

November 9, 2018

The Honourable Ralph Goodale  
Minister of Public Safety and Emergency Preparedness  
House of Commons  
Ottawa, Ontario K1A 0A6

**Re: RCMP Unionization and Collective Bargaining**

Dear Minister Goodale,

I write to you today, on behalf of the Union of British Columbia Municipalities (UBCM), regarding the new RCMP labour relations system. In particular, I would like to request a mechanism for local government input towards this system, and that the federal government address the member compensation gap in order to avoid a large one-time compensation increase resulting from collective bargaining.

On several occasions, UBCM has written to request an opportunity to provide input into the new RCMP labour relations system. British Columbia (BC) local governments over 5,000 in population pay 70-90% of the cost base in their policing agreements, yet they have not received an opportunity to provide input into the development of a unionized system. As policing costs continue to rise, and the affordability and sustainability of RCMP policing becomes a greater concern, UBCM would once again request a mechanism for local government input into this system and the collective bargaining process.

One of the issues being monitored is member compensation, which has been frozen since December 2016. This frozen rate is putting local governments at risk of having to absorb a large one-time compensation increase in the near future. Furthermore, members are reportedly leaving the RCMP for other police agencies that are able to provide a more competitive compensation package. At a time when the RCMP Academy is barely able to deliver enough new members to address regular attrition, and over 10% of front line vacancies remain unfilled, member retention is crucial to a high level of service delivery. UBCM requests that the federal government address the member compensation gap as a means to promote retention and reduce the impact local governments may face from a large one-time compensation increase.

In the interest of the long-term sustainability of RCMP policing, UBCM encourages the federal government to provide a mechanism for local government input into the development and operation of this new labour relations system. An inclusionary collective bargaining process that considers the input of all primary stakeholders will

allow issues, such as the impact of a one-time increase in member pay, to be addressed immediately and collaboratively to the benefit of public safety in Canada.

Thank you for your consideration.

Very Best,

A handwritten signature in black ink, appearing to read 'Arjun Singh', written in a cursive style.

Councillor Arjun Singh  
President, UBCM

**cc:** *The Honourable Scott Brison, President of the Treasury Board*

*Clayton J.D. Pecknold, Assistant Deputy Minister and Director of Police Services,  
Ministry of Public Safety and Solicitor General*

*Brenda Butterworth-Carr, Commanding Officer, RCMP 'E' Division*