

November 30, 2017

The Honourable Jody Wilson-Raybould  
Minister of Justice and Attorney General of Canada  
Department of Justice 284 Wellington Street  
Ottawa, Ontario K1A 0A6



Dear Minister,

I am writing to you in my capacity as the National President of the Mounted Police Professional Association of Canada (MPPAC). The Mounted Police Professional Association of Canada (MPPAC) is comprised of thousands of regular-members of the Royal Canadian Mounted Police. MPPAC was formed to protect and advance the interests of all of our membership and our profession.

I am also a serving member of the RCMP with ten years of service. I am currently posted in Moncton, New Brunswick. Prior to joining, I served for 8 and a half years with the Canadian Forces.

I am writing on behalf of our membership to put you on notice that MPPAC believes that the government of Canada, including your offices and the office of Minister of Public Safety are in dereliction of your duties in responding appropriately to the gross mismanagement practices and continuing incompetence of the senior leadership of the RCMP.

The RCMP leadership and management have never been in a worse state. It has been convicted of serious Labour Code charges involving deaths of officers, it has received over 1100 sexual harassment discrimination claims from women in the Force and the senior command has breached numerous privacy and personnel rules related to professional conduct and mental health matters. The RCMP management structure is archaic, dysfunctional, and completely out of sync with modern police practices. Sadly, the continuing ineptitude of those charged with leading the RCMP has resulted in the unnecessary deaths of officers and other unacceptable and egregious outcomes for force members.

On March 3, 2005, four RCMP officers: Anthony Gordon, Lionide Johnston, Brock Myrol and Peter Schiemann, were killed in Mayerthorpe Alberta. This tragic incident highlighted the need for RCMP officers to be properly equipped and trained to face situations involving assailants armed with long range weapons. Despite these heartbreaking and dreadful deaths, the senior leadership of the RCMP did not take the necessary steps to protect its members moving forward.

On June 4, 2014, three RCMP officers: Doug Larche, Fabrice Gevaudan and Dave Ross, were killed in Moncton, New Brunswick by an unstable individual with a high-powered rifle. Two other constables, Eric Dubois and Darlene Goguen were wounded by the gunman. Because the appropriate action was not taken after the Mayerthorpe incident, once again, our officers and supervisors were ill-equipped and not adequately trained to respond to this kind of situation.

In the nine years separating these two events, and despite recommendations and multiple warnings from both within and outside the force, the RCMP leadership failed to listen and to take the necessary measures to ensure frontline members were properly equipped to respond safely to an active shooter incident. As a result of the deaths in Moncton, the RCMP was charged and then convicted in September 2017 of serious labour code violations due to the significant lapses in the Senior Management of the RCMP. Judge Leslie Jackson found the RCMP guilty of failing to provide proper equipment and training to its officers.

After the trial, MPPAC uncovered some very disturbing information. An approval of a large sum of money was granted in the 2011 fiscal year to the Codiak RCMP for the sole purpose of purchasing and training RCMP members on C-8 carbines. This request was made directly by a senior RCMP officer who was worried for the safety of her members. Unfortunately, the purchase of carbines and

training only began shortly before the killing of the three officers in Moncton. What is more disconcerting is that none of this information was presented at trial, despite the fact that several RCMP officers and all of the board members of the Codiac Regional Police Authority (CRPA) were privy to this information. Not one of them came forward during the trial to present this evidence. As public servants, these CRPA Board Members had a responsibility to ensure this vital evidence that would have been highly beneficial to the Labour Code trial was given to the crown. They either deliberately hid the information or neglected their responsibilities as CRPA Board Members to act. This is yet another example of our faltering system.

This is not the first time that RCMP upper management has covered up facts to protect themselves. The continuing culture of silence, bullying and mismanagement within the senior ranks of the RCMP is now so pervasive that many RCMP members and Canadian citizens have completely lost faith in the RCMP's ability to act with integrity and to be open and truthful. As a result, MPPAC is fully committed to ensuring that the RCMP forms an official association or union to ensure members have basic protection on the job and the appropriate supports and resources in place for members. Approximately 30 per cent of RCMP officers are diagnosed with some level of Post Traumatic Stress Disorder (250 members were diagnosed with some level of PTSD last year alone). Despite this, many employees have been fired rather than treated when diagnosed with this serious affliction. Thirty seven RCMP officers have committed suicide over the past 5 and half years. The oldest was 55 years old. Many more are not seeking help; therefore, the numbers are likely higher

Given the seriousness of these issues MPPAC is demanding on behalf of its membership that you respond in a timely matter to the following questions:

1. When will the government investigate the reasons why the CRPA did not bring important information forward related to the trial in Moncton?
2. Who in the RCMP stopped the carbine roll-out when the funds were made available in 2011?
3. Who in the RCMP shut down the senior officers who made the request for these carbines?
4. What happened to the funds that were designated by the CRPA in 2011 and granted for subsequent years for carbines and training?
5. The government has named a search team led by Frank McKenna to select a new Commissioner. Not a single front line officer or independent expert, (i.e. Justice Brown, Dr. Linda Duxbury, or change management expert) has been included in the selection committee. The selection committee is flawed and unless corrected will result in yet another gaffe. Will you ensure the proper professionals are on the selection committee.
6. The government has been advised by numerous experts to bring in a new civilian oversight body to govern the RCMP, before the next Commissioner is selected. It has refused to do so with no explanation. MPPAC believes our members deserve an answer on this important question.

The deplorable lack of leadership at the senior levels of the RCMP has ruined this once proud and noble organisation. You have the power to act and change things for the better. We are prepared to assist you in this endeavor and feel that the RCMP can return to its former glory. We look forward to receiving your response to the above noted questions.



Louis-Philippe Theriault  
National MPPAC President  
RCMP Constable in Moncton, NB

Cc: Media *et al*