Morgan Buckingham (FDiv) to undertake a review of government housing issues. Many are already aware we commenced a callout of these incredibly important health and safety concerns that also impact our families. If you have any serious issues with your government housing please email us a synopsis and pictures. The organization must hold their end of the bargain and must be held accountable.

ALTERNATIVE STAFFING MODELS

I have long been a proponent of alternative staffing models - it is the future. Foremost are fly-in and drive-in models. I was involved with the Puk-Ox-Sham fly-in model from its inception and I have requested involvement in the upcoming proposed detachments and models. Top to bottom, we all want this to work. In fact our alternate staffing models are respected and revered coast-to-coast in other Divisions as they are clearly the future.

I also recently met with business advisory firm MNP to advocate on Members' behalf with respect to "hub policing" that is becoming more prevalent. There are benefits and drawbacks with hub model policing and it's important Members don't bear the brunt of drawbacks while not receiving benefits. How these hubs are implemented determines that. I will remain fully engaged and advocate on your behalf so it's not on your backs. Importantly, I have also long been a proponent of a fair "National Staffing & Mobility Model" for lateral transfers coast-to-coast. I have raised this key issue and will continue to press forward. It impacts Members across the entire country. Engage me: let's talk about this or whatever you want to discuss.

In Solidarity,

Bobby Baker

MORGAN BUCKINGHAM

Director, Prairie & North Region

OFFICER SAFETY CONCERNS ADDRESSED WITH PARTNER POLICE AGENCY

- Numerous concerns were raised to the NPF regarding officer safety and working conditions regarding an RCMP contract partnership with a smaller local Police Agency in Southern Saskatchewan.
- The NPF was engaged with management from the start, and when serious officer safety issues were raised by Members, they were quickly and rapidly addressed for remedy with senior management.

ASSISTING F DIVISION MEMBERS IN MAJOR POLICE INCIDENTS / OFFICER- INVOLVED SHOOTINGS

- Assistance provided to several members, and although sometimes in extremely remote locations, the NPF was able to provide immediate assistance, support, and legal advice.
- When needed the NPF assisted the Members with immediate "release" to travel home and be with family prior to any interviews and mandatory medical appointments
- The NPF provided assistance with legal representation and ongoing support

JSE

- Several Members were being excluded from writing the JSE due to being ODS or having a restricted medical profile.



- The NPF became engaged with JSE coordinators, Staffing, DMAP, NHQ, and Workplace Relations, providing advocacy, dialogue, and policy interpretation.
- Members were subsequently provided a proper opportunity to write the JSE.

DEPRESSED MARKETS

- The NPF has been engaging Saskatchewan Members for specific stories on their experiences with depressed housing markets. This is being done for both Collective Bargaining and to help educate Sr. Management, Government, and Public on the sacrifices that Members

and their families make and the differences between RM's and the greater public service or other police agencies.

GOVERNMENT HOUSING

- Manitoba and Saskatchewan NPF Directors are actively soliciting details from Members regarding serious and egregious government housing situations. This is being done to take these issues forward through collective bargaining, joint committees, and with management and government.

CONDUCT

- Members have been provided with NPF legal representation throughout the conduct process, from mandate letter to appeal, and have been very appreciative to have a guide and voice throughout this traditionally skewed and often confusing process. This is to ensure that the process and outcome is fair, not only for the specific member, but for the membership overall.

COVID

- The NPF in Saskatchewan was regularly engaged with numerous issues that were successfully dealt with throughout the COVID pandemic, including:

- o Use of 699 / teleworking
- o Working conditions (types of duty, lockdown status of detachments, etc)
- o Depot shut down and subsequent Resumption of Training
- o PPE and cleaning processes

OTHER

- I very regularly assist and guide members daily with a diversity of matters from the local level to the national level. This includes but not limited to:

- o Grievances
- o Staffing Issues (Promotion, DTA, Compassionate Transfers, Laterals)
- o Human Rights
- o Harassment and ICMP
- o Medical matters
- o Policy Interpretations

COLLECTIVE BARGAINING COMMITTEE

As a member of the NPF Collective Bargaining Committee I have been heavily involved in the NPF's submissions to Treasury Board. This involves extensive in-person and web video meetings during the COVID pandemic and reviews of policy, manuals, and comparator Collective Agreements.

KEVIN HALWA

Director, Prairie & North Region

- Assisted negotiating Members' return to work after being wrongfully being placed on suspension for over a year.
- Successfully applied pressure to K Division senior Management to clarify, across the division, that Members DO NOT need permission from their supervisor to work OT at outside detachments.
- Successfully influenced Detachment Management to purchase much needed additional individual issue PPE and riding gear for bike patrol Members, where the Detachment had been reluctant to do so. Assisting approximately 20 subject Members with statutory or ASIST investigations
- Successfully assisted probationary Member through the Employee Requirements process, who as a result, will now be remaining with the RCMP. Continue to assist a second member through the ER process along with legal counsel.
- Currently assisting approximately 30 Members with code of conduct investigations.
- Personally attended member-involved shootings to assist the involved members. I also continue to assist Members recently involved in four separate police-involved shootings in two different divisions.
- Currently assisting a Member with high profile code of conduct and external statutory investigation that has gathered national media attention.
- I Continue to "call in" to Divisional Emergency Operations Center Meetings related to COVID-19 response ensuring Member safety and Members rights are maintained.



- Weekly telephone meetings with CO's of three different divisions where Members concerns are discussed as needed.
- Regularly attend, via teleconference, National Policy Health and Safety Committee meeting representing the needs of the membership.
- Attend National Mandatory Training Committee Meeting
- Effectively prevented K Division District Officers from requiring Members to reduce leave balances to 400 hrs by the end of this fiscal year, which would have been a full year earlier than what was previously directed by the CHRO's office.
- Reviewed several "reopening" or "resumption" plans on a variety of issues in 4 divisions making recommendations to ensure Members health and safety.



REPORTS FROM DIRECTORS CENTRAL REGION



STÉPHANE LAFRAMBOISE

Director, Central Region

As Central Region focuses primarily on federal services, our Division was really impacted by COVID-19. A lot of Members had to work safely at home, and most gatherings and group activities have been cancelled since the pandemic began.

During this time, though, I have worked with Members here in Central region and many francophone Members from across the country. Just in C Division only, I worked on various files totalling approximately 120 cases. Pay and compensation issues, staffing issues, conflict, etc. Of these, 23 were grievance files; 12 Codes of Conduct and 6 appeal files on which we are awaiting the outcome.

One file representing a retired Member was particularly challenging and egregious involving non-payment of the Members' accumulated AOL.

I found this story discriminating and the Member was assisted by NPF's legal counsel which led to a full and final resolution. In conclusion, the Member was totally satisfied with the result of this file.

I am one of the three NPF Directors who are monitoring the general inbox on a rotating basis for grievances from all over the country. And, I'm also a member of the Collective Bargaining Committee.

This, and all files, are why it's so important that the NPF exists.



STEVE MADDEN

Director, Central Region

"WIN"

Mid January I was invited to provide a presentation to ODIV Staffing as they were having their "welcome to staffing training". I provided a 30-minute overview of the NPF and with an open question period. The overall presentation was a success, they NPF received positive feedback with lots of modern staffing ideas put forth to work with the NPF in the future.

"WIN"

I was selected to be on the grievance committee with 3 other Members. This has been a total win for the NPF. The NPF communications team sent an email to all Members if they needed assistance with the grievance process to reach out to NPF and they did in the thousands. This grievance committee has set the tone for all Members to be educated on the grievance process, have access to information, ask questions and bring up concerns as well as providing advice and guidance in specific grievances which may effect human rights or the Membership as a collective. Its been a total success and the Members who receive this service have provided nothing but positive feedback on the professionalism, knowledge and dedication tailored to individual members.

"WIN"

Both National Division and NHQ have been steadily sending communications for advice, guidance, and support. During these months, with daily issues there were many internal episodes throughout both divisions, dealing with internal conflict, COC's, grievance, GRTW's and during the initial onset of Covid-19: PPE and critical services. This means the Membership



currently was now recognizing that the NPF is here to support, guide and provide a solution-based approach to outstanding issues in the NCR. The trickle effect had unit managers above the rank of Staff Sergeant reaching out to myself to work in a collaborative effort to fix outstanding problems at the lowest level.

"WIN"

In April 2020, the NPF intervened on behalf of RM's in a pilot project "NCR decontamination team" due to Covid 19. The NPF was tipped off about the project and quickly recognized that this would have national implications for RM's as "Management" decided to staff this pilot project with RM's without taking their safety into consideration. NHQ/Nat DIV/ Real Property and Occupational Health and Safety were leading this project until the NPF had a voice. The NPF was able to provide information to Management outlining this would be detrimental to Member's safety. After several meetings

and with all options on the table the NPF stood firm on behalf of Members and no RM's were ordered to be on this decontamination team due to officer safety issues. The NPF was successful in standing up for Members' health and safety as well as Members' rights. The Project diverted to current third-party contracts in place for proper decontamination protocols through the Treasury Board.

"WIN"

In May of 2020 the NPF was flooded with Leave Code 699 issues, as Members across the country were being denied the use of the LC 699 given their personal circumstance. The NPF reached out to the CHRO and were able to get further clarification on Leave Code 699. The push from the NPF to Senior Management on the clarity of LC 699 has kept management accountable across the country on behalf of the Membership. I was able to establish a positive relationship with the newly run MLR program to iron out certain issues as the NPF and RCMP management continue to move forward.

"WIN"

On June 9, VP MILLER and myself met with the Nat DIV CO and Acting CROPS of Nat DIV Mike MacLEAN. This meeting was very important from an introduction of the NPF to Nat DIV Senior Management regarding roles and responsibilities, and how NPF and Nat DIV Management can work together in the future. The meeting was positive and future relationships should be fostered for the future. There have been weekly comms between myself and the CO of Nat Div on a variety of issues happening in Nat Div, from staffing to critical units due to Covid 19 and protective services.

"LOSS"

Election results for the locals in the NRC came back and wielded a poor result. There were 4 positions out of National Division

where only two spots were claimed and only one position out of four was occupied out of NHQ at the current moment. Once Covid-19 rules soften for back to work, other locals and I will be able to create an information awareness campaign in the NCR about the NPF thus, generating more interest from members to get involved in working with the NPF.

"LOSS"

I was not notified at all about the Rideau Grounds incident. The Members involved did not reach out to the NPF until 10 days or so after the incident. I spoke to the CO of National Division about the incident and advised that I could be of assistance in serious incidents. She was receptive and now aware the NPF will assist members involved in serious incidents in the NCR when applicable.

Overall, I have been selected to the Grievance Committee, Audit Committee, NPHSC Committee and Governance ad-hoc committee. All committees are time consuming in their own ways and are also functional committees that will yield results. Further, there are daily NCR files that over the last six months have been complicated and complex often dealing with disgruntled Members who are involved in specific processes within the RCMP (grievances, conduct, GRTW's, ODS and Health Services).

Dealing with two different divisions that are different in business lines, from Operational Fed policing to National Policy Programs. My average working day is between 12-16 hours, I have not taken a day off since our first NPF meeting in January and until the local representatives are put in place in the next few months, I will continue to work this schedule in order to stay on-top of the work load. The flexibility of working from home has provided some work-life balance for family.

TIM PETTIT

Director, Central Region

ODIV SUCCESSES FOR NPF

In 2018 a Member submits a grievance relative to a relocation. The move was from one LDP to another LDP where the Member was charged for being overweight for his household effects. The RCMP charged him \$6100. Prior to NPF involvement the Member had worked with a MWA who managed to get \$1000 back for the Member, however he was still out of pocket \$5100.

Member contacted the NPF who reviewed his case, provided advice and guidance, participated in ER discussions with the DNC. A week later the Member was advised the RCMP would pay him back in full and has since received a cheque for the full amount. This was in process for 2 years, was prior to certification, yet the NPF resolved the issue within a month of contact from the grievor.

A Member contacted the NPF after submitting his 1733 wanting to rescind it. Member had attempted to do it on his own and was denied. NPF contacted Division Senior Manager and provided the circumstances and requested the decision not to rescind be re-examined. This was denied. NPF wrote a letter directly to the CHRO. CHRO reviewed the circumstances and rescinded the Member's 1733.

A Member contacted the NPF as he was subject of a Code of Conduct dating back to allegations in the summer of 2019, prior to NPF certification. NPF reviewed the case and provided the Member counsel to prepare for his Conduct Meeting. NPF counsel prepared a written submission and prepared the Member for the Conduct Meeting. The allegations against the Member were "not established".

Members of a Federal unit were being denied shift differential by their unit commander. NPF was contacted and dealt



directly with the unit commander as policy was not being followed and these Members were being denied an entitlement. The issue was quickly rectified by the unit commander once the policy was brought to their attention.

FILES TO DATE

January to June 1st. Total 140 cases.

- 24 grievance files, with counsel assisting on two of them.

- Four Canadian Human Rights files. All supported by Neligan. Three screened into commission.

- Nine, code of conduct files, two suspended Members. Four of the nine have counsel. Four resolved and one I am dealing with. (minor in nature)

- Three public complaint files.

- The rest are harassment file, pay and comp issues, DTA's etc and many are ongoing.



REPORTS FROM DIRECTORS ATLANTIC REGION



PAT BOUCHARD

Director, Atlantic Region

Fellow Members,

I had the privilege of being elected this past November as your Atlantic Region representative. I wanted to take some time to reflect on what has been accomplished so far and what goals I have set for myself locally.

I have made a point to visit as many Detachments as I can in the past few months. I've travelled throughout NB and PEI to meet Members and answer their questions. COVID-19 has limited my ability to attend all the Detachments but I intend to speak to all of you. If I haven't made it to your area yet and you have questions or need support, call me and we will set up a call or meeting. Your questions and comments matter and are at the heart of what we do.

Through meetings and one-on-one visits, it became clear that members in the Atlantic Divisions, like your counterparts across the country, have identified pay and resource levels as the big-ticket items for collective bargaining. I've shared your messages and concerns with my fellow Board members. I can assure you we share your opinions and priorities.

Without identifying individual member cases I can speak in broad strokes about the Members I have assisted since I have started full time with the NPF:

I am thinking of the Member that was looked over for promotion year after year even after the code of conduct sanctions



were completed. That Member was taken out of the process by the same decision-maker repeatedly until we helped resolve this situation. The Member has since been promoted.

I am thinking of the Members that suffered on-duty injuries and lost their Northern clearance. How they are forced to relocate for treatment and denied claims during this process. Some of those claims were outstanding for over a year. Those claims have been paid or are in the process of being paid.

I am thinking of the Member that was rushed to take a decision on a medical discharge and given little time to process. An extension was granted, and the Member was able to make a decision that was appropriate for and benefited them. I'm



also thinking of another Member faced with a medical discharge who we guided through the process to ensure they received everything they were entitled to.

I am thinking of the Member that was subject to a workplace conflict by a supervisor and was treated poorly. The Member has since received redress and is happy with the outcome.

I am thinking of the Member that wasn't transferred at the same time as their Member spouse. The Member was advised to report to the old place of duty even though they no longer lived in the area. That Member has since been relocated.

I am thinking of all the guidance and assistance on numerous grievances that have crossed my desk in the past few months. If you need support in this area, please email grievance@npf-fpn.com

I am thinking of all the Members who have reached out after being served with codes. These Members have received access to legal representation. You can reach out directly to conduct@npf-fpn.com

I am thinking of code meetings and interviews where I have personally attended to assist the Members.

I am thinking about the Members I have assisted in receiving Legal Assistance at Public Expense while they are subject of a criminal investigation.

Yes, the NPF is currently negotiating with Treasury Board for better pay, better working conditions, better resourcing and equipment. This is ongoing and, while the NPF is unable to comment on the minutia of the process, we have a strong and very experienced team and this is a high priority. We need to negotiate in good faith and that means not divulging anything about the process. Rest assured when appropriate, the NPF will update the membership on an ongoing basis.

Even if negotiations are ongoing, this does not mean that we sit back and wait. There is lots to be done. I want to ensure you are safe at work, that your backup is not out of reach or asleep at home (OR/OA) when you need them the most. I want to make sure there are enough people working. I want to ensure you have the tools to do your job (Training, CEW, CARBINE etc.) I want to ensure that you get the time off you need. I want to ensure you are rested enough so you can enjoy your life outside your work schedule.

If you are not rested enough and you become injured, I want to ensure you get the help you need to recover so you can return to the career you chose and be productive.

Your wellbeing means a lot to me.

Feel free to contact me anytime. I can't promise I'll always be available right away, but I promise I will call/write you back.

Stay safe out there,

I've got your six

Pat Bouchard

Atlantic Director NPF



JIM CLIFFORD

Director, Atlantic Region

SOCIAL WORKER DESIGNATION IMPOSED ON NATUASHISH DETACHMENT MEMBERS

Labrador District

On behalf of Detachment Members, NPF raised concerns with the Government of NL Minister of CSSD regarding designation of Natuashish Detachment Members as Social Workers. This occurred when the Province's social workers left the community due to COVID19 orders preventing rotation of social workers in and out of the Community. The Designations were not lifted but several changes were subsequently implemented by the Minister creating a more workable solution for the Members. (Note: RCMP Mgmt. had raised similar concerns as well.)

IMPROPER RESCHEDULING NOTICE

H Div. Northeast Nova District

Several District Teams were improperly rescheduled under provisions COVID-19. Correct application of the policy was 28 days' notice. After numerous exchanges between the NPF Director and Management affected Members were eventually given revised instructions. Remedial steps for EDP were implemented and resources put in place to assist with proper policy application. This affected several dozen Members in NEN Dist. and as of the date of this report the majority of Members have now been able to make their EDP Claim entries.



PRIORITY LATERAL TRANSFER CANDIDATES

B Division

NPF Director assisted numerous priority lateral transfer candidates who were unable to obtain suitable transfers as part of the 2020 transfer cycle. All but two were subsequently planned into locations other than their preferred posts but to a division that was suitable. The Director continues to work with the two Members who have yet to be placed.

MULTIPLE MEMBERS W LEGAL ASSISTANCE UNDERFUNDING

H Division Members

In the spring of 2020 several Members who required Legal Assistance at Public Expense were denied full payment of counsel's hourly

rate (The Division Approval Authority was prepared to reimburse only the amount they deemed reasonable.) NPF came to the defense of the Members for legal assistance. The Director and NPF Counsel are pursuing the Crown (the Division) for the full amount of the requested legal fees to fund the Members involved.

ASSISTANCE IN THE WAKE OF APRIL 18/19 MASS SHOOTING

H Div, Northeast Nova

Several NPF Representatives were engaged with H Div. Members. Directors were immediately mobilized to work on the ground in support of the Members on a variety of workplace matters and the assistance has been ongoing since. Additionally, the NPF worked with (and continues to work with) the Critical Incident/Fallen Member Team as representatives of the Membership.

SUMMER LEAVE RESTRICTIONS

B Division

B Division implemented 14 day leave restriction whereby Members were not permitted to leave the Division and not able to use LC699 to self-isolate on return to the Province. NPF Director worked with numerous Members, DPO's, APO and eventually the CO. There was some relaxing of health authority orders, however it took NPF involvement right to the end and ultimately the CO implemented revisions with conditions making way for leave beyond 14 days. (Note: As of the date of this submission there remain one or more Members where application of the limits

remains restrictive. The Director continues to work on further resolution.)

B DIVISION RADIO SYSTEM

B Division

B Div. has been operating with an obsolete radio system for several years with dead zone areas and great risk to the Members and public. GNL has RFP's out and an announcement of an integrated multi-agency system is anticipated. The NPF has initiated discussions with Justice and Public Safety and has registered as a lobbyist to ensure the contract partner follows through on target dates for the building and roll out of the new system. The system is long overdue and further unnecessary delays for modernized operational communications are not acceptable.

H AND B DIVISIONS

The Atlantic Director has worked with dozens of Members in relation to multiple other workplace concerns/individual Member's rights issues including; Serious Incidents, Occupational H&S, Health Care benefits, administrative discharge, consensual medical discharge, workplace accommodation, COVID-19 leave & PPE, workplace conflict, harassment in the workplace, denied expenses, conduct, relocation grievances and appeals.



REPORTS FROM STAFF



MICHAEL BRENNAN

Chief Administrative Officer

Certification of the National Police Federation as the collective bargaining agent for RCMP Members required vision, unity and tireless effort. Yet that was only the first step of many to secure fair compensation and protect the rights of Members.

Since January of this year we have been charged with putting your resources to good use. Initially that meant focusing solely on the collective bargaining process. Yet events of the past five months have tested our effectiveness in so many other areas. For a brand-new organization to come as far as we have, as quickly as we have, in this tumultuous environment is remarkable.

Our mission is to provide strong, fair and progressive representation to promote and enhance the rights of Members. Our vision is that RCMP Members are recognized across Canada as being amongst the best police officers in the world and are compensated accordingly. In June the NPF Board adopted four strategic priorities:

1. Achieve a successful collective bargaining agreement.
2. Protect the workplace rights, health and safety of Members.
3. Enhance appreciation for NPF Members and the excellent work they do for Canadians.
4. Enhance the credibility and visibility of the NPF across Canada.



To the first priority, we have built a collective bargaining team second to none. Our internal collective bargaining agreement leaders are some of the most knowledgeable RCMP officers in Canada. Our external negotiation legal team has years of experience negotiating collective agreements and teach at some of the most prestigious labour negotiation schools in the world. The strength of our team and the quality of our submissions have made it known around Ottawa that the National Police Federation means business.

To protect your right to fair representation in the workplace we have established a highly responsive team of representatives across Canada that is there when you need us. This year alone we have provided legal support to Members in over 300 cases across

Canada. Our next steps are to develop a single contact point to simplify your access to representation 24/7, and expand availability of experienced Labour Relations Officers who can offer you advice and guidance as soon as an issue arises.

Our Communications and Government Relations teams are well-established and have been working tirelessly throughout these challenging times to promote your professionalism and community service. As calls for policing reform shift from the media to government we will be there to give voice to your views and the critical role you play in your communities and areas of expertise.

We have selected a new office location in downtown Ottawa, within steps of Parliament Hill. While it seems odd to talk about moving into an office in these strange times, it is important to establish a presence in our national capital, and that requires physical space near the seat of Federal government.

Currently, we are building a strong foundation of governance and operations policies that enhance the rights of Members and prescribe how we will fulfill the NPF's mission. Writing policies is not everybody's idea of fun, but this is an important step in establishing the effectiveness and credibility of the organization. Any organization that tries to operate without them is subject to vagaries and abuses. Our commitment is that the National Police Federation will be the most effective and dependable police association in the world.

Along with myself as the Chief Administrative Officer, we have hired Sarah Nolan as Director of Government Relations, Don Armstrong as Director of Finance, Karen Cook as Director of Communications, Helen Leister as Executive Assistant to the President and Ana Santarem as Government Relations Advisor. We are in the process of hiring a new Director of Member Services and General Counsel (a full-time staff lawyer to advise on all Member rights cases), as well

as admin support for communications and government relations. By the end of the year we will have a full staff team in Ottawa and Western Canada to support Members 24/7.

Despite the constraints on everyday life it has been a whirlwind three months since I joined the NPF. We have come a long way in a short time. Our next six months will be just as busy and just as productive.

KAREN COOK

Communications

As one of the few civilian team members in this report, I'd like to begin by thanking all of you on the front-line for your tireless work, your commitment to making your communities better, and for continuing to show up during this extraordinarily challenging time. It's really our honour to tell your stories, and to remind Canadians every day of the critical role you play across our country.

The past three months have been a roller coaster in terms of communications opportunities and challenges. Policing has gone from a heroic high during the COVID-19 "lockdown", to the tragic and senseless massacre in Nova Scotia, to a new low following the George Floyd incident south of us – and related, biased media coverage and scapegoating remarks from some political leaders. We share your frustration, and we are happy to see many signs that the tide is turning.

We hope you're following our [Facebook](#) page where we share positive stories from across the country, NPF media quotes and coverage, and many other voices standing up for you and all you do. It's one of our key channels to support you and NPF. We are ramping up our success on Facebook through a combination of timely, high-quality content and strategic advertising. In January, we reached ~70,000 people per week, and ~10,000 of them engaged with our content through likes, shares, clicks, and comments. Today we reach about 400,000 people per week, and with ~40,000 of them engaging with our content.

A recent video standing up for Members by Brian Sauvé reached 444,000 people and almost 5,000 shares. Our #WearRedFriday post, reached 1,031,442 people, with 11,000



shares on Facebook alone – with thousands more sharing their photos and participation on Twitter.

This high level of activity and engagement greatly increases our social media influence: and our following continues to grow.

We have also amplified NPF's voice in the news media across the country on issues including [Member needs during COVID-19](#), the Nova Scotia [shooting](#), [#WearRedFriday](#) and related anticipated [inquiry](#); the importance of [expedient](#) and thorough investigations; key considerations for [body worn cameras](#); the proposed [police transition](#) in Surrey, B.C. and other key issues. You can see more of this coverage on our [website](#).

In the coming months, we will continue to raise awareness and positive profile for front-line Members through broader channels. NPF is launching its first national ad campaign for Canada Day, acknowledging the rich history and positive future of the RCMP. And we'll soon be launching a series of "everyday heroes"-type videos that help convey our Members commitment to making their communities better every day.

Please continue to share your positive stories with us at media@npf-fpn.com. We love getting and sharing them. Please stay safe, take care and keep doing what you do so well.

Karen Cook
Director, Communications

SARAH NOLAN & ANA SANTAREM

Government Relations

In its first year, the government relations department (GRD) is focused primarily on supporting collective bargaining negotiations, legislative reviews and increasing RCMP budgets. Recently, political pressures have forced Canadian governments to announce police reform, implementing body worn cameras, gun control measures and potentially amending various pieces of legislation that may affect NPF Members.

COLLECTIVE BARGAINING

Over the next year the GRD will focus primarily on advancing priorities of the collective bargaining committee. The NPF has started to develop relationships with key federal officials and departments, including meeting with Public Safety Minister Bill Blair and Treasury Board President Jean-Yves Duclos. The GRD is working with the Communications team to



further develop a strategic plan to support bargaining efforts of the committee.

FEDERAL/PROVINCIAL/TERRITORIAL LEGISLATION & REGULATION

Over the next year, the GRD will focus on several major federal and provincial legislative priorities.

- **Government funding:** GRD will ensure that NPF works to participate in all necessary governmental budgeting processes. In June 2020, the NPF submitted and participated in the B.C. 2021 pre-budget consultations, submitted



recommendations, and appeared before the finance committee. The GRD is currently working on recommendations for the federal 2021 pre-budget consultations due August 2020.

- **RCMP modernization and**

- reviews:** the GRD is working to develop recommendations to bring forward and advocate for during various consultation reviews, committee studies, meetings with elected officials on policing reform in Canada. The GRD is undertaking a review of recommendations over the past decade on various issues, correlating them and developing NPF recommendations to bring forward and advocate for. The GRD has secured a spot for NPF to appear in July 2020 in the House of Commons study on *Systemic racism in policing in Canada*.

- **Position statements:** The GRD has started to develop a position statement on gun control. An informal internal NPF working group has been struck with Board Members and NPF staff to review data, research documents, consult with experts and stakeholders and conduct Member input.

OUTREACH AND ENGAGEMENT

A focus of the GRD is to cultivate relationships throughout all levels of government by communications, regular meetings, events, and lobby days.

Between May and June 2020, the NPF has met with 16 elected officials and key federal decision makers. The GRD has sent introductory letters to all Members of Parliament and Members of the Legislative Assemblies across Canada informing them of the NPF, its membership and some top line issues. Additional meetings are ongoing.

DON ARMSTRONG

Finance

To our respected and valued Members,

I have served the NPF in a financial consultancy capacity since 2016, and more recently as Director of Finance since March 2020. I have experienced and observed a path from conception, certification, to fruition.

Members deserve strong, fair, professional, and progressive representation to promote and enhance their rights.

My mandate is to facilitate the strategy and mission of the NPF to ensure our vision and values are sustained, in order to adopt a consistent framework required to represent our Members. RCMP Members are recognized as being the best in Canada and should receive the appropriate resources and remuneration they deserve. The NPF commits to being loyal, inclusive, productive, and innovative. Our Members' best interests will always govern our decisions and actions. We will continue to provide transparent and collaborative practices through an utmost ethical structure.

An effective governance structure is in place. Financial policies and procedures and our annual budget have been implemented to outline the scope of resources required to support our mission. My priority is to assure such governance is adhered to and to maintain excellence through transparency and precision.

Recently, I received a letter from the Commissioner that stated, "I am certain the NPF shares my belief that what makes the RCMP an organization of excellence is the strength, knowledge, and dedication of our Members. And by putting our Members first, we will continue to thrive and provide the best service to the communities we [you] serve."



Our Members are committed to providing effective policing services to support safer and more livable communities, large and small. More notably so during the unprecedented and challenging times we face in our history.

It is my honour to serve with the NPF, to focus on reaching our common objectives, and continue to represent our Members, as Members support civilians across Canada.

Sincerely,

A handwritten signature in black ink, appearing to read 'Don Armstrong', enclosed within a red rectangular border.

Don Armstrong

Director of Finance / Directeur des Finances

National Police Federation / Fédération de la Police Nationale