

Friday, July 23, 2010

Good morning D/Commr. Nause:

USGE is totally appalled by the latest SRR Force-wide Broadcast on the Category of Employees Project. We are also appalled that the RCMP would allow the use of government equipment to distribute a communique that is not only unacceptable and contains erroneous information but is in violation of Government Policy on the use of government equipment. In a subsequent e-mail, I will be sending you a copy of an edict from our office to one of our Local Presidents who was accused of using the RCMP e-mail system to solicit protest grievances and was asked by the RCMP to cease and desist immediately. It certainly comes as a shock only a few days later that the SRR Program is given full rein to write whatever information they choose and deliver it to every e-mail account across the organization.

I am sure you can appreciate why USGE is hesitant to continue to be involved in the current project on COE. The project continues to repeat the same exercise over and over again with no consistency in application. Once decisions are made to convert either regular member or civilian member positions to the public service category, they revert back within a few years. An excellent example of this is the administrative positions currently being occupied by Regular Members - they were all converted to either the CM or PS category and now we are in the process of reviewing them once again.

There is so much misinformation in this broadcast that I strongly suggest senior management of the RCMP must address in its own communication. Contrary to what is written in this bulletin, the Public Service Commission is responsible for the integrity of the staffing process within the entire Public Service and it was indeed appropriate for the Commission to audit and make recommendations to the Commissioner of the RCMP. The comment that "the SRR Program and management had this project down to 202 positions" is totally inaccurate and only reflects positions that might have been converted to one bargaining agent - PSAC. That number certainly does not reflect positions that were supposed to have been dealt with under the second phase of the review which was never completed.

There are absolutely no public service positions that could or should revert to either the CM or RM category. Basically, public service positions are the lowest classified positions within the organization and fall squarely within public service classification standards. The comment that detachment clerks should be reviewed is ludicrous. Detachment clerks provide administrative support to operational policing. Clearly the RCMP Act states these positions are to be hired under the Public Service Employment Act.

This bulletin speaks to members having an opportunity to make a choice. Categories of Employees is not about choice - it is about the RCMP properly classifying its positions based on classification standards. If an individual does not wish to be in a particular category, then it is up to him or her to make a choice, through the available staffing process, to move forward.

As in 1995 in its article entitled "Express Lane to Civilianization" the SRR Program is, once again, being allowed to try and derail the Categories of Employees Project by any means necessary and destroy the already low morale amongst employees and members alike. USGE strongly urges your office to put a stop to the misinformation that is currently being allowed to be broadcasted through your electronic systems. Should you choose not to take our suggestion, then USGE would ask for equal access to your system so that we can address the SRR Broadcast and the misinformation therein.