



April 10, 2017

The Honourable Scott Brison
President of the Treasury Board
Treasury Board
8th floor, 90 Elgin Street
Ottawa, Ontario
K1A 0R5

Dear Mr. Brison:

I write to you as National President of the Public Service Alliance of Canada (PSAC), on behalf of PSAC and its component, the Union of Solicitor General Employees (USGE), to raise concerns regarding the RCMP civilian members who will become part of the federal public service on April 26, 2018.

PSAC/USGE believes that these employees should not suffer a negative impact because of this process. It is not appropriate nor acceptable that these employees would lose any rights or benefits that they have gained while working at the RCMP.

The position of PSAC/USGE is that these employees should have their existing terms and conditions of employment “grandparented” where reductions would otherwise occur. No employee should be worse off under a new collective agreement. Equally concerning is the RCMP Commissioner’s recent announcement of a Treasury Board approved pay package for regular members only. All RCMP civilian members should be informed of and receive the long expected applicable pay package without delay.

We also take the position that those Civilian Members that will be matched to the currently unrepresented PO occupational group should benefit from the same protection.

The *Enhancing Royal Canadian Mounted Police Accountability Act* provides for the conversion of Civilian Member (CM) positions into the core public service administration and its labour relations regime. As a result, about 1000 employees will then be represented by PSAC/USGE, which already represents 5000 public service employees of the RCMP.

Some positions will be matched to current public service positions and assigned to the corresponding Treasury Board bargaining units. They will also become subject to the applicable collective agreements. Without an agreement to “grandparent” these employees, we are concerned that some may lose rights and benefits that they currently

have. This is unacceptable and does not show these valued employees the respect that they deserve.

I would like to meet with you at your earliest convenience to discuss this important matter.

Sincerely,



Robyn Benson
National President

c.c.: Hon. Ralph Goodale, Minister of Public Safety and Emergency Preparedness
Stan Stapleton, President – Union of Solicitor General Employees