

PATRICK FLANNERY
FOR
O DIVISION DIRECTOR OF THE NATIONAL POLICE FEDERATION



**6 YEARS OF PROVIDING FULL TIME AND PART TIME FORMAL ASSISTANCE
TO MEMBERS**

18 YEARS OF PROVIDING INFORMAL ASSISTANCE TO MEMBERS

12 YEARS CONTRACT EXPERIENCE/ 12 YEARS FEDERAL EXPERIENCE

EXPERIENCE WORKING IN O DIVISION HQ WITH MANAGERS

EXPERIENCE IN CONDUCT MEETINGS GRIEVANCES

EXTENSIVE KNOWLEDGE OF THE ISSUES FACING MEMBERS TODAY

WELL VERSED IN POLICY AND PROCESS TO ASSIST MEMBERS

SOLID UNDERSTANDING OF THE LABOUR RELATIONS ENVIRONMENT

Beginning with serving on the Cadet Committee at Depot, I have been an advocate for Member's issues since coming to the RCMP from teaching. In 2010 I had the opportunity to formalize my advocacy by becoming the Sub-Rep at Toronto Airport Detachment. In this role I assisted Member's in addressing issues with management and through a collaborative approach, was able to resolve most matters in the first instance. When that process didn't resolve the issue, I provided advice and guidance on the Grievance process and assisted Members in the preparation of their submissions. I also assisted Members in Conduct matters, ensuring processes were followed, provided advice on the matter and ensured that the Member was treated fairly and their rights were protected.

In 2010, as a Sub Rep, I became a member of the O Division Legal Fund Board, assisting Members with the drafting and submission of Legal Fund applications to obtain approval for funding at the Division Level or refer the matter to the National Board.

In January 2015, I was asked to take over from an SRR who was on long term ODS. In this role I worked full time in assisting and protecting Members, liaising with managers on issues to prevent contentious issues from going off the rails. I represented Members in the Grievance process and Conduct matters. I sat on National Committee meetings, advocating for Members at the decision making table. I attended Division Executive Meetings and met with upper level Managers on a variety of issues.

Over the campaign period, using Social Media, I will provide more detailed information of my stand on issues faced by Members today. With both Federal and Contract service, my experience provides me with insight into matters which will be discussed in Collective Bargaining and at the Policy Center Table

Compensation is clearly at the forefront of the concerns of Members. We lag behind by a solid 20% on Total Compensation and more when it comes strictly to salary. Equal Pay for Work of Equal Value is the motto of the Canadian Government. We are far from equal or even competitive.

The Human Resources issues we face are the cause of so many of our other issues: A botched recruiting process which fails to identify superior candidates, has increased processing times and has created an ever increasing attrition rate at Depot; Severely understaffed and overworked Detachments; No staffing solutions for soft vacancies; Operational Stress Injuries.

The increasing Civilianization of Regular Member positions. Using the need for a "gun toting RM" criteria ignores and rules out the need for police education, training and experience of our Members to do police jobs. While Public Servants have a valuable role in delivering our service to the public, we are not the RCM Public Service, we are the RCM Police.

A Promotion System that uses the result of a test with no validity or reliability for what it tests and no way to know how you can improve as the benchmark for participation in the process is abhorrent. A selection by one individual behind closed doors is not an open and transparent system.

The number of issues we face is extensive and pervades every aspect of our workplace and are too numerous to list in two short pages. We will hire professionals to conduct our negotiations and guide us through this process but we need to start this march off on the left foot as the future depends on it. We need experienced Members at the helm to provide the direction of those professionals, to hit the ground running and represent Members in Grievances, Conduct Meetings and at the table with Management.

My experience, the knowledge, skills and abilities I have developed in the realm of Labour Relations and my commitment to assisting Members in the past can lead us into the future.