

National Police Federation Fédération de la Police Nationale



Facts:

- January 16th, 2015 - Supreme Court of Canada (SCC) released its decision in [MPAO v. Attorney General of Canada](#). The SCC directed the Federal Government to implement legislative changes, within one year, to allow for members of the RCMP to certify a bargaining agent;
- December 8th, 2015 the Federal Government applied to the SCC for a 6 month extension to the one year deadline in order to pass the legislative changes to the *Public Service Labour Relations Act* (PSLRA) to comply with the MPAO decision;
- January 15th, 2016, the SCC granted the Federal Government a 4 month extension to pass legislation providing the framework for certification of a bargaining agent for members of the RCMP;
- January 16th, 2016 the Commissioner of the RCMP announced the creation of a new Member Workplace Services Program (MWSP) that will assist and guide *individual* members in labour relations as an interim model until a bargaining agent can be certified;
- February 12th, 2016 the Commissioner dissolved the SRR Program as well as the Pay Council and all national, collective forms of representation for members of the RCMP;
- March 9th, 2016 the Federal Government introduced [Bill C-7](#) to comply with the SCC decision and has until May 16th, 2016 to have C-7 receive Royal Assent;
- March 24th, 2016 [Bill C-7](#) passed second reading and is headed to the Standing Committee on Public Safety and National Security for debate and modification;
- April 22nd, 2016 [Bill C-7](#) returned to Parliament from Committee with amendments and will be further debated;
- Once Bill C-7 passes third reading in the House of Commons, it will head to the Senate for further debate and possible modification;
- May 16th, 2016 is the deadline that the SCC extension of the stay expires;
- [Bill C-7](#) will not receive Royal Assent by May 16th and as a result, members of the RCMP will by default fall under the entirety of the PSLRA as it is presently written *until* Bill C-7 does receive Royal Assent (i.e. we become temporary public servants).

What does this mean to members?

It should be clear to the membership that the Government of Canada and the RCMP are no longer going to pay for the collective, national representation of the membership. The Commissioner's decision to disband the Pay Council and all forms of national collective representation in February is clear indication of that.

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Based on that, if members of the RCMP want to be treated fairly and equitably with our employer, with strong national, collective representation, we will have to pay for it. Yes, that means Association/Union dues – most probably in the neighbourhood of \$50 per pay cheque, of which all is tax deductible, so our net cost is around \$35 per pay cheque. Small price to pay for strong representation on a national level.

What Happens now?

Members need to act – and act quickly. Do your homework, talk to colleagues, family and respected friends. Read the information presented, ask questions and make a choice.

Make no mistake, members will have to make a choice and not doing anything is a choice:

- Choice 1: Do nothing, accept that the Commissioner's MWSP program will represent you well and all will be good.
- Choice 2: Accept that RCMP senior management and Treasury Board do not have our best interests at heart and the [NPF](#) is the best employee organization to represent you because we are:
 - Experienced;
 - Transparent;
 - Accountable;
 - Have surrounded ourselves with experience in police labour & collective bargaining;
 - Are proactive, well researched, credible and respected; and
 - Have respect and passion for the membership.

Employee organizations such as NPF, need to receive an initial financial contribution from their membership to prove to the Labour Board that the member has actually joined – we are seeking \$10 as a nominal membership fee and sign of support for [NPF](#) to represent you.

Start by going to www.npf-fpn.com to learn more about us. Ask questions through our 'contact us' page or on Facebook. Get engaged and make an educated decision in this historic time in the RCMP.