



**Canadian Police Association
Association canadienne des policiers**

Affiliate Report

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WHO WE ARE

The Canadian Police Association (CPA) is the national voice for 57,000 police personnel across Canada. Membership includes police personnel serving in 170 police services across Canada, from Canada's smallest towns and villages as well as those working in our largest municipal and provincial police services, railway police, first nations police personnel and some members of the Royal Canadian Mounted Police (RCMP).

WHAT WE STAND FOR

As the national centre for police labour relations, the role of the Canadian Police Association is to:

- promote the interests of police personnel and the public they serve, in the national legislative and policy fields;
- provide a collective support network for Member Associations to successfully improve representation and conditions for their own members in collective bargaining, education and training, equipment, health and safety, and protecting members' rights;
- advocate for adequate and equitable resources for policing;
- identify key national issues which impact on Member Associations and facilitate the resolution of these issues;
- react and respond, upon request, to local policing issues that may have national ramifications; and
- liaise with the international policing community on issues affecting Canadian police personnel.

PARTNERS IN COMMUNITY SERVICE

We are proud of our relationships with parliamentarians from all political parties. Our members want to make a difference in their communities. As the national voice for front-line police personnel across Canada, we bring a unique perspective on policing and public safety.

By raising awareness on law enforcement and justice issues, the CPA promotes community safety. Police associations have contributed to the deliberations on such issues as youth criminal justice; child pornography; impaired driving; sentencing, corrections and parole reform; national sex offender registry; criminal pursuits; organized crime; and technological innovation in policing, such as DNA testing and the Canadian Police Information Centre renewal project.

2008 ELECTION CAMPAIGN

The Canadian Police Association delivered a position paper to all 5 major political parties for our upcoming Federal Election on October 14, 2008 (this affiliate report is based on that paper). The position paper is intended to inform political parties and individual candidates on issues that will shape progressive justice reform during the next Parliament, and to identify parties and candidates who share our vision for community safety and will lend their support in advancing these issues. The CPA does not endorse candidates or political parties.

Our position paper closed with the following statement:

PARTNERS IN PUBLIC SERVICE

Community safety is a common value shared by Canadians and the police officers who serve in their communities. Following the election, Members of Parliament will be afforded the privilege of representing Canadians in addressing their needs and expectations, and the opportunity to make a difference in your communities.

We look forward to working with you, and hope that we can anticipate your support in securing legislative improvements that will advance public safety.

CPA PRIORITIES

Government Promise of at Least 2500 More Front-Line Police Officers

The Canadian Police Association is calling upon Parliament to reinforce the Police Officers Recruitment Fund, through increased and long-term sustainable funding with the necessary controls to ensure the Government fulfills Prime Minister Harper's 2006 election promise to negotiate with the provinces to put at least 2500 more front-line police officers on the streets of our communities.

The ***Police Officers Recruitment Fund*** is insufficient, both in terms of the lack of long-term sustainable funding, the amount of money being contributed to the fund, and the controls over the use of the funds. There are no guarantees that the monies will in fact reach the municipalities and police agencies that are in need of new police officers. Minister Day has subsequently entered into arrangements with the provinces and territories which authorize the use of these funds for purposes other than the government's promise of 2,500 new police officers. Some provinces maintain that decisions concerning use of these payments from the federal government are within their exclusive jurisdiction.

Our member associations feel betrayed that these monies are being diverted from front-line policing, and are not sustainable for the long term. We are calling on Parliament to reinforce the program commitment and design in the 2009 Federal Budget, in order to address these shortcomings

Our Young Offender Laws Are Not Working

Our current young offender laws have proven to be inadequate in dealing with youths that commit serious violent offences and repeatedly commit criminal offences. The Canadian Police Association seeks amendments to young offender laws that will instil meaningful, measured consequences for convicted offenders, taking into account the seriousness of the offence, deterrence to others, and the offender's potential for reform.

Independent Police Association for the RCMP

The CPA calls upon Parliament to provide the legislative authority for RCMP members to form an independent police association and bargain collectively with their employer, a right afforded to all other police officers in Canada.

It is inconsistent with Canadian values to suggest that fundamental rights such as freedom of association are not available to all Canadians, including those sworn to protect. When police officers don their uniforms to start another tour of duty, they are mindful of their responsibilities to respect, without exclusion or restriction, the fundamental rights and freedoms afforded to every Canadian. Surely they deserve the same respect, without exclusion or restriction? It's time for Parliament to grant RCMP members the fundamental equality and labour rights afforded to all other police officers in Canada. A system of democratic representation for RCMP members will significantly increase the efficiency, accountability and transparency of Canada's national police service; something the beleaguered institution could use right now.

Gun Crime

Stopping the gang violence in Canada's major cities is a concern for Canadians and police officers across this country. This is a complicated issue that requires a multi-faceted, non-partisan approach. The solution begins with bringing an end to Canada's revolving door justice system. Canada's police officers have lost confidence in a system that sees violent offenders regularly returned to the streets. We need to restore meaningful consequences and deterrence in our justice system, which begins with stiffer sentences, real jail time, and tougher parole eligibility policies for violent offenders. We need to protect Canadians from offenders who commit crimes with guns, or any type of weapon. Greater support and resource dealing with the causes of crime, including at-risk youth and communities is also necessary.

The Canadian Police Association encourages the federal government to work with police organizations and other stakeholders throughout Canada to improve and maintain a cost effective and efficient system of firearms regulation and control.

We need to increase border security to prevent the illegal importation of firearms into Canada, and properly monitor retailers, wholesalers and manufacturers of firearms and ammunition.

Conducted Energy Devices (TASER)

Police Officers are required to respond and intervene in a variety of situations involving the risk of violence, injury or death to members of public and the police. Often these situations require immediate intervention, where the condition and emotional state of the

involved subject is uncertain. Police officers require a range of use of force options, often referred to as the use of force continuum, which include verbal commands, negotiation, physical restraint, intermediate force options, and deadly force.

Conducted Energy Devices are one such intermediate force option, which have been successful in reducing injury to officers and violent subjects as compared to other use of force options, including lethal force.

The Canadian Police Association supports the continued use of Conducted Energy Devices, as an occupational health and safety measure to reduce injury to police officers, members of the public and violent subjects. The CPA advocates that:

1. All front line police officers should be equipped with Conducted Energy Devices;
2. All police officers should be provided sufficient and recurring training on the use of Conducted Energy Devices, together with other use of force options, in order that all officers understand and are competent in the application of force at all levels of the use of force continuum;
3. Governments, police governing authorities and police managers should be held accountable for any failures to adequately equip and train officers in the use of these safety devices.

Canada's Sentencing, Corrections and Parole Systems

For many years, the CPA has been calling for significant reforms to Canada's systems of sentencing, corrections and parole for repeat and violent offenders. Canadians have lost confidence in a justice system which fails to instil meaningful and proportionate consequences for serious and violent crimes.

In December, 2007, the Correctional Services Canada Review Panel reported its findings and recommendations to the Government of Canada. The CPA supports the findings and recommendations contained within the report, and remains committed to working with the government to support the timely implementation of the reports recommendations, combined with legislative reforms to strengthen the penalties and parole restrictions for repeat and violent offenders.

Public Safety Officer Compensation Benefit

The CPA calls on the federal government to establish a national Public Safety Occupation Compensation benefit in Canada, as an appropriate way for the nation to recognize the sacrifice made by a public safety officer and to address the financial security of the officer's family. This benefit should be established in the amount of \$300,000 and function as a direct, indexed benefit to the officer's family

Parliament has recognized the contribution of fallen police officers to their country and fellow Canadians, through the proclamation of an official day of remembrance. On September 24, 1998, the Government of Canada officially proclaimed the last Sunday of September of every year as Police and Peace Officers' National Memorial Day. In announcing the commemorative day on September 27, 1998, the Solicitor General of Canada stated that "A formal, national Memorial Day gives Canadians an opportunity

each year to formally express appreciation for the dedication of police and peace officers, who make the ultimate, tragic sacrifice to keep our communities safe.”

As with other Public Safety Occupations, police officers are engaged in a dangerous profession. Studies confirm that those in the profession suffer the highest rate of job-related illness and injury of any occupation, the result of innumerable dangers they encounter every day in the course of protecting the lives and property of Canadians.

The Canadian Police Association joins our colleagues from the International Association of Fire Fighters in support of the establishment of a national Public Safety Officer Compensation benefit in Canada.

National Anti-Drug Strategy

The 2007 Federal Budget announced \$64 million over two years to support the implementation of a National Anti-Drug Strategy. The Strategy incorporates a balanced approach to reduce the adverse effects associated with drug use by limiting both the supply and demand for illicit drugs, enabling an integrated approach to education, prevention, treatment and enforcement.

The CPA supports the National Anti-Drug Strategy and continues to work with the government to support its implementation.

Public Safety Occupation Designation for Public Safety Personnel

Under our federal Income Tax Act Regulations, the Public Safety Occupation Designation provides early retirement provisions to recognize the public safety requirements for certain employment categories. Presently the Public Safety Occupation designation is afforded to police officers, fire fighters, paramedics, air traffic controllers and correctional officers.

In many police services, public safety duties that were once performed by police officers are now fulfilled by specially trained civilian personnel. These include police communicators/dispatchers and court security. In recognition of the parallel public safety responsibilities of these positions, the CPA seeks amendments to the Income Tax Act to provide this designation to civilian personnel of police services that are assigned to public safety duties.

National CPA Strategy to Address Abuses of Private Security and Multi-Tiered Policing

Since 1996 the Canadian Police Association has been actively involved in addressing member concerns about the private security sector and their unrelenting attempts to convince all levels of government to carve out certain police responsibilities and employ private security to provide these so-called ancillary functions and free up police officers for other responsibilities. Over that period we've had considerable success in tightening up issues around certification and training and to date the private sector has not been successful in their attempts to encroach into public policing responsibility. Additionally we've been successful in preventing the private sector from convincing federal and provincial legislatures to amend the law and regulations and elevate status and authority for security guards and private investigators. As you can appreciate, this

would fit nicely with their longstanding objective to assume certain public police responsibilities.

Our interventions focus on accountability, quality service, qualifications, minimum training requirements and certification. We take every opportunity to explain the real difference between private security and the public police. When faced with the challenge that police unions are merely seeking job protection, we counter that we are protecting the “office of constable” a cornerstone of police independence in English common law countries. Here is an example of what we have used to bolster our position.

Public Policing ensures the public interest in policing is maintained by providing:

- Quality of service to the public.
- Accountability to the public through civilian governance, and civilian oversight.
- Standards, training, qualifications, competency, pre-employment screening and appropriate controls.
- Independence of the police from private interests, and independent decisions to charge or not proceed with charges.

Canadians should be asking why governments, at all levels, are intent on contracting out from under the Canadian Charter of Rights and Freedoms, civilian governance, and civilian oversight of public police services, in favour of private and corporate interests. These secondary alternatives have been allowed to expand to fill in gaps created by short-sighted police executives and governing authorities, who have failed to meet public expectations and deliver an effective level of police service to their communities.

Confusion continues to exist surrounding the roles and responsibilities of policing substitutes, which is exacerbated by private interests and two-tier agents employing similar uniforms and equipment. Unlike general duty police officers, these substitutes are unable to render assistance in ALL situations.

Multi-Tiered Policing

Without doubt, the most pressing issue in Canada at the moment is the move by the Province of Alberta to create what their bureaucrats describe as “orders of policing.” They started with the Alberta Peace Officer program. The enabling legislation created a new law enforcement program with peace officers instead of police officers. The program has several different facets: traffic enforcement; warrant apprehension teams; surveillance teams and the latest, the Safer Communities Investigative Service, described as follows in a recent news release.

Safer Communities Investigative Services will field public tips and information from local police services about properties where illegal activity -- prostitution, drugs or gang-related -- is suspected.

Then, using civil law, the unit can use tactics such as applying to the courts to shut the property down for up to 90 days.

"It's another tool for law enforcement," said Barry Balerud, head of the southern Safer Communities Investigative Services unit. "We target properties, not people."

Peace officers in the program do not have police officers status, are not covered by the Alberta Police Act, it's code of conduct and Discipline and they are not subject to the provincial police complaints legislation in Alberta. They carry firearms and other police equipment. Most have powers of arrest equivalent to police officers when they are on duty and their uniforms are more similar than dissimilar to police uniforms. At present there are over 700 personnel employed in the program.

The RCMP in the province of British Columbia is experimenting with Community Safety Officers, similar to the UK program. Too early to tell how the public are reacting to this watering down of the police position. We will be monitoring the program very closely as it rolls out.

Civilianization is always front of mind with politicians, police governance and police management looking to trim budgets and look good with voters or political masters as the case may be. In Canada we are at the point where there is no longer an abundance of police positions to civilianize, having said that, when a position is justifiably identified as not requiring police experience and training it is only a matter of time before it is civilianized.