



“Building our Future”

When I joined the RCMP in 2004, I never expected my career path to take me down this road.

In February 2016, I had an idea – an idea with no clear path forward and no name. That idea was to create an inclusive, professional, credible and well researched organization to advance members’ needs and wants. In my view, the alternatives of the day weren’t fully delivering or meeting the membership’s needs. I expected this entire process would take a year at most; members were ready and with the right tools and approach, we would all move forward together, united.

Nearly four years, and many hurdles later, the National Police Federation (NPF) is certified. All members will now advance together - a unified voice for a better future.

My front-line experience in General Duty and Serious Crime, combined with my first-hand experiences and conversations with members across Canada, have highlighted for me crucial areas that need urgent attention. We need to address our resource crunch, pay gap, health benefits (member and dependant) and create a culture of sustainable work-life balance for the membership and their families.

In the various labour relations roles I have held over the last decade, I have worked diligently on your behalf including: Canada Labour Code violations, health benefits, disability management, grievances, discipline and Code of Conducts, interpersonal conflicts, scheduling, pay & compensation as well as kit & clothing issues. I have continued this work as Co-Chair of the NPF. I have heard your concerns and have worked to resolve many.

I understand the value of lower level resolutions but also the ability for the NPF to advance issues to the Ministerial level. I have diligently led this work on behalf of the NPF for the last 4 years. My unique experiences and accomplishments, as well as the relationships and partnerships I have fostered, make me the ideal member to lead the NPF as President.

Vote Sauvé for President of the NPF

You can find me on [Facebook](#), [LinkedIn](#) and [Twitter](#)

I joined the RCMP later in life (34) after a successful 10-year career in the corporate banking world, which was, bluntly - very boring. Having worked for a multinational corporation that entirely profit, not people focused, I made a change and came to the RCMP to help people.

My career, all in the Lower Mainland of BC has been General Duty, Serious Crime, General Duty Corporal and Staff Relations Representative.

I was elected as an SRR in Fall 2011 to help members. In early 2012, the SRRP had no Chair of the Health Committee. Always up for a challenge, I volunteered for the role. As you may recall, in Budget 2013, we would see the beginning of Health Modernization.

The Health Modernization portfolio became a mammoth task. For members who are not aware, the RCMP starting position was to eliminate Medavie Blue Cross and put us in the Public Service Health Care Plan, eliminate our sick leave and implement a cap on days per year, move us to Workers Compensation and move members to the New Veterans Charter for VAC Benefits.

Through my evidence-based approach, position papers and the odd fight with the CHRO, the result is the membership still have Medavie Blue Cross, the same sick leave benefit, no workers compensation and are still under the Pension Act versus the New Veterans Charter. Concessions made were the \$2,000 dental cap (however we also succeeded in removing dental exclusions and the alternate benefit clause) and the stoppage of accumulation of AOL hours after 2 years ODS for a nonduty related injury, AOL accumulation remains for duty related injuries.

My evidence-based proposals on sick leave resulted in the RCMP beginning to study and create a new Disability Management Regime to assist members ODS in a successful return to work.

As a full time SRR for the LMD, I have assisted members in over 40 shootings in 5 years as well as grievances, Statutory & Code Investigations and Coroners inquests. I decided I had more to give and in 2014 I volunteered to be the Chair of the Executive of the Mounted Police Members Legal Fund. As Chair, I began to modernize the MPMLF and implemented technology to improve service delivery (new web and database storage solutions)

In 2016, I saw the membership at risk with no collective representation and started the NPF. Over the past 3 plus years, I have attended every Canadian Police Association meeting and developed relationships with other executives. We share information, they are extremely supportive of the NPF and the work we are doing for all of us – it benefits the police profession across Canada.

I have completed the CPA Executive Leadership Program through the Telfer school of business for governance, mediation, negotiation and arbitration in a police environment.

I have fostered many relationships with MPs and Senators, and their aides. I have given testimony numerous times to both Parliamentary and Senate Committees on a variety of Bills and studies. For example, The Senate Committee on Veterans Affairs reform, the Parliamentary and Senate Committees studying Bill C-7.

I do not give up. The fair and transparent treatment of members is my priority and a passion. I learn every day. I do not believe there is another member that can demonstrate this commitment to members, the corporate and Federal Labour (RCMP specific) knowledge I have learned over the past 10 years. That is why, I am asking you to:

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