

## **Fwd: Meeting request with the National Police Federation - 620313**

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From: Rideout, Wayne PSSG:EX  
To: Grove, Juliet PSSG:EX <Juliet.Grove@gov.bc.ca>  
Sent: July 23, 2021 1:29:54 PM PDT  
Attachments: image002.png, image004.png, image005.png, image006.jpg, image003.png, image001.png  
Let's discuss. Will be last two weeks

Wayne Rideout

Assistant Deputy Minister and Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General

Telephone: 250-387-1100  
Cellular: 250-508-1209  
Email: wayne.rideout@gov.bc.ca

Begin forwarded message:

**From:** Ana Santarem <asantarem@npf-fpn.com>  
**Date:** July 23, 2021 at 1:03:57 PM PDT  
**To:** "PSSG Policing and Security Branch PSSG:EX" <SGPSPB@gov.bc.ca>, "Rideout, Wayne PSSG:EX" <Wayne.Rideout@gov.bc.ca>  
**Cc:** Jennifer.Strachan@rcmp-grc.gc.ca, E\_Commanding\_Officer@rcmp-grc.gc.ca, Sarah Nolan <snolan@npf-fpn.com>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Dear Mr. Rideout,

Thank you very much for your email.

As the negotiations to finalize the Collective Bargaining Agreement are coming to a conclusion (July 26<sup>th</sup>), we would like to discuss the possibility of scheduling an introductory meeting with you, with participation of the Commanding Officer of "E" Division, during the first or second weeks of August – depending on your availability.

Please let me know when you are available to meet and I can coordinate from the NPF side.

Thank you in advance.

**Ana Santarem**

Manager, Government Relations | Gestionnaire, Relations Gouvernementales  
**National Police Federation | Fédération de la Police Nationale**  
<https://npf-fpn.com>



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**From:** PSSG Policing and Security Branch PSSG:EX <SGPSPB@gov.bc.ca>

**Sent:** June 25, 2021 5:01 PM

**To:** Brian Sauvé <bsauve@npf-fpn.com>

**Cc:** Jennifer.Strachan@rcmp-grc.gc.ca; E\_Commanding\_Officer@rcmp-grc.gc.ca; Sarah Nolan <snolan@npf-fpn.com>; Ana Santarem <asantarem@npf-fpn.com>

**Subject:** Re: Meeting request with the National Police Federation - 620313

Brian Sauvé

President, National Police Federation

Email: [bsauve@npf-fpn.com](mailto:bsauve@npf-fpn.com)

Dear Brian Sauvé:

I am writing in response to Sarah Nolan's invitation sent on June 1, 2021 to meet with you to discuss policing priorities of interest to the RCMP and the National Police Federation (NPF). As the NPF is currently in labour relations negotiations to finalize their Collective Bargaining Agreement, I welcome an introductory meeting upon completion of a final Agreement. I will require the participation of the Commanding Officer of "E" Division as they should also be in attendance for our meeting.

I look forward to meeting with you to discuss RCMP policing matters in BC once a finalized Agreement is ratified.

Regards,

Wayne Rideout

Assistant Deputy Minister

And Director of Police Services

Policing and Security Branch

cc: Deputy Commissioner Jennifer Strachan, Commanding Officer, RCMP "E" Division

## RE: Meeting request with the National Police Federation - 620313

From: Grove, Juliet PSSG:EX  
To: Dusangh, Parveen <Parveen.Dusangh@rcmp-grc.gc.ca>, Ana Santarem <asantarem@npf-fpn.com>  
Sent: July 27, 2021 4:07:50 PM PDT  
Attachments: image001.png, image003.png, image005.png, image006.jpg, image004.png, image002.png  
I think Aug 31, 10:30am would be best. I can send the invite out, is this 30 minutes or 60, Ana? Can Brian accept a Teams meeting?

Juliet

---

**From:** Dusangh, Parveen <Parveen.Dusangh@rcmp-grc.gc.ca>  
**Sent:** Tuesday, July 27, 2021 4:00 PM  
**To:** Ana Santarem <asantarem@npf-fpn.com>; Grove, Juliet PSSG:EX <Juliet.Grove@gov.bc.ca>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

We can make it all work, so I will leave this to Juliet to decide.

Thanks,

Parveen

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**From:** Ana Santarem <asantarem@npf-fpn.com>  
**Sent:** July 27, 2021 3:56 PM  
**To:** Grove, Juliet PSSG:EX <Juliet.Grove@gov.bc.ca>; Dusangh, Parveen <Parveen.Dusangh@rcmp-grc.gc.ca>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

Hello,

Brian is available on both dates. On the 30<sup>th</sup>, he is available from 1-2:30 pm and on the 31<sup>st</sup> from 10 – 2:30 pm

Please let me know what works best.

Thank you,

Ana

### Ana Santarem

Manager, Government Relations | Gestionnaire, Relations Gouvernementales

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<https://npf-fpn.com>



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**From:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>  
**Sent:** July 27, 2021 6:31 PM  
**To:** Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>; Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

Hi Ana,

Wayne is available:

Aug 30: 1-4pm

Aug 31: 10-3:30pm

Regards,

Juliet

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**From:** Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>  
**Sent:** Tuesday, July 27, 2021 3:17 PM  
**To:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>; Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

We can make August 30 anytime after 9:30 hrs work, as well as August 31 anytime after 10:00 hrs.

Thanks,

Parveen

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**From:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>  
**Sent:** July 27, 2021 2:51 PM  
**To:** Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>; Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

I'll defer to Ana on your question Parveen. Wayne is available Aug 30-Sept 3 but UBCM is taking place Sept 7-13 and Wayne will not be available for meetings during that time.

Juliet

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**From:** Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>  
**Sent:** Tuesday, July 27, 2021 12:43 PM  
**To:** Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>; Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Good day,

I have confirmed that D/Commr. McDonald will be on leave for most of August. Can this be pushed to September?

Please advise.

Thanks,

Parveen

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**From:** Dusangh, Parveen

**Sent:** July 27, 2021 11:23 AM

**To:** 'Ana Santarem' <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>; Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>

**Subject:** RE: Meeting request with the National Police Federation - 620313

Good day Juliet & Ana,

Dwayne is away on leave most of August. Let me check with him to see if he can adjust his leave on August 26 to accommodate this meeting request. I will be in touch shortly.

Thanks,

Parveen

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**From:** Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>

**Sent:** July 27, 2021 11:19 AM

**To:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>; Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>

**Subject:** RE: Meeting request with the National Police Federation - 620313

Good Afternoon Juliet and Parveen,

Thank you for sending some available dates and time. From the options you provided, here's what would work for Brian:

August 23: after 1pm

August 24: after 1:30 pm

August 25: after 1:30 pm

August 26: 11:30 – 12:30 pm

Please let me know what would work best on your end.

Thank you,

Ana

**Ana Santarem**

Manager, Government Relations | Gestionnaire, Relations Gouvernementales

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---

**From:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>

**Sent:** July 27, 2021 1:47 PM

**To:** Dusangh, Parveen <[Parveen.Dusangh@rcmp-grc.gc.ca](mailto:Parveen.Dusangh@rcmp-grc.gc.ca)>; Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>

**Subject:** RE: Meeting request with the National Police Federation - 620313

Hello Parveen and Ana,

I'm reaching out in response to the below request from National Police Federation for a meeting with ADM Rideout and CO McDonald. I'm afraid the first two weeks of August are not available for Wayne. I've provided some available dates below and hope we can find a time that works for everyone.

August 18: 10:30am-3:30pm

August 23: 11am-3pm

August 24: 9:00-3:30pm

August 25: 10am-3pm

August 26: 9:00-3:30pm

Kind regards,

*Juliet Grove*

Executive Administrative Assistant to  
Assistant Deputy Minister Wayne Rideout  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
PO Box 9285 STN PROV GOVT | Victoria BC | V8W 9J7  
Ph: 778-698-7452

---

**From:** Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>  
**Sent:** Friday, July 23, 2021 1:30 PM  
**To:** Grove, Juliet PSSG:EX <[Juliet.Grove@gov.bc.ca](mailto:Juliet.Grove@gov.bc.ca)>  
**Subject:** Fwd: Meeting request with the National Police Federation - 620313

Begin forwarded message:

**From:** Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>  
**Date:** July 23, 2021 at 1:03:57 PM PDT  
**To:** "PSSG Policing and Security Branch PSSG:EX" <[SGPSPB@gov.bc.ca](mailto:SGPSPB@gov.bc.ca)>, "Rideout, Wayne PSSG:EX" <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>  
**Cc:** [Jennifer.Strachan@rcmp-grc.gc.ca](mailto:Jennifer.Strachan@rcmp-grc.gc.ca), [E\\_Commanding\\_Officer@rcmp-grc.gc.ca](mailto:E_Commanding_Officer@rcmp-grc.gc.ca), Sarah Nolan <[snolan@npf-fpn.com](mailto:snolan@npf-fpn.com)>  
**Subject:** RE: Meeting request with the National Police Federation - 620313

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Dear Mr. Rideout,

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Thank you in advance.

**Ana Santarem**

Manager, Government Relations | Gestionnaire, Relations Gouvernementales  
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---

**From:** PSSG Policing and Security Branch PSSG:EX <[SGPSPB@gov.bc.ca](mailto:SGPSPB@gov.bc.ca)>

**Sent:** June 25, 2021 5:01 PM

**To:** Brian Sauvé <[bsauve@npf-fpn.com](mailto:bsauve@npf-fpn.com)>

**Cc:** [Jennifer.Strachan@rcmp-grc.gc.ca](mailto:Jennifer.Strachan@rcmp-grc.gc.ca); [E\\_Commanding\\_Officer@rcmp-grc.gc.ca](mailto:E_Commanding_Officer@rcmp-grc.gc.ca); Sarah Nolan <[snolan@npf-fpn.com](mailto:snolan@npf-fpn.com)>; Ana Santarem <[asantarem@npf-fpn.com](mailto:asantarem@npf-fpn.com)>

**Subject:** Re: Meeting request with the National Police Federation - 620313

Brian Sauvé  
President, National Police Federation  
Email: [bsauve@npf-fpn.com](mailto:bsauve@npf-fpn.com)

Dear Brian Sauvé:

I am writing in response to Sarah Nolan's invitation sent on June 1, 2021 to meet with you to discuss policing priorities of interest to the RCMP and the National Police Federation (NPF). As the NPF is currently in labour relations negotiations to finalize their Collective Bargaining Agreement, I welcome an introductory meeting upon completion of a final Agreement. I will require the participation of the Commanding Officer of "E" Division as they should also be in attendance for our meeting.

I look forward to meeting with you to discuss RCMP policing matters in BC once a finalized Agreement is ratified.

Regards,

Wayne Rideout  
Assistant Deputy Minister

And Director of Police Services

Policing and Security Branch

cc: Deputy Commissioner Jennifer Strachan, Commanding Officer, RCMP "E" Division

## RE: PSSG Media Request: National Police Federation statement

---

From: Sitter, Donna GCPE:EX <Donna.Sitter@gov.bc.ca>  
To: Lipp, Jamie M PSSG:EX <Jamie.Lipp@gov.bc.ca>  
Cc: Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>, Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>, Brown, Matthew G PSSG:EX <Matthew.G.Brown@gov.bc.ca>  
Sent: August 30, 2021 11:33:17 AM PDT  
Perfect thank you Jamie. I will send to MO who will share with MOH.

---

**From:** Lipp, Jamie M PSSG:EX <Jamie.Lipp@gov.bc.ca>  
**Sent:** August 30, 2021 11:31 AM  
**To:** Sitter, Donna GCPE:EX <Donna.Sitter@gov.bc.ca>  
**Cc:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>; Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>; Brown, Matthew G PSSG:EX <Matthew.G.Brown@gov.bc.ca>  
**Subject:** RE: PSSG Media Request: National Police Federation statement

Hi Donna – see edits below. Need to be clear that we don't know and will not know what the specific enforcement measures will be until the orders are published and therefore, we can't speculate on role of police or others. Need to continue to remain sufficiently vague.

Jamie

---

**From:** Sitter, Donna GCPE:EX <Donna.Sitter@gov.bc.ca>  
**Sent:** Monday, August 30, 2021 11:07 AM  
**To:** Lipp, Jamie M PSSG:EX <Jamie.Lipp@gov.bc.ca>  
**Cc:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>; Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>  
**Subject:** FW: PSSG Media Request: National Police Federation statement  
**Importance:** High

Hi – since it looks like Minister of Health will be speaking to this today we added the first highlighted line at their suggestion. And I added the 2<sup>nd</sup> highlighted line for your consideration.

---

**From:** Sitter, Donna GCPE:EX  
**Sent:** August 30, 2021 10:09 AM  
**To:** Lipp, Jamie M PSSG:EX <Jamie.Lipp@gov.bc.ca>  
**Subject:** PSSG Media Request: National Police Federation statement  
**Importance:** High

Hi – not sure the last three bullets are still relevant. For your review – just wanted to get something started for general messaging:

- We recognize that this is a tough time, and everyone is being asked to do more. However, we expect all relevant businesses to comply with public health orders, and the Province will be engaging with them over the next several weeks to support them with this work. Throughout the pandemic, we've been working closely with stakeholders across a broad spectrum. Over the coming weeks, we will continue to engage with businesses to ensure they have the information and support needed before the card comes into effect. Businesses will also be provided with a download, showing acceptable proof of vaccine for visitors from other Canadian jurisdictions.
- If individuals or businesses do not comply, there are enforcement measures, such as closure, that can be considered.
- Generally speaking — Police should continue to be called in circumstances where there are risks to public safety such as aggressive behaviour and/or threats of violence.



- Throughout the pandemic, police officers (including RCMP) have been called upon to assist with enforcement of measures put in place to help curb the spread of COVID-19, as have elect compliance and enforcement staff from provincial ministries who also have authority to issue tickets, including liquor, cannabis and gaming inspectors and investigators, community safety unit investigators, and conservation officers.
- Investigations and enforcement of violations are undertaken at the discretion of police and provincial enforcement agencies. Police have the tools, experience and training they need to make operational decisions in the course of their work.
- In the course of the regular duties, compliance and enforcement officers will continue to conduct inspections of restaurants, bars and establishments to ensure public health orders to prevent the transmission of COVID-19 are being followed.

---

**From:** Sitter, Donna GCPE:EX  
**Sent:** August 30, 2021 9:31 AM  
**To:** Lipp, Jamie M PSSG:EX <[Jamie.Lipp@gov.bc.ca](mailto:Jamie.Lipp@gov.bc.ca)>  
**Cc:** Lewis, Glen PSSG:EX <[Glen.Lewis@gov.bc.ca](mailto:Glen.Lewis@gov.bc.ca)>; Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>  
**Subject:** FW: PSSG Media Request: National Police Federation statement  
**Importance:** High

Good morning! We have a media request on the NPF release – and MOH comms is looking for some enforcement bullets before their minister’s avail this afternoon. Are you able to provide us with a few bullets yet regarding the PHO order? (We wouldn’t address the union NR directly of course).

This is what MOH had last week:

We expect all relevant businesses to comply with public health orders, and the Province will be engaging with them over the next several weeks to support them with this work. Throughout the pandemic, we’ve been working closely with stakeholders across a broad spectrum. Over the coming weeks, we will continue to engage with businesses to ensure they have the information and support needed before the card comes into effect. Businesses will also be provided with a download, showing acceptable proof of vaccine for visitors from other Canadian jurisdictions. If individuals or businesses do not comply, there are enforcement measures, such as closure, that can be considered.

---

**From:** Paterson, Travis GCPE:EX <[Travis.Paterson@gov.bc.ca](mailto:Travis.Paterson@gov.bc.ca)>  
**Sent:** August 30, 2021 8:43 AM  
**To:** Sitter, Donna GCPE:EX <[Donna.Sitter@gov.bc.ca](mailto:Donna.Sitter@gov.bc.ca)>  
**Cc:** Watson, Jason GCPE:EX <[Jason.Watson@gov.bc.ca](mailto:Jason.Watson@gov.bc.ca)>  
**Subject:** RE: PSSG Media Request: National Police Federation statement

Hi Donna  
Here is the CTV request that came in yesterday in response to the NPF release,  
Thanks  
Travis

**Reporter**

Maryse Zeidler, Reporter  
CBC - Vancouver  
[maryse.zeidler@cbc.ca](mailto:maryse.zeidler@cbc.ca)  
604-662-6806 c: 778-229-1224

**Deadline** ASAP

**Request**

Sorry to catch you on a Sunday afternoon like this, but in response to comments made by Premier Horgan on Friday regarding police enforcement of vaccine passports, below please find a media statement from us that has just been shared on the wire in BC. If you'd like to speak to us about it, just let me know.

BACKGROUND: National Police Federation press release

Vaccine Passport Enforcement Will Require Additional Police Officers  
Province Continues to Add Responsibilities Without Added Resources

August 29, 2021

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**Recommendation**



## FW: Recent NPF Announcement of RCMP Contract completed

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From: Rideout, Wayne PSSG:EX  
To: Enger, Tonia PSSG:EX <Tonia.Enger@gov.bc.ca>  
Sent: September 1, 2021 9:13:03 AM PDT

---

**From:** Rideout, Wayne PSSG:EX  
**Sent:** Wednesday, August 18, 2021 10:06 AM  
**To:** 'Trevor Thompson' <Trevor.Thompson@PTCMC.onmicrosoft.com>  
**Subject:** RE: Recent NPF Announcement of RCMP Contract completed

Trust you received Talals message  
Regards  
Wayne Rideout  
Assistant Deputy Minister & Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
Telephone: 250-387-1100  
Cellular: 250-508-1209  
Email: [wayne.rideout@gov.bc.ca](mailto:wayne.rideout@gov.bc.ca)

---

**From:** Trevor Thompson <[Trevor.Thompson@PTCMC.onmicrosoft.com](mailto:Trevor.Thompson@PTCMC.onmicrosoft.com)>  
**Sent:** Wednesday, August 18, 2021 8:21 AM  
**To:** Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>  
**Cc:** Lewis, Glen PSSG:EX <[Glen.Lewis@gov.bc.ca](mailto:Glen.Lewis@gov.bc.ca)>; Godenzie, Lisa PSSG:EX <[Lisa.Godenzie@gov.bc.ca](mailto:Lisa.Godenzie@gov.bc.ca)>; Lymburner, Ward C PSSG:EX <[Ward.Lymburner@gov.bc.ca](mailto:Ward.Lymburner@gov.bc.ca)>  
**Subject:** Re: Recent NPF Announcement of RCMP Contract completed

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Morning Wayne,  
I'm wondering if Talal has reached out to you directly on any update to CMC on the RCMP/NPF signed CBA? If not are you able to ask him for an update? There's enough media out now suggesting the contract was signed on Aug 6th. My understanding is there are trigger dates and an implementation plan once the contrast was signed by the federal treasury board.  
Thanks,  
Trevor

**Trevor Thompson**  
*PT Secretariat*  
*Contract Management Committee*  
Mobile: [867.332.2932](tel:867.332.2932)  
[trevor.thompson@PTCMC.onmicrosoft.com](mailto:trevor.thompson@PTCMC.onmicrosoft.com)

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On Aug 12, 2021, at 2:51 PM, Trevor Thompson <[Trevor.Thompson@ptcmc.onmicrosoft.com](mailto:Trevor.Thompson@ptcmc.onmicrosoft.com)> wrote:

Hi Ward,  
Hard to say, I'm seeing the news too.  
I've got a note into PS/TBS yesterday, they're running it up the channels.  
Might be worth Wayne reaching out directly to Talal?

**Trevor Thompson**  
*PT Secretariat*  
*Contract Management Committee*  
Mobile: 867.332.2932  
[trevor.thompson@PTCMC.onmicrosoft.com](mailto:trevor.thompson@PTCMC.onmicrosoft.com)

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---

**From:** Lymburner, Ward C PSSG:EX <[Ward.Lymburner@gov.bc.ca](mailto:Ward.Lymburner@gov.bc.ca)>  
**Sent:** August 12, 2021 2:39 PM  
**To:** Trevor Thompson <[Trevor.Thompson@PTCMC.onmicrosoft.com](mailto:Trevor.Thompson@PTCMC.onmicrosoft.com)>  
**Cc:** Lewis, Glen PSSG:EX <[Glen.Lewis@gov.bc.ca](mailto:Glen.Lewis@gov.bc.ca)>; Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>; Godenzie, Lisa PSSG:EX <[Lisa.Godenzie@gov.bc.ca](mailto:Lisa.Godenzie@gov.bc.ca)>  
**Subject:** FW: Recent NPF Announcement of RCMP Contract completed

Trevor;

With a snap Federal election coming (Sunday?) is there any chance this information will get delayed?

**Ward Lymburner, Executive Director**  
**Police Agreements & Law Enforcement Administration**  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
**Phone:** 778-572-3761  
**Cell:** 236-838-3764  
<image001.jpg>

---

**From:** Lymburner, Ward C PSSG:EX  
**Sent:** Wednesday, August 11, 2021 2:27 PM  
**To:** 'Trevor Thompson' <[Trevor.Thompson@PTCMC.onmicrosoft.com](mailto:Trevor.Thompson@PTCMC.onmicrosoft.com)>  
**Cc:** Godenzie, Lisa PSSG:EX <[Lisa.Godenzie@gov.bc.ca](mailto:Lisa.Godenzie@gov.bc.ca)>; Lewis, Glen PSSG:EX <[Glen.Lewis@gov.bc.ca](mailto:Glen.Lewis@gov.bc.ca)>  
**Subject:** RE: Recent NPF Announcement of RCMP Contract completed

Thanks Trevor.

s.16

Ward

**Ward Lymburner, Executive Director**  
**Police Agreements & Law Enforcement Administration**

---

**From:** Trevor Thompson <Trevor.Thompson@PTCMC.onmicrosoft.com>  
**Sent:** Wednesday, August 11, 2021 2:22 PM  
**To:** Lymburner, Ward C PSSG:EX <Ward.Lymburner@gov.bc.ca>  
**Cc:** Godenzie, Lisa PSSG:EX <Lisa.Godenzie@gov.bc.ca>; Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>  
**Subject:** RE: Recent NPF Announcement of RCMP Contract completed

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Hi Ward,

My understand of the sequencing is that once the membership has signed the next step would be Fed TB ratification. If we're all signed up there should be an implementation plan outline timing over the next 3,6, 9, 12 months.

I'll check in with PS on the status...

**Trevor Thompson**

*PT Secretariat*

*Contract Management Committee*

Mobile: 867.332.2932

trevor.thompson@PTCMC.onmicrosoft.com

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---

**From:** Lymburner, Ward C PSSG:EX <Ward.Lymburner@gov.bc.ca>  
**Sent:** August 11, 2021 1:08 PM  
**To:** Trevor Thompson <Trevor.Thompson@PTCMC.onmicrosoft.com>  
**Cc:** Godenzie, Lisa PSSG:EX <Lisa.Godenzie@gov.bc.ca>; Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>  
**Subject:** Recent NPF Announcement of RCMP Contract completed

Good afternoon Trevor;

I have learned that the NPF have now informed their membership that the contract has been signed and is now in effect (took place Thursday of last week). What would be the timeline/expectation as to when we (PTs) would be informed of this and get a copy of the document?

Ward

**Ward Lymburner, Executive Director**  
**Police Agreements & Law Enforcement Administration**  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
**Phone:** 778-572-3761  
**Cell:** 236-838-3764  
<image001.jpg>

## First draft of analysis of RCMP CA

---

From: Enger, Tonia PSSG:EX <Tonia.Enger@gov.bc.ca>  
To: Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
Sent: September 3, 2021 6:27:13 PM PDT  
Attachments: rm-eng.pdf, Preliminary Analysis of the RCMP CA.docx

Hi Wayne, this is the 1<sup>st</sup> draft – have a look and let me know if it will suffice or you need more. Can refine still if needed.  
Note also attached the collective agreement for refence only.

Have a great weekend.

Thanks  
Tonia



## **RCMP Regular Members and Reservists (RM)**

**Agreement Between the Treasury Board and the National Police Federation**

**Group: RCMP Regular Members (below the rank of inspector) and Reservists**

**Expiry date: March 31, 2023**



Page 017 of 239

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Catalogue No. [INSERT]  
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[www.tbs-sct.gc.ca/agreements-conventions/index-eng.aspx](http://www.tbs-sct.gc.ca/agreements-conventions/index-eng.aspx)

National Police Federation  
[www.npf-fpn.com](http://www.npf-fpn.com)



Page 020 of 239 to/à Page 111 of 239

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Page 112 of 239 to/à Page 116 of 239

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s.13

## PDF - Preliminary Analysis of the RCMP CA

---

From: Enger, Tonia PSSG:EX <Tonia.Enger@gov.bc.ca>  
To: Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
Sent: September 4, 2021 2:42:03 PM PDT  
Attachments: Preliminary Analysis of the RCMP CA.pdf

Hi Wayne, I cleaned up the document and added a summary for your review. It is in PDF format. Let me know if this is sufficient or you need changes. Otherwise good to go.

Thanks  
Tonia

Page 118 of 239 to/à Page 122 of 239

Withheld pursuant to/removed as

s.13

## RE: NPF Announcement of RCMP Contract completed

---

From: Trevor Thompson <Trevor.Thompson@PTCMC.onmicrosoft.com>  
To: Jeff.Simons@yukon.ca, Marlin.Degrad@gov.ab.ca, rob.cameron@gov.sk.ca, Hayley.Crichton@novascotia.ca, jwarr@gov.pe.ca, s.16 Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>, Connie.Courcy@gnb.ca, tarakelly@gov.nl.ca, Leanne\_Gardiner@gov.nt.ca, JessicaYoung@gov.nu.ca  
Cc: Godenzie, Lisa PSSG:EX <Lisa.Godenzie@gov.bc.ca>, Lymburner, Ward C PSSG:EX <Ward.Lymburner@gov.bc.ca>  
Sent: September 7, 2021 6:13:46 AM PDT  
Attachments: image001.png, image002.png, Preliminary BC Analysis of the RCMP CBA.pdf

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Good morning all,

As brief update before the PT CMC ADM call tomorrow, Wayne spoke with Talal on Friday where Talal communicated that PS are not prepared to brief or discuss the NPF agreement until after September 25<sup>th</sup>.

BC has done some preliminary analysis on the new agreement which may be helpful and is attached.

Additional discussions tomorrow as required.

Thank you,  
Trevor

**Trevor Thompson**

*PT Secretariat*

*Contract Management Committee*

Mobile: 867.332.2932

[trevor.thompson@PTCMC.onmicrosoft.com](mailto:trevor.thompson@PTCMC.onmicrosoft.com)

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**From:** Jeff.Simons@yukon.ca <Jeff.Simons@yukon.ca>

**Sent:** September 3, 2021 6:13 PM

**To:** Marlin.Degrad@gov.ab.ca; rob.cameron@gov.sk.ca; s.16

Trevor Thompson

<Trevor.Thompson@PTCMC.onmicrosoft.com>; Wayne.Rideout@gov.bc.ca

**Cc:** Connie.Courcy@gnb.ca; tarakelly@gov.nl.ca; Leanne\_Gardiner@gov.nt.ca; JessicaYoung@gov.nu.ca;

jwarr@gov.pe.ca; Hayley.Crichton@novascotia.ca; lisa.godenzie@gov.bc.ca; ward.lymburner@gov.bc.ca

**Subject:** RE: NPF Announcement of RCMP Contract completed

Thanks to those that have already responded.

s.13; s.16

Best



Jeff



**Jeff Simons**  
Acting ADM  
– Community  
Justice and  
Public Safety  
Department  
of Justice  
T 867-393-  
7077 |  
Yukon.ca

**From:** Marlin Degrand <Marlin.Degrand@gov.ab.ca>  
**Sent:** Thursday, September 2, 2021 11:10 AM  
**To:** Cameron, Rob CPPS <rob.cameron@gov.sk.ca>; s.16 ; 'Trevor Thompson' <Trevor.Thompson@PTCMC.onmicrosoft.com>; 'Rideout, Wayne PSSG:EX' <Wayne.Rideout@gov.bc.ca>  
**Cc:** 'Connie.Courcy@gnb.ca' <Connie.Courcy@gnb.ca>; 'tarakelly@gov.nl.ca' <tarakelly@gov.nl.ca>; 'Leanne\_Gardiner@gov.nt.ca' <Leanne\_Gardiner@gov.nt.ca>; 'JessicaYoung@gov.nu.ca' <JessicaYoung@gov.nu.ca>; Jeff.Simons <Jeff.Simons@yukon.ca>; 'John Warr' <jwarr@gov.pe.ca>; 'Hayley.Crichton@novascotia.ca' <Hayley.Crichton@novascotia.ca>; Jeff.Simons <Jeff.Simons@yukon.ca>; 'Godenzie, Lisa' <lisa.godenzie@gov.bc.ca>; 'Lymburner, Ward C PSSG:EX' <ward.lymburner@gov.bc.ca>  
**Subject:** RE: NPF Announcement of RCMP Contract completed

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\*\*\*\*\*

Good Day all,  
s.13; s.16

Marlin  
Classification: Protected A

**From:** Cameron, Rob CPPS <rob.cameron@gov.sk.ca>  
**Sent:** Thursday, September 02, 2021 12:01 PM  
**To:** s.16 ; 'Trevor Thompson' <Trevor.Thompson@PTCMC.onmicrosoft.com>; 'Rideout, Wayne PSSG:EX' <Wayne.Rideout@gov.bc.ca>  
**Cc:** 'Connie.Courcy@gnb.ca' <Connie.Courcy@gnb.ca>; Marlin Degrand <Marlin.Degrand@gov.ab.ca>; 'tarakelly@gov.nl.ca' <tarakelly@gov.nl.ca>; 'Leanne\_Gardiner@gov.nt.ca' <Leanne\_Gardiner@gov.nt.ca>; 'JessicaYoung@gov.nu.ca' <JessicaYoung@gov.nu.ca>; Jeff.Simons@gov.yk.ca' <Jeff.Simons@gov.yk.ca>; 'John Warr' <jwarr@gov.pe.ca>; 'Hayley.Crichton@novascotia.ca' <Hayley.Crichton@novascotia.ca>; 'Jeff.Simons@yukon.ca' <Jeff.Simons@yukon.ca>; 'Godenzie, Lisa' <lisa.godenzie@gov.bc.ca>; 'Lymburner, Ward C PSSG:EX' <ward.lymburner@gov.bc.ca>  
**Subject:** RE: NPF Announcement of RCMP Contract completed

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Good morning or afternoon (whichever the case may be!),  
Saskatchewan has no more to really add and we feel that s.16 and Wayne have stated the issues very well.

Regards,  
Rob  
**Rob Cameron**  
**Government of Saskatchewan**  
Assistant Deputy Minister  
Policing and Community Safety Services  
Ministry of Corrections, Policing and Public Safety  
1200 – 1874 Scarth St.  
Regina, Canada S4P 4B3  
Tel (306) 787-1978  
Cell (306) 519-7301  
[rob.cameron@gov.sk.ca](mailto:rob.cameron@gov.sk.ca)



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**From:** s.16

**Sent:** Thursday, September 2, 2021 11:42 AM

**To:** 'Trevor Thompson' <[Trevor.Thompson@PTCMC.onmicrosoft.com](mailto:Trevor.Thompson@PTCMC.onmicrosoft.com)>; 'Rideout, Wayne PSSG:EX' <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>

**Cc:** 'Connie.Courcy@gnb.ca' <[Connie.Courcy@gnb.ca](mailto:Connie.Courcy@gnb.ca)>; 'marlin.degrand@gov.ab.ca' <[marlin.degrand@gov.ab.ca](mailto:marlin.degrand@gov.ab.ca)>; 'tarakelly@gov.nl.ca' <[tarakelly@gov.nl.ca](mailto:tarakelly@gov.nl.ca)>; 'Leanne\_Gardiner@gov.nt.ca' <[Leanne\\_Gardiner@gov.nt.ca](mailto:Leanne_Gardiner@gov.nt.ca)>; 'JessicaYoung@gov.nu.ca' <[JessicaYoung@gov.nu.ca](mailto:JessicaYoung@gov.nu.ca)>; Cameron, Rob CPPS <[rob.cameron@gov.sk.ca](mailto:rob.cameron@gov.sk.ca)>; 'Jeff.Simons@gov.yk.ca' <[Jeff.Simons@gov.yk.ca](mailto:Jeff.Simons@gov.yk.ca)>; 'John Warr' <[jwarr@gov.pe.ca](mailto:jwarr@gov.pe.ca)>; 'Hayley.Crichton@novascotia.ca' <[Hayley.Crichton@novascotia.ca](mailto:Hayley.Crichton@novascotia.ca)>; 'Jeff.Simons@yukon.ca' <[Jeff.Simons@yukon.ca](mailto:Jeff.Simons@yukon.ca)>; 'Godenzie, Lisa' <[lisa.godenzie@gov.bc.ca](mailto:lisa.godenzie@gov.bc.ca)>; 'Lymburner, Ward C PSSG:EX' <[ward.lymburner@gov.bc.ca](mailto:ward.lymburner@gov.bc.ca)>

**Subject:** RE: NPF Announcement of RCMP Contract completed

Hi Trevor,

s.13; s.16

Thanks,  
s.16

Manitoba Justice  
Correctional Services Division  
s.16

---

**From:** Trevor Thompson <[Trevor.Thompson@PTCMC.onmicrosoft.com](mailto:Trevor.Thompson@PTCMC.onmicrosoft.com)>

**Sent:** September-02-21 10:04 AM

**To:** Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>

**Cc:** [Connie.Courcy@gnb.ca](mailto:Connie.Courcy@gnb.ca); [marlin.degrand@gov.ab.ca](mailto:marlin.degrand@gov.ab.ca); <sup>s.16</sup>  
[tarakelly@gov.nl.ca](mailto:tarakelly@gov.nl.ca); [Leanne\\_Gardiner@gov.nt.ca](mailto:Leanne_Gardiner@gov.nt.ca); [JessicaYoung@gov.nu.ca](mailto:JessicaYoung@gov.nu.ca); [rob.cameron@gov.sk.ca](mailto:rob.cameron@gov.sk.ca);  
[Jeff.Simons@gov.yk.ca](mailto:Jeff.Simons@gov.yk.ca); [John\\_Warr <jwarr@gov.pe.ca>](mailto:John_Warr@jwarr@gov.pe.ca); [Hayley.Crichton@novascotia.ca](mailto:Hayley.Crichton@novascotia.ca); [Jeff.Simons@yukon.ca](mailto:Jeff.Simons@yukon.ca);  
Godenzie, Lisa <[lisa.godenzie@gov.bc.ca](mailto:lisa.godenzie@gov.bc.ca)>; Lymburner, Ward C PSSG:EX <[ward.lymburner@gov.bc.ca](mailto:ward.lymburner@gov.bc.ca)>  
**Subject:** RE: NPF Announcement of RCMP Contract completed

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Morning Wayne,

I've had a few PTs reach out to me looking for timelines for a PS/TBS response as most PTs are looking to budget plan for these anticipated increases. Rather than connecting individually, I'm looping in the other PT ADMs on this message for any thoughts.

The request to Talal for a CMC update/meeting on the financial impacts of the signed CBA appears that CMC will have to wait until after the election to receive any financial information

From Talal's message from Aug 18<sup>th</sup>:

*Following the writ period, Public Safety Canada and the RCMP will continue to work with CMC and individual contract jurisdictions in Fall 2021 and beyond, to discuss impacts related to the administration of the Police Service Agreements (PSAs). At the same time, please note that the provisions of the PSAs, including those related to method of payment and financial planning and reporting, are unchanged and remain in effect.*

I've attached the previous message from Talal, the one pager he shared and the deck/update from the July 5<sup>th</sup> call.

-Trevor

**Trevor Thompson**

*PT Secretariat*

*Contract Management Committee*

Mobile: 867.332.2932

[trevor.thompson@PTCMC.onmicrosoft.com](mailto:trevor.thompson@PTCMC.onmicrosoft.com)

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---

**From:** Trevor Thompson

**Sent:** September 1, 2021 12:41 PM

**To:** Rideout, Wayne PSSG:EX <[Wayne.Rideout@gov.bc.ca](mailto:Wayne.Rideout@gov.bc.ca)>

**Cc:** Godenzie, Lisa PSSG:EX <[Lisa.Godenzie@gov.bc.ca](mailto:Lisa.Godenzie@gov.bc.ca)>; Lymburner, Ward C PSSG:EX <[ward.lymburner@gov.bc.ca](mailto:ward.lymburner@gov.bc.ca)>

**Subject:** RE: NPF Announcement of RCMP Contract completed

Thanks Wayne,

s.16

**Trevor Thompson**

*PT Secretariat*

*Contract Management Committee*

Mobile: 867.332.2932

[trevor.thompson@PTCMC.onmicrosoft.com](mailto:trevor.thompson@PTCMC.onmicrosoft.com)

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**From:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
**Sent:** September 1, 2021 12:07 PM  
**To:** Trevor Thompson <Trevor.Thompson@PTCMC.onmicrosoft.com>  
**Cc:** Godenzie, Lisa PSSG:EX <Lisa.Godenzie@gov.bc.ca>  
**Subject:** FW: NPF Announcement of RCMP Contract completed  
Info from Talal  
Regards  
Wayne Rideout  
Assistant Deputy Minister & Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
Telephone: 250-387-1100  
Cellular: 250-508-1209  
Email: wayne.rideout@gov.bc.ca

---

**From:** Dakalbab, Talal <Talal.Dakalbab@PS-SP.GC.CA>  
**Sent:** Wednesday, September 1, 2021 11:29 AM  
**To:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
**Subject:** FW: NPF Announcement of RCMP Contract completed

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Hi Wayne,  
Thanks for following up yesterday.  
My Team has pulled together a one pager outlining the various touchpoints with PTs on the issue of Unionization.  
I anticipate that this will help you in your discussions with your counterparts.  
Thanks and happy to discuss further,  
Talal  
Talal Dakalbab (*he/him/il/lui*)  
Assistant Deputy Minister / Sous-ministre adjoint  
Crime Prevention Branch / Secteur de la prévention du crime  
Public Safety Canada Diversity and Inclusion Champion /  
Champion de la diversité et de l'inclusion à Sécurité publique Canada  
Tel: 613-852-1167

---

**From:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
**Sent:** Tuesday, August 31, 2021 4:30 PM  
**To:** Dakalbab, Talal <Talal.Dakalbab@PS-SP.GC.CA>  
**Subject:** FW: RE: NPF Announcement of RCMP Contract completed  
Hello

I hope your week is going well. I am following up on our call regarding the collective bargaining agreement and the information provided to the CMC regarding the projected and now realized financial implications of the NPF contract. You advised that there was materials shared by PSC with CMC in 2018, that provided projections that have proven to be accurate. As discussed it would be helpful if I could have copies of that material to share with CMC.  
Also can you confirm your position regarding briefing CMC on the now ratified agreement prior to Sept 25?  
Thank you  
Regards  
Wayne Rideout  
250-508-1209

---

**From:** Rideout, Wayne PSSG:EX  
**Sent:** Tuesday, August 24, 2021 3:45 PM  
**To:** 'Dakalbab, Talal' <Talal.Dakalbab@PS-SP.GC.CA>  
**Cc:** 'Trevor Thompson' <Trevor.Thompson@PTCMC.onmicrosoft.com>  
**Subject:** RE: NPF Announcement of RCMP Contract completed  
Hi Talal,

Thank you for the update message regarding the ratification of the collective bargaining agreement for the RCMP. PTs request a CMC meeting to discuss the ratified contract, implementation plan and timing on the financial implications as soon as possible.  
Regards  
Wayne Rideout  
Assistant Deputy Minister & Director of Police Services

Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
Telephone: 250-387-1100  
Cellular: 250-508-1209  
Email: [wayne.rideout@gov.bc.ca](mailto:wayne.rideout@gov.bc.ca)

## Major meeting materials for Nov 2 TB meeting

---

From: Castillo, Billy R PSSG:EX <Billy.Castillo@gov.bc.ca>  
To: Grove, Juliet PSSG:EX <Juliet.Grove@gov.bc.ca>  
Cc: Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
Sent: October 28, 2021 3:39:53 PM PDT  
Attachments: 1.0 Speaking Notes - PSB.docx, 2.0 Qs and As - PSB.docx, 4.1 B22-1 PSB - Contract Pressures\_FINAL - Oct 4 - Signed.pdf, 3.0 PSSG Caseload PSB.docx, 2.1 - Table, Summary of Caseload Requests.xlsx

Hi Juliet

the attached documents will assist Wayne with the Nov 2 TB meeting and include the following:

1. 1.0 Speaking notes - Minister speaking note, these have been vetted by CMSB – I have also provided you with additional high level information
2. 2.0 Qs and As – these are potential questions that TB could ask the Minister with suggested responses.
3. 3.0 PSSG Caseload PSB – this is a summary of all PSSG funding requests going to TB
4. 2.1 Table, Summary of Caseload Requests – this is a high level dollar value summary
5. 4.1 B22-1PSB – Contractual Pressures – Final – Oct 4<sup>th</sup> signed – the PDF document contains PSB submissions that are going to TB.
6. Wayne notes – high level information relate to wage increases and leasing pressures.

Please print them and make a binder for Wayne.

If Wayne would like to discuss any of the documents I can walk him through them and the TB process.

Thanks,  
Billy

**Ministry of Public Safety & Solicitor General**  
***Budget 2022***  
**Speaking Notes**

Thank you for my ministry's caseload invitations and the opportunity to speak to them today.

**Policing and Security Branch**

- The recent wage negotiations between the National Police Federation and Federal Treasury Board have resulted in a collective agreement.
- This represents a significant cost pressure for both the province and municipalities for both the retro and the future years.
- Provincial Policing Service Agreement obligates the province and municipalities to pay whatever the federal government negotiates.
- The PPSA again obligates the province to pay for its share of construction of municipally owned detachments
- Two municipalities (Fort St. John and North Cowichan/Duncan) are in the process of constructing new detachments.
- s.16; s.17

**Ministry of Public Safety & Solicitor General**  
**Budget 2022**  
**Q's and A's**

**Policing and Security Branch**

**Wage Increases**

**Q 1- What role/input did the Province play in the National Police Federation (NPF) wage negotiations?**

A 1– The Province did not have a role and was not able to participate in the negotiations between the NPF and Federal Treasury Board. As per the terms of the Provincial Police Service Agreement, the province is responsible for all salaries and wages.

**Q 2 – With the NPF collective agreement ending March 31, 2023 will negotiations for additional wage increases resume right away?**

A 2 - The Province is not privy to NPF negotiations. However, we do know there were issues during the last negotiations that were acknowledged as challenges by Federal TB and NPF and both parties agreed to push out to future negotiations. The issues include but are not limited to: member safety and wellness, minimum staffing levels, vacancy patterns, equipment and could also include additional wage increase.

**Leasing Pressures**

**Q 1 – Why does the Provincial RCMP require space in municipal detachments and why can't they build their own detachments?**

A 1 – Municipalities with integrated detachments, (municipal and provincial RCMP) provide economies of scale, especially in rural centres, by sharing



resources and equipment, responding to calls in both geographic boundaries, and helps staff in areas that are difficult to recruit to. Municipal detachments are 100% owned by the municipality with the Provincial RCMP paying a prorated share of the capital cost, in addition, these communities do not have federal buildings that would meet the requirements of the RCMP.

**Q 2 – How long are the lease terms for, and what happens when the current agreement expires in 2032?**

A 2 – Leasing terms are typically set up as 10 years with two five year options to renew. A working group with RCMP, PSSG and municipal representative has been established to discuss an occupancy agreement that takes into consideration the expiration of the agreement and other terms, such as moving towards a provincial/municipal rental rate.

**Q3: How many other municipalities have signaled their desire to replace aging detachments and what are the expected costs.**

A3: Including these two municipalities, 11 other municipalities have come forward to signal an interest in requiring new municipal detachments. At this time, it is early stages and no cost estimates have been provided by the municipalities. PSB is working with the RCMP to manage municipal expectations.

Page 133 of 239 to/à Page 229 of 239

Withheld pursuant to/removed as

s.12

## Fwd: Meeting Request: National Police Federation

From: Rideout, Wayne PSSG:EX  
To: Grove, Juliet PSSG:EX <Juliet.Grove@gov.bc.ca>  
Sent: May 4, 2022 8:14:42 AM PDT  
Attachments: image002.png, image004.png, image005.png, image006.jpg, image003.png, image001.png  
Not at this time. Still assessing.  
Wayne Rideout  
Assistant Deputy Minister & Director of Police Services, Policing and Security Branch  
Ministry of Public Safety and Solicitor General  
Telephone: 250-387-1100  
Cellular: 250-508-1209  
Email: wayne.rideout@gov.bc.ca

---

**From:** Sarah Nolan <snolan@npf-fpn.com>  
**Sent:** Wednesday, May 4, 2022 7:21:38 AM  
**To:** Rideout, Wayne PSSG:EX <Wayne.Rideout@gov.bc.ca>  
**Subject:** Meeting Request: National Police Federation

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Good Morning Mr. Rideout,

On behalf of Brian Sauve, president of the National Police Federation, I would like to request a meeting with you at your earliest convenience to discuss a few items of mutual interest.

We would like to discuss 2022-23 priorities including: RCMP resourcing and budgets; the transition in Surrey; the Report from the Special Committee on reforming the Police Act, and any other points of interest/priorities from yourself.

Please let me know when you are available to meet and I can coordinate from the NPF side.

Thank you in advance.

### Sarah Nolan

Director, Government Relations & Policy | Directrice, relations gouvernementales & politiques

**National Police Federation | Fédération de la Police Nationale**

(613) 801-4975

<https://npf-fpn.com>

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## Letter to Minister Farnworth re Police Act Report

From: Colin Buschman <cbuschman@npf-fpn.com>  
To: Minister, PSSG PSSG:EX <PSSG.Minister@gov.bc.ca>  
Cc: OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Sarah Nolan <snolan@npf-fpn.com>  
Sent: May 4, 2022 9:33:07 AM PDT  
Attachments: image504825.png, image503363.png, image680787.jpg, image285043.png, image328208.png, BN - NPF to PSC re First Nations Policing Program Review.pdf, image581588.png, NPF to Min Farnworth re SCORPA Report 05042022.pdf

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Dear Minister Farnworth,

On behalf of the National Police Federation (NPF) and its Members, please find attached a letter regarding the Report of the Special Committee on Reforming the Police Act, Transforming Policing and Community Safety in British Columbia.

The NPF appreciates the work developed by the committee and it is supportive of all policing reviews as it strengthens transparency and accountability of current police services and the costs associated with them. However, we do not support the recommendation to transition to a new provincial police service and would caution the province to look at challenges other jurisdictions are facing who have also proposed this idea.

As you continue to review the committee's Report and discuss next steps, the NPF would like to be included as a key stakeholder in any preliminary discussions regarding the future of policing within the province, consultations, or general email updates on decisions made.

Also attached you will find a briefing note the NPF sent to Public Safety Canada regarding the First Nations Policing Program Review. In the letter you will find additional context and information about it.

Please do not hesitate to reach out should you have any questions or wish to discuss this issue further.

Sincerely,

**Colin Buschman**

Western Government Relations Advisor | Conseiller, Relations Gouvernementales de l'ouest

**National Police Federation | Fédération de la Police Nationale**

(236) 233-8100

<https://npf-fpn.com>

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 National Police Federation

The mission of the National Police Federation is to provide strong, professional, fair and progressive representation to promote and enhance the rights of RCMP members. La mission de la Fédération de la police nationale est de fournir une représentation forte, professionnelle, juste et progressive afin de promouvoir et faire avancer les droits des membres de la GRC.  
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## **BRIEFING NOTE**

**TO:** Hon. Bill Blair, Minister of Public Safety and Emergency Preparedness  
**FROM:** Brian Sauvé, President, National Police Federation  
**DATE:** June 4, 2021  
**RE:** **FIRST NATIONS POLICING PROGRAM INPUT FROM MEMBERS OF  
THE NATIONAL POLICE FEDERATION**

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The National Police Federation (NPF) is pleased to share with Public Safety Canada (PSC) our Members' feedback on the First Nations Policing Program (FNPP). Member feedback and insight has been obtained through several internal NPF Member consultation and engagement vehicles. NPF held one-on-one calls with Members, facilitated two focus group meetings, and conducted an online survey to our Membership, in which over 1,150 Members participated. Members from across Canada with varying types and degrees of First Nations policing experience participated. A summary of our online survey results can be found in the attached document.

Trust in the police is one of the foundations of broader trust in government, and the NPF and our Members want to do all we can to build on the trust Indigenous communities place in us, including through improvements to the First Nations Policing Program. We hope that any changes made as a result of this review will enable greater participation in decision-making by Indigenous communities, as well as provide all involved communities with the engaged, responsive policing they deserve.

NPF looks forward to participating in further consultations with PSC regarding the FNPP and being able to expand on the brief points noted below, and other issues we heard from our Members.

### **What we heard from Members**

#### **1. Indigenous community involvement**

##### **a. Community understanding of the FNPP**

There needs to be better communication between PSC and Indigenous communities regarding the mandate and expectations of the FNPP and the Community Tripartite Agreement (CTA). In some communities there is a general lack of understanding of those parameters and responsibilities. This is requiring RCMP Members to educate Chief and Council on what a CTA and Letter of Expectation (LOE) are and what role RCMP Members play in support of the FNPP. Some RCMP CTA Members themselves are not informed of their own mandates under a CTA and how they differ from conventional policing, and are therefore not able to provide those additional education supports. Ultimately, this is reflected onto the RCMP in the community, who wear the blame for the lack of communication and education. This erodes relationships our Members have built, as some Indigenous communities have expectations of RCMP Members that are outside their mandate, including, but not limited to, the enforcement of band bylaws.

We heard from Members that some Indigenous communities did not fully understand the FNPP and believed they were negotiating a self-administered policing agreement, however that was not the case, and a CTA was signed. Other Indigenous communities felt forced to sign the renewed CTA in fear of losing funding. These communities have expressed that they want to be able to have fulsome discussions with PSC to voice concerns and find solutions, however in the absence of PSC they can only communicate with their RCMP Member(s), which leaves these communities feeling left out.

**Considerations:**

- PSC should design better communication tools and resources, and open the dialogue with Indigenous communities to explain the FNPP. No community should lack clarity on the government services they are entitled to receive, especially policing.
- The RCMP should develop consistent, nationwide policy regarding band bylaws. We have heard that in some locations, Members are allowed to enforce them (so long as they are lawful), but in others, RCMP management has directed them not to enforce any band bylaws, and only to stand by and keep the peace while First Nations' own bylaw officers (if such officers exist) conduct enforcement. This leads to confusion and disappointment from Indigenous communities, who feel the RCMP are not doing their job.
  - If it is decided that RCMP Members will enforce band bylaws, the federal government must provide adequate funding for this to occur. This would include funding for RCMP staffing as well as for Indigenous communities to have legal representation, should the subjects of bylaw enforcement challenge that enforcement in court.

**2. RCMP education and training**

**a. Indigenous cultural training and local knowledge**

The RCMP training academy at Depot provides a baseline introduction into Indigenous culture, but RCMP Members feel that once they have been posted to an Indigenous community, additional training would be helpful. This is due to the vast geographical landscape of Canada, and the great diversity of Indigenous communities, cultures, traditions, and various ways of life from one community to another, as well as of people living off reserve.

Members did report that some Indigenous communities and/or detachments had additional ad hoc training for specific Indigenous communities being served. This ad hoc training consisted of supplementary information on key community members, who to talk to, key issues, additional cultural/traditional notes, events, language, rules/expectations of the RCMP, and other knowledge of the community. Members noted this additional insight and overview to be extremely helpful.

**Considerations:**

- Provide additional dedicated funding to Indigenous communities/detachments to offer supplementary training specific to communities and standardize a way to collect and maintain this information, knowledge, and training.
- Provide dedicated funding for Community Liaisons whose role is to: 1) act as a liaison between the community and the RCMP, and 2) to educate and provide historical and cultural orientation to newly arriving RCMP Members. In addition, they would contribute to the improved

understanding by the community of the FNPP and their CTA, and act as a trusted relationship builder between the community and the RCMP.

#### **b. Trauma-informed training/Specialized Section**

In rural and remote communities, our Members are often the only emergency service available. RCMP Members serving in Indigenous communities, especially those assigned to Indigenous communities under FNPP CTAs, need to have additional trauma-informed training to prepare them for the intergenerational trauma held by many of the people they will be serving. This high level of trauma also weighs heavily on RCMP Members, affecting their mental health and work-life balance.

Furthermore, FNPP CTA positions should be considered specialized, prestigious RCMP positions that require motivated, competitive applicants and additional training, not unlike Emergency Response Teams or Serious and Organized Crime units. It takes a special kind of police officer to be able to provide vulnerable communities with enhanced policing that focuses on relationship building, and the program should reflect and enable that.

#### **Considerations:**

- Ensure all RCMP Members assigned to Indigenous communities and under FNPP CTAs have additional and mandatory trauma-informed training.
- First Nations Policing should be considered a specialized section that RCMP Members compete for, having to demonstrate that they have the skills and training needed to serve Indigenous communities.
- Ensure that all RCMP Members have adequate access to mental health services and supports in a timely manner and that constant educational resources, tools, benefits, and services are being shared.

### **3. RCMP staffing**

#### **a. Understaffing**

The RCMP has been facing staffing shortages for several years. This is true of RCMP Member positions falling under FNPP CTAs, as well as for contract policing Members who provide core policing services alongside them. In our Member survey, 71% of respondents identified staffing shortages as the most common challenge.

CTA Members are meant to provide supplementary, enhanced community policing with a focus on proactive engagement and relationship building. We heard that in different locations, the role and authorities of a CTA Member differed. In some locations, CTA Members were not allowed to conduct conventional police work, such as responding to calls for service, investigating crime, and arresting offenders. This was left to contract policing Members who would have to respond from far outside the community, even if a CTA Member was already in the community. This leads to inefficiency, longer response times, resentment among RCMP Members, an increased workload for non-CTA Members, and devaluing of the CTA Member role. On the other hand, in other locations, we heard that CTA Members rarely, if ever, got to do their mandated enhanced policing work, since they were always engaging in conventional police work to assist contract policing Members, whose complement was not commensurate with the area's caseload.



### Considerations:

- FNPP policy should stipulate that the number of Members serving under a CTA will be determined through a needs assessment, based on factors such as the community's or group of communities' Crime Severity Index, prevalence of suicide, and others as appropriate.
- There should be uniform national policy within the FNPP authorizing CTA Members to engage in conventional police work as necessary, notwithstanding their primary role continuing to be that of enhanced policing. It creates a sense of "unfairness" to communities and to other RCMP Members for CTA Members to not be allowed to respond to calls for service or conduct investigations because they are also a CTA Member.
- CTA Members' work schedules must be in line with non-CTA Members in order to prevent instances where non-CTA Members need assistance, but no CTA Member is on duty. This would also better enable CTA Members to work on their relationship building with the communities they serve.

### b. Recruiting Indigenous RCMP Members

To build better relationships within Indigenous communities there needs to be a well-rounded approach to recruiting Indigenous RCMP Members. We heard from Members, who themselves engage in unofficial recruiting efforts in Indigenous communities, that many people who otherwise would be desirable and interested applicants are unable to complete the RCMP application process due to structural barriers outside their control. Members who work in Indigenous communities, who are faced with being short staffed, often don't have the time and resources to conduct meaningful recruiting efforts.

### Considerations:

- RCMP recruiting efforts focusing on Indigenous People should be more widely funded and supported by PSC. These efforts should also include early interventions to help interested Indigenous People become strong candidates *before* they apply to the RCMP.
- Create an RCMP Development Academy that is a provincially certified high school and prepares Indigenous teenagers and young adults for the RCMP application process and for Depot. Tuition, travel, residence, and meals would be covered by the federal government.
- The RCMP should revive and expand the Community Constable program. Community Constables would be Indigenous persons posted to their home community or at least to a community within their own broader Indigenous culture (e.g. Mohawk/Cree/Ojibway/Dene/etc.). Community Constables should wear uniforms, have arrest powers, and carry weapons so that they can protect themselves and assist Regular Members. Their role, however, should be conducting proactive community police work, lead crime prevention/reduction activities, and help build positive relationships between their community and the RCMP. They could also serve as the community liaison described on page 2 under "Indigenous cultural training and local knowledge".

## 4. RCMP policy

### a. Isolated/limited duration posts

Many RCMP detachments serving Indigenous communities are also isolated/limited duration posts. Large numbers of them have housing and facilities that are in unacceptable disrepair, with maintenance and

repairs for major issues, including sewage, falling to the Members to perform. This greatly affects morale, in addition to diverting Members away from their policing duties and making these postings undesirable. In our Member survey, over 50% of respondents identified low quality infrastructure as one of the top challenges of their work.

Another challenge is that not all communities have their own detachments, and FNPP CTA Members may serve multiple communities, requiring travel over long distances. This limits the amount of time a Member can spend in a given community, where their mandate is to provide enhanced community policing.

**Considerations:**

- The RCMP should reconsider the incentives it offers Members to work in isolated/limited duration postings, which are often Indigenous communities. A posting in this kind of community should not be understood as a “stepping stone” to a more desirable location. The posting should be staffed by Members who are motivated and equipped to serve the community and its unique needs.
- Housing and detachment facilities in these communities must be kept to humane, decent living standards so Members can perform their duties and experience an acceptable quality of life.
- Transfers into and out of isolated/limited duration postings should be staggered so that knowledge and familiarity of the area can be more easily maintained and handed over to incoming Members.

**b. Spending and budgetary restrictions**

FNPP funding should be more flexible so that non-FNPP CTA RCMP Members can become involved in programs serving Indigenous communities. Currently, in a mixed FNPP CTA/contract policing detachment, contract Members may have good ideas and a desire to help the FNPP CTA Members in their proactive community policing duties, but only FNPP CTA Members are able to access any additional funding. When FNPP CTA Members want to implement a needed community support program, the business case approval process can take months or years.

The RCMP needs more financial independence to be able to access and divert resources. The federal government has very little involvement regarding the day-to-day needs of these communities, which is leading to critical programming not being established in a timely manner, if at all. The understaffing and under-resourcing from the federal government is happening on the backs of our Members, which can cause friction between the RCMP and these communities.

**Considerations:**

- All Members serving at a mixed CTA/contract policing detachment should be able to access CTA funding to provide community programming that builds positive relationships with the community.
- Members need more financial independence so that appropriate funds can be allocated into the communities to achieve the goals set out in the LOE’s.
- There needs to be the ability to divert funds to assist communities on an individual community level to create and implement much needed community programs.



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May 4, 2022

The Hon. Mike Farnworth, M.L.A.  
Minister of Public Safety and Solicitor General  
Email: [PSSG.Minister@gov.bc.ca](mailto:PSSG.Minister@gov.bc.ca)

Dear Minister Farnworth,

On behalf of the National Police Federation (NPF), and its Members, I write to you today regarding the Report of the Special Committee on Reforming the Police Act, *Transforming Policing and Community Safety in British Columbia*.

I want to thank the committee and its members for including the NPF as a witness in April 2021 and accepting our subsequent submission. We can all acknowledge that policing is complex and faces many challenges. In recent years those challenges have been magnified by a negative connotation of police in the public eye due to sensationalized media and lack of support by governments. What we have seen across Canada in response to this, is various governments conducting policing reviews on structures, costs, oversight, and legislation. The NPF is supportive of all policing reviews as it strengthens transparency and accountability of current police services and the costs associated with them. The NPF does not support the recommendation to transition to a new provincial police service and would caution the province to look at challenges other jurisdictions are facing who have also proposed this idea. What we have seen is strong public opposition and high concerns with associated costs - costs that would have to be pulled from the same social services the Report recommends be increased.

As government continues to review the committee's Report and discuss next steps, the NPF would like to be included as a key stakeholder in any preliminary discussions regarding the future of policing within the province, consultations, or general email updates on decisions made.

The Report recommends that the province look to regionalize policing services where appropriate. We recognize that crime has no borders and the RCMP, whether in B.C. or across Canada, undertakes regional policing to better pool and deploy resources to combat crime. This already provides the province and communities with significant cost savings, increased effectiveness, and the addition of specialized services without compromising core community police services. Regionalization, integrated teams within the RCMP, and the RCMP's critical mass, have benefited B.C. residents in countless emergency situations such as fires, floods, protests and more, at significantly reduced costs and great efficiency.

The Report recommends alternative governance models with the implementation of police boards or committees. As outlined in the report, municipalities policed by the B.C. RCMP have chosen to have the RCMP police their community under the *Police Act*. The *Act* also allows for those same municipalities to implement a police committee comprised of the local RCMP detachment, council and public to review local issues and strategies, to discuss budgetary needs and recommendations and to determine local priorities and the resources needed to achieve them.

There are many recommendations within the report that the NPF has previously highlighted and supported in calling for additional efforts to strengthen resources for police and supports for communities. We echo the overall theme of greater emphasis on the need for collaboration and coordination across police services,

health and mental health professionals and community organizations to ensure greater public safety for individuals and communities across B.C.. To achieve these changes, all governments must work together, and significant investments will be needed in both the short and long term.

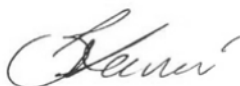
The Report recommends a greater continuum of response to mental health, addictions and other complex social issues through more resources and coordinated efforts. The NPF is highly supportive of this recommendation and has been advocating to the province since the beginning of 2020 to immediately address these resource shortages and access challenges within communities, especially rural and remote communities. While these types of 911 calls continue to increase every year, all governments must work swiftly to implement immediate resources and strategies to better serve our most vulnerable populations. The increased number of mental health and wellness calls have impacted core policing mandates and resources across the province and if left unchecked, will continue to do so on an exponential scale.

The Report recommends that all Indigenous communities have direct input into their police service structure. As you know, in 2020, the federal government committed to making First Nations policing an essential service through legislation. After the 2021 federal election the federal government recommitted to consultations and future legislative changes. The NPF has been participating in these federal consultations. Many of the challenges outlined in the Report have been reflected in the NPF's consultations at the federal level. As the federal consultations continue throughout 2022, we hope that the province will raise these issues with the federal government so that a whole-of-government approach can be taken at all levels to address some of these challenges. I have attached to this letter a copy of the briefing note we sent to then Public Safety Minister, Bill Blair, in 2021 outlining some of the challenges.

Moving forward, the NPF looks to work with the provincial government to address some of the challenges highlighted in the Report and to find ways, both short and long term, to improve police services within the province. Community safety remains the number one priority of our Membership. We hope that as the province deliberates next steps to addressing the recommendations made within the Report, and that before costly decisions are made, the province looks to undertake further review of how to improve current police services within the province and incorporates extensive public consultation into the process.

RCMP officers in British Columbia are proud to serve their communities and the NPF will continue to advocate on their behalf. I look forward to working with the province to build more resilient communities.

Sincerely,



Brian Sauvé  
President

**Enc: BN – NPF to PSC re First Nations Policing Program Review**

cc: Hon. John Horgan, Premier of British Columbia  
Mr. Doug Routley, Chair, Special Committee  
D/Comm. Dwayne MacDonald, Commanding Officer, BC RCMP



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