

# ILEC 2006

## CPA Overview Major Issues



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The following is a brief summary of issues for the Canadian Police Association:

### **Pension Accrual Rate**

In 2003, CPA undertook to obtain a 2.33% Pension Accrual rate for Police Officers in Federal Income Tax legislation. Through our advocacy efforts, this goal was realized in the 2005 Federal Budget. Police associations in Canada now have the ability to negotiate this benefit through their local or provincial plans.

### **Contract Policing Protocol**

In 2003, the CPA sought to establish a national protocol for RCMP Contract Policing, governing the takeover of municipal police services, ensuring successor employment rights for members serving in these communities. Through advocacy efforts CPA was successful in having a protocol established and adopted by the RCMP.

### **National Drug Strategy**

The previous Liberal government has introduced legislation to “decriminalize” the consequences for possession of less than 30 grams, or 1 to 3 plants of marihuana. CPA has led efforts to successfully oppose this legislation, and we have advocated for a National Drug Strategy that will provide credible information to Canadians concerning the harms associated with illicit drug use; and establish an integrated approach to prevention, education, enforcement, treatment, rehabilitation and research. The new Conservative Government has indicated that it will work with CPA and others in developing an effective National Drug Strategy.

### **Corrections, Sentencing, and Parole**

CPA and our member associations have been persistent advocates for a review of our current revolving door justice system. The new Conservative Government has introduced legislation to provide mandatory minimum sentences for crimes involving firearms, and reduce the use of Conditional Sentences (“House Arrest”) for serious and violent crimes. The government has committed to undertake a review of Canada’s corrections and parole systems.

### **Police Officers Bill of Rights**

CPA Board of Directors developed the CPA Police Officers’ Bill of Rights as a minimum or “best practices” standard to be adopted by local, provincial, and federal governments. CPA continues to work with our member associations to pursue these standards for all CPA members.

## **Demographic Pressures**

Demographic trends within the police sector suggest that there will be increased turnover due to retirements of the aging “baby boomer” workforce. Police employers will be challenged to recruit from a shrinking workforce. Demographic pressures will present opportunities and challenges for collective bargaining, as employers struggle to attract and retain personnel, and seek alternatives to traditional policing functions.

## **Competition for Police Services**

The competitive environment in policing is expected to increase in the years ahead, as police managers and governing bodies continue to seek lower cost alternatives:

- Competition between police agencies, such as federal or provincial police services competing for municipal policing responsibilities. Governments are now negotiating the renewal terms for RCMP provincial and municipal contracts, which expire in 2012. Some provinces are considering alternatives, such as the creation of provincial police services.
- Substitutes for police service delivery, such as the use of special constables for “two-tier policing”, as has been employed by the province of Alberta for provincial traffic enforcement.
- Competition from private security firms for existing public police responsibilities. The private security industry continues to expand, exploiting gaps created by police service reductions.

## **Police Oversight**

Governments continue to evaluate the methods by which the actions of police officers are scrutinized. The decisions of Commissions of Inquiry, Human Rights Commissions, courts, and oversight bodies have profound consequences for the police profession as a whole. Issues examined by oversight bodies include racial profiling, mandatory drug testing, integrity testing, and police political activity.

## **Labour Rights as Human Rights**

The CPA has joined forces with several large public and private sector unions, to promote collective bargaining and labour rights as fundamental human rights for all Canadians. This is particularly relevant for members of the Royal Canadian Mounted Police (RCMP), who are still prohibited from forming a union or police association, and denied collective bargaining rights by

legislation. The CPA has established a working group with our RCMP members to develop strategies to overcome this prohibition.

### **Collective Bargaining**

Police associations in Canada continue to negotiate wage settlements which generally exceed the norm for other public and private sector workers. Most recently, the use of retention or premium pay for more senior members has become quite prevalent as a means of retaining and recognizing more senior members. Police employers have, however, become more aggressive in the pursuit of benefit claw-backs and shift scheduling adjustments. Police associations are facing greater pressure to retain benefits that have been fought for over the years and meet member expectations.

### **Federal Support for Municipal and Provincial Policing**

In a pre-election campaign promise earlier this year, the subsequently elected Conservative minority government pledged to provide funding for over 1,000 new RCMP members, as well as negotiate cost-sharing agreements with provinces and municipalities to fund “at least” 2,500 new municipal and provincial police officers. CPA has coordinated efforts with the Chiefs of Police and Police Boards Associations to urge the government to consult with police stakeholders on the implementation strategy.

### **Fundraising**

With over 90% of CPA revenues from non-dues sources, fundraising is a critical component in sustaining CPA’s long-term viability. Recently the federal government adopted “Do Not Call” (DNC) legislation, establishing a national DNC registry for residential telemarketing. This is expected to have a significant impact on CPA telemarketing programs.

### **Governance**

High profile scandals in the private and public sectors have led to increased scrutiny and regulation of corporate governance practices. The not-for-profit sector is not immune from these requirements, particularly those organizations soliciting support from the public. Federal legislation is anticipated to increase the standards of corporate governance for associations and charities. The CPA continues to monitor these developments and will be required to adjust accordingly once legislation has been passed. The CPA Board has established a Governance Committee to review CPA governance practices and make recommendations to our Board.

## **Advocacy**

Governments at all levels are increasing the scrutiny and regulation of organizations and individuals that are engaged in lobbying elected officials. The CPA and its officers are registered under the Federal Office of the Registrar of Lobbyists, and continue to monitor legislative requirements. Critics have suggested that police personnel, and their associations, should be prohibited from political activity. CPA continues to vigorously defend the political activity rights of our member associations, their representatives, and members.