

The following members were present:

National President	Larry Power
Vice President	Tim Hoban
Treasurer	John Religa
Secretary	Bill Maxwell
Directors:	Cal Small
	Nick Shaigec
	Jim Forsyth
Immediate Past President	Rick Morris
Executive Director	Bill Gidley
Guest: Jack O'Reilly, Toronto Division President	
Absent: Director Dave LeBlanc	
Advocate: Dale Lively	

1. CALL TO ORDER

President Larry Power called the meeting to order at 12:00h.

2. OPENING REMARKS BY THE PRESIDENT:

President Power welcomed everyone. He requested that everyone adhere to the agenda and keep their remarks short and to the point in order to get through all of the items.

3. CONFIRMATION OF MINUTES BOD#3:

Moved/Seconded: Hoban/Shaiגע as amended. **APPROVED**

4. APPROVAL OF AGENDA

Moved/Seconded: Maxwell/Shaiגע as amended. **APPROVED**

5. TREASURER'S REPORT

Treasurer's report refers. Moved/Seconded Religa/Maxwell that the reports & statement be accepted. **APPROVED.**

John Religa related the results of the BOD vote re expenses of Lorne Hall in the amount of 96\$. There were 5 in favour, 3 against. The President did not have to vote.

Religa advised that Mr. Bob Roy has finished his audits. Roy stated that the financial statements submitted by the Treasurer no concerns were identified. The Treasurer will recommend at AGM 2009 that Mr. Roy be appointed auditor for the current year. The Annual Charities Return will be filed with the Charities Division, Canada Revenue Agency in the near future. The Annual Financial Report will be available in French & English by mid-April. Religa will not be

recommending an increase in annual dues. As a result of an enquiry from Director Forsyth, discussion followed on the procedures followed with the RCMP Benefit Trust Fund and the RCMPVA Benefit Trust Fund. Jim Forsyth also asked about the assistance to the AGM's. The RCMP provides \$1500 and the Association provides \$3000.

Moved/Seconded Religa/Maxwell that the BTF financial statement be accepted. **APPROVED.**

15.1 PRESENTATION BY THE CHRO (C/SUPT. DAN DUBEAU)

Deputy Commissioner Peter Martin was unable to attend this information session and C/Supt. Dan Dubeau, HR Renewal replaced him. Dubeau was accompanied by Insp. Paul Dowden, HR Change Management Team representative. Dubeau provided an overview of the latest update in Human Resources and in the Veterans Independence Program (VIP) and other benefits. He advised that the CHRO had recently met with Mr. Brian Ferguson, ADM, Veterans Affairs Canada (VAC) in Charlottetown. The meeting went very well and VAC has been most cooperative in providing the required information to the Force in the preparation of a Memorandum to Cabinet. This initiative is moving forward very well with a full team headed by Supt. Moncrief. The CHRO had also attended a meeting with DND concerning Occupational Health with discussions as to how we can partner in providing benefits to our veterans. One of these programs is the Operational Stress Injuries Social Support Program (OSSISS) which is a social support program the Military offers to members and retirees to those people who may have issues. Another program is the Transition Interviews to prepare members in their transition to civilian life. Rick Morris stated that the Veterans Association has been advocating for the VIP Program for at least the past ten years and suggested that when approvals have been obtained, advance notice and recognition of the efforts the Association made in obtaining this program be given. Dubeau stated he will advise the CHRO and suggested a joint communiqué could go out. Discussion followed on Marriage after Age 60 (if married before 60, spouse gets 50% of pension, if married after Age 60, there is no pension to the spouse). As members are being encouraged to serve past Age 60, this situation now includes serving members. It was agreed that this would be noted back to the CHRO. Larry Power stated that the Commissioner was quoted as hoping for approval of the VIP Program prior to the AGM 2009 in Whitehorse. However, Dubeau advised that any approval will not now likely be received before Fall '09. He would also talk to Moncrief about the "AGM" date.

Dubeau briefly gave the Board a quick overview of the HR renewal initiative. The CHRO has directed that such things as reducing bureaucracy in classification and how we transfer our members, and using technology better (automation of the Form A22A) are some of the priorities for HR Renewal. Another major area for this year is the Health Services Program (Occupational Health & Safety) and how the processing of bills, obtaining benefits, etc., can be streamlined. Dubeau will begin his new duties as Director General, Executive Officer Development & Resourcing (EODR) on 9 MAR. He sees the engaging of the officer corps and what can be done to help them along on the Transition process to be a major initiative. Rick Morris questioned whether the Force could cooperate in providing the Association with contact information members retiring or leaving the Force. There are conflict of interest and privacy concerns but the Association would like to be able to help them with their transition and become members of the Association as well. Paul Dowden suggested that the process could be having the retiring/leaving member be advised of the Association and provided with contact information.

Tim Hoban said he is part of the OSSISS project and advised they have been dealing with DND and American programs. It is to be offered out to the smaller communities to provide a larger audience. It is still in the planning stage and will be delivered by videoconference, with a psychologist at one end, the necessary parties at the other end taking their treatments through that process.

Bill Maxwell stated that eventually all members retire and that they should be interested in what the Association provides. We have many links with HR on a regular basis whether it is in participating on the various committees, Compensation or Honours & Recognition and we are interested in working in partnership with HR.

President Power thanked Dubeau for his information. Power extended an invitation for HR to speak to the Board at any time.

6. EXECUTIVE DIRECTOR

President Power advised that the Executive Director had provided an update report to Board Members. Mr. Gidley provided an overview of his activities as Executive Director since the last Board meeting and advised he had participated in many committee meetings including meeting with the RCMP Pension Finance Oversight Committee, Pension Administration Outsourcing Committee, and in various meetings with RCMP Management concerning Veterans matters including the VIP program. A copy of the Executive Director report should form part of these minutes. General discussion followed on various benefits programs including the Pension “Claw back” at Age 65.

Larry Power advised that he had received a reply from Minister Van Loan concerning correspondence that was sent to the Minister of Public Safety on the VIP program. The Minister stated that the program was under the control of the RCMP and he had not received anything from the Force at this time and there is nothing he can do until the Force approaches Public Safety. Power said that the correspondence received from Veterans’ Affairs Minister Thompson said basically the same thing.

7. REPORT ON THE QUARTERLY

Cal Small stated our efforts to increase subscriptions to Cadets are taking hold as some cadets are taken advantage of the one-year free subscription. Hopefully they will renew after the one year. Any one now taking a three year subscription to the Quarterly will receive the book “Behind the Badge”. The Quarterly was also able to negotiate a more favourable price for translation services and in the future, each edition will now cost \$5000 to translate vs \$6000 previously. This represents a savings of \$4000 per year. In view of the additional costs to the Quarterly, it has been decided not to distribute any profits this year. However, we are hoping that in 2010 the Quarterly will be able to make a significant contribution to Divisions as well as to the Association itself.

8. REPORT FROM ADVOCATE

In view of the fact that Dale Lively is not in Canada at this time, there is no report from the Advocate.

9. CORPORATE GOVERNANCE

1. Report from the Committee Chair.

John Religa provided an overview of the activities of the Committee since last BOD meeting. Religa advised that the Corporate By-laws have been rewritten by Dale Lively with input from interested veterans. It has been reviewed by the Corporate Governance Committee as well and has been distributed to BOD members for their review. The Administration Manual chapters are also being reviewed and will be coordinated with any changes from the rewrite of the By-laws. Rick Morris noticed that job descriptions are included in the By-laws except for the position of Immediate Past President. As a member of the Board, this individual is also Chair of the Board of Governors and Chair of the Nominating Committee for each Annual General Meeting. This will be included in the rewrite. Bill Maxwell advised that it is the preference of President Power to schedule a review by the Board of Directors and this will be done as soon as possible after Dale Lively's return. Rick Morris asked whether the per capita dues should be increased and after some discussion, there was consensus that an increase was not recommended at this time.

2. Governance Study Report

Bill Maxwell advised that the Corporate Governance Study Group has completed its review of the Governance Study by Paulette Vinette and would be holding a series of meeting with the working group (Small, Maxwell, Religa and Gidley) to propose a series of recommendations. Religa advised that he would be looking at a survey of Divisions on Risk Assessment. **DEFERRED.**

3. Constitution & By-laws Rewrite

As mentioned in 9.1 above, the rewrite of the Constitution and By-laws is now in draft form and has been circulated to the members of the BOD. There will be a teleconference scheduled after Mr. Lively's return to review the draft and provide a final recommended version for consideration by Divisions and subsequent approval at the AGM in Whitehorse.

10. COMMUNICATIONS COMMITTEE:

- 1. Report from the Committee Chair:** Dave LeBlanc sent out an overview of the deliberations of the Communications Committee as he was personally unable to attend. This overview should form part of the minutes of this BOD meeting. The Communications Committee has discussed various issues including the website with an up to date membership application form and an article in the Quarterly on the advantages of joining the Association. The Committee will be scheduling a full meeting before the BOD meeting in April. LeBlanc also was able to talk to the Royal Canadian Legion concerning its proposal to consider one unified

organization including the Veterans' Association. At the BOD meeting of 25 NOV, this proposal was assigned to the Communications Committee by President Power to follow up on and report back to the Board on a periodic basis. At the meeting with the Legion, we were asked to consider whether we should have a National Communication Liaison individual who would be responsible for all media releases similar to Bob Butt of the Royal Canadian Legion.

Dave LeBlanc is also going to propose that the Membership and Communications Committee be combined as most of the initiatives for membership at the national level are communications related issues. This should be discussed further and could be decided on at the post AGM session on Monday in Whitehorse.

2. Website Update: Bill Maxwell advised he is continuing to work with the Webmaster to improve the site and its content. The Webmaster has been on holidays for the past month but has managed to keep items posted on the site. Maxwell also noted that all of the Standing Committees should be providing updates on the website.

3. Newsletter: Rick Morris works on the newsletter at the conclusion of each Board of Directors. He suggested that we consider producing more newsletters to provide the membership with more recent news. President Power has no problem with monthly newsletters but would only have the President's corner on a quarterly basis. The more information that goes out to the membership, the better it is. Morris would like to keep the same newsletter format so that everything would be consistent.

11. BENEFITS COMMITTEE:

1. Report on Insurance Committee:

There has been no meeting of the Insurance Committee since May 27, 2008. National Compensation Services advises that the Transition Team is very busy and plans are being reviewed to ensure definitions are current and conditions reflect current practices with the wording reviewed and modernized. Plans have been reviewed to ensure they also reflect modern practices in terms of benefits, liabilities, appropriateness for the organization, etc. They must be in a position to hand over the insurance plans to Treasury Board by April 2009.

Small also discussed the possibility of putting information on the National Website on a regular basis for such issues as the VIP Program, Marriage After Age 60, etc and what we are doing on their behalf. There was general discussion and was received very favourably by the Board. Small will look after this with the assistance of the Executive Director before putting on the website.

Small also addressed correspondence he sent to the RCMP concerning death benefits being made available to the spouse and in the other case the concern that current coverage available to members at time of death was inadequate to cover burial expenses. He advised that these issues were discussed at a working group however the plans were in the process of being transferred over to Treasury Board and

apparently there is an understanding between the RCMP and Treasury Board that there will be no changes to the plans until this transition has taken place. The Optional Dependent Program is experiencing some financial problems and any increased benefits we might expect in that program would have to be funded because of these financial problems. There are various options to enhance our insurance programs such as increasing the age at which the insurance decreased from Age 60 to Age 65 which would require an increase of approximately \$10 monthly in the premiums for all participants. Small hopes to have something more definitive for the AGM in Whitehorse.

2. Benefit Trust Fund:

Hoban advised that he is holding off on the briefing note submitted in referring to a specific case which he understood had been turned down. In fact it had not gone to the committee. It is now going to the committee and he will await their response. General discussion followed on another outstanding file as well and Hoban hopes to have both files processed at the same time through the RCMP Benefit Trust Fund. Rick Morris asked about the revision of Form 3568 for the Benefit Trust Fund. Hoban stated they are waiting for Forms Management to revise the form but that it is not a high priority. There was general discussion on the Veterans' Benefit Trust Fund and what direction it should go vis a vis the Reserve Fund. Hoban will review options with John Religa for discussion at a subsequent meeting.

12. MARKETING COMMITTEE:

1. Report from the Chair

Rick Morris read from a briefing note concerning the benefits of joining the Association. One of these is to get commercial enterprises to profit benefits to members and offering discounts for services. Over the years we have lost contact with various enterprises which previously provided discounts to our members. Some of these companies such as Speedy Muffler and new ones (Nerds on Site for example) are prepared to offer discounts and provide information to put on our website.

A Motion was made by Rick Morris who recommends that the Marketing Committee pursue these commercial enterprises for the benefit of members, ensure that financial and copyright is in order and approval can be given by the National President.
Moved/Seconded Morris/Shagec. **APPROVED**

A Motion was made by Rick Morris for authority to sign the Avis Contract.
Moved/Seconded Small/Hoban. **APPROVED**

A Motion was made by Rick Morris for authority to proceed with the Nerds on Site Contract. Moved/Seconded Morris/Maxwell **APPROVED**

2. RCMP Foundation

Rick Morris advised that the Foundation is working for a meeting with its Board on 26 FEB. and looking at what they are doing in distributing money. Until recently, projects have required RCMP members to be involved to help children across Canada and now it includes Veterans. A Veteran can now apply for funding to assist in a project he/she is personally involved in. The Foundation funds \$250,000 annually as far as projects across the country. In speaking with the Chair of the Foundation, he recently spoke to members of Toronto Division and provided an overview of what the Foundation was all about. Morris asked Tony Keenan if he would be interested in doing a presentation at the AGM in Whitehorse about the Foundation and he stated that he would be more than happy to make such a presentation. A letter will be sent by the National Secretary to Mr. Keenan.

13. MEMBERSHIP:

1. Report from the Chair

Dave LeBlanc was not able to attend the BOD meeting. Rick Morris advised that LeBlanc has mentioned that the transitional membership application from Nova Scotia Division has been sent to Divisions in Ontario. He will be recommending changes to this program and there are other Divisions which feel this program is an administrative nightmare. General discussion followed. It is a work in progress and will continue to be monitored. The Transitional Membership was approved at an AGM and would have to go to another AGM to cancel.

14. OLD BUSINESS:

1. Vancouver Housing Association:

Bill Maxwell advised that the President of Vancouver Division will be the contact point for this file. McKee advised that they had met with Commissioner Elliott and had given him a tour of the Fairmount Barracks and explained the project to the Commissioner. McKee also asked the Commissioner to advise the Minister of this project and he agreed to do so. No further discussion at this time.

2. Status of NWT Division:

Nick Shaigec advised that the two years in arrears for this Division have been paid to date. There has been some discussion with other individuals concerning the reinstatement of the Division. Shaigec advised that NWT Division is pursuing a new recruitment strategy with great support from the current CO of the RCMP, Tom Middleton. A meeting was held on Jan 3 and 4th and the decision was that the CO's

Appreciation Night for Veterans will be held on March 25th. Hopefully things will happen in the near future and will keep Shaigec in the loop.

Shaigec also advised that Mike Duffy from Medicine Hat has compiled a list of 51 individuals and has indicated they wish to form a Medicine Hat Division. Shaigec has assured the total support of National Operations to Mr. Duffy in this venture. Duffy advised that they are holding an information session dinner on March 24th for veterans in the area. There are also several veterans living in the southwest corner of Saskatchewan who are interested in joining this new Division as well as some in the Lethbridge area. General discussion followed on Division structure as well as how some of the areas of Divisions not represented could be organized. This will be followed up in future.

3. Past President's Medallion:

Larry Power commented that the Past President's Medallion to Divisions is going very well. John Religa advised that 100 have been ordered. Rick Morris made the observation that some former Presidents are not wearing their medallions with proper decorum. Larry Power advised that there should be a directive in the Admin. Manual as to when and how the Past President's Medallion should be worn. It should only be worn at official functions with the red or blue blazer as required. The Corporate Governance Committee should develop this directive for the Admin. Manual. This should also appear in the Newsletter.

4. Prince George/Kingston Divisions funding for AGM 2009

John Religa advised that applications for financial assistance have been received from Prince George Division and Kingston Division to defer costs of attending the AGM 2009 in Whitehorse. A briefing note was prepared by

Religa for each Division. Previous assistance had been provided to Prince George Division to attend the 2007 AGM in Kelowna as Prince George was a newly formed Division at that time. With no established criteria to go by, the financial statements of these Divisions were reviewed. As a result of this analysis, the National Treasurer recommended no assistance be provided to either Division. He also stated that criteria should be established in the Admin. Manual for future requests for financial assistance. General discussion followed.

A motion was presented that the request by Prince George Division for financial assistance to attend the AGM in Whitehorse be declined. Moved/Seconded Religa/Shaiyec. **CARRIED**

A motion was presented that the Corporate Governance Committee look at developing realistic criteria for such future request(s) and report its findings to the Board. Moved/Seconded Religa/Maxwell. **CARRIED**

A motion was presented that the request by Kingston Division for financial assistance to attend the AGM in Whitehorse be declined. Moved/Seconded Religa/Shaiyec. **CARRIED**

5. Board of Directors Meetings AGM & Ottawa

Larry Power stated that the Board was looking at having alternative meetings -one year immediately after the AGM and the next year to have a meeting of Board members in Ottawa. This would allow new Directors during their term to familiarize themselves with the operations in Ottawa and meet various contacts both within the RCMP and other agencies.

Bill Maxwell stated that this ties into a review of the AGM format itself by the Corporate Governance Committee. No Division has committed to host an AGM since the Halifax AGM when Calgary committed to do so in 2015. This issue could be discussed at the BOD meeting in Whitehorse. Also, the annual luncheon with the RCMP Senior Executive could be held in February 2010 instead of December 2009 to tie into the BOD meeting with all members present in Ottawa. This will be decided at the BOD meeting in Whitehorse. Bill Maxwell also advised the dates of the BOD meetings for 2009/2010 are September 25 and November 25, 2009 and February 25 and April 23rd 2010.

6. Nominating Committee

Rick Morris advised that as Chair of the Nominating Committee, the other members are Laurie Jamont from Nanaimo and Governor Kelly Labrash of Markham Div.

15. NEW BUSINESS:

1. Presentation by CHRO, D/Commr. Martin

Presentation by Chief Supt. Dubeau is reported above after #5

2. Presentation by Louise Lavoie (Long Service Medal)

This presentation was cancelled at the request of Ms. Lavoie

3. Format of AGM BOD Meetings (Alternative Years)

Reported under 14.5

4. Enhancement of Website/Creation of Database

Briefing Note refers. Cal Small advised that a sub-committee was formed with himself, Nick Shaiyec and Jim Forsyth to report back to the Board. Small reviewed the six recommendations and suggested that they be reviewed to ensure that they can be implemented. This includes active databases,

accomplishments of the Association and Association archives. The database would contain the names of all of the Association members and these names be electronically imputed into the national database and every Division would be able to adjust their own database but no other. The database should be accessible to all members of the Association. It is recognized that there are privacy issues but these would have to be addressed. Small said there were different ways of inputting information from Divisions, whether on a regular basis electronically or through hard copy to the National Webmaster. This will be explored further. Small would like to see the major undertakings of the Association such as the Beechwood Cemetery Project put on the website.

Other activities and projects in other Divisions across Canada should also be listed under the Accomplishments of the Association. Small also suggests that the Association Archives be developed and placed on the website including a record of our Divisions, all past executives both National and Division. There should also be links with other databases such as Joe Healey's gravesite program and links from the national website to divisions to access their archives. Privacy and Security are major concerns and Freedom of Information enquiries have to be addressed in developing this project. Bill Maxwell also stated that a couple of Divisions have asked us to explore the possibility of having their websites supported on the National Server. The Divisions would have "author" rights but the information would be imputed on to the website by the National Webmaster.

Nick Shaigec made a motion that Cal Small and Bill Maxwell will work with the National Webmaster to flesh out these proposals and report at the next Board meeting. Moved/Seconded Shaigec/Hoban **CARRIED**

5. Order of Dress-NS Division

Nova Scotia Division put forward a proposal to add the RCMP Tartan Tie to the approved order of dress. It was understood that this would require approval of the Board of Directors and then placed in the Admin. Manual.

President Power advised that order of dress is part of the Regulations and could only be changed by a resolution at the AGM. Maxwell will advise Nova Scotia Division accordingly that the resolution will go forward to AGM 2009.

16: GOOD OF THE ASSOCIATION:

1. Report on the Change Management Team

Dave LeBlanc provided an overview report of his participation in the Change Management Workshop in Ottawa. This report will be part of these minutes.

17: NEXT MEETING:

Tuesday 28 APRIL, 2009 at 12:00h (Ottawa time) (BOD#5)

18:CLOSING REMARKS:

President Power thanked everyone for their participation in these Board deliberations and noted the presence of Jack O'Reilly, President of Toronto Division. O'Reilly stated that he was pleased to have observed this meeting and was quite impressed with the number of issues being discussed by the Board.

Concluded: 15:55h

W.E. Maxwell
National Secretary
Ottawa
bmaxwell@trytel.net

ACTIVITIES OF THE EXECUTIVE DIRECTOR:

FOR THE MONTH OF FEBRUARY 2009 FOR MEMBERS OF THE BOARD OF DIRECTORS AND TO THE BOARD OF DIRECTORS MEETING_ 25 FEB 09.

10 FEB 09 - Met as a member of the RCMP Pension Advisory Committee (PAC): content of Committee meeting is of a confidential nature and not for anyone outside the PAC at this time.

12 FEB 09 - Met with the President of Georgian Bay Division, Lew Doughty in the National Office and also had lunch with him in the HQ cafeteria concerning his VAC submission. Lew is former Identification Branch member and as such was exposed to several chemicals in this forensic work and thus the reason for the submission to VAC with an "injury" on duty claim. When Lew hears back from VAC he will let us know the results and if he is successful in receiving a VAC pension this could be also applied to other Identification Members who have similar afflictions regarding cancer. Personally I know of a few in other parts of Canada who would be affected.

13 FEB 09 - Met with the VIP/CC Committee at 295 Coventry Road, Ottawa. Persons attending this meeting were Leslie Saunders Chairperson, Rhoda Carruthers of Occupational Health and Safety, Insp. Gibson Glavin of the Senior Deputy Commissioner's Office and Gene Medea who is the newly appointed CSM.

Saunders mentioned that VAC will not support an Order in Council (OIC) submission but will a Memorandum to Cabinet (MC). The VAC Audit and Evaluation office will assist Leslie and Rhoda with the MC submission to the Government. As an aside to this entire process the Office of Superannuation and Finance Institution (OSFI) have given us a costing over 5 years time period of \$5 million dollars. No doubt TB will want to know if the

RCMP has dollars for VIP and Corporate Finance within the RCMP will determine on this for VIP....

As an aside the same date of the foregoing VIP/CC meeting Deputy Commissioner Peter Martin was in PEI and had meeting with ADM Brian Ferguson....this would be also the 13 FEB 09. A VAC resource representative and VAC employee Ann Murtha (whom I know and respect) will be present at this meeting in Charlottetown and can assist the persons herein as she has a broad knowledge of VIP and related health matters as it relates to RCMP members and former RCMP members.

Leslie will give me a draft motion on VIP/CC that is clear and I will give to BOD to decide on where we go from here....Since I started work on this I met with Leslie Saunders and Rhoda Carruthers of Occupational Health and Safety on 26 February, and they gave me a draft motion which they have prepared to cover the VIP/CC benefits in legal language. I have enclosed this motion which Leslie thinks we should present at the AGM in Whitehorse. I made some inquiries with VAC official (s) since the meeting and they think this "motion" as prepared and enclosed is right on as it covers the situation fully. As a matter of interest most Government employees are covered by "Government Employees Compensation Act" GECA - which is sometimes connected to Workers' Compensation Board (WCB) benefits. This GECA includes VIP like services availability for these government employees/retired employees.

This makes the RCMP the only Government agency that do not have a VIP program. This is another important point to move this forward. This all depends on financing.

There has been a goal for approval and announcement at the AGM in Whitehorse but it now appears to be Fall 2009 or in to 2010 for implementation of this VIP benefit for former members of the RCMP.

19 FEB 09 Members of the VIP/CC committee...Leslie Saunders, Rhoda Carruthers, Louise Roy and Insp. Gibson Glavin and myself visited the Perley Hospital in Ottawa. Saunders set this tour up for us with a VAC employee who is on site at the Perley. This is a 450 bed facility and indeed a well equipped and large spacious building(s)....This gave me a better feel for our veterans who are in such facilities throughout our country. I know all of us who made this trip and spoke with some staff and veterans at Perley gave us a better understanding of the VAC process and hospital life in general.

24 FEB 09 RCMP Veterans Association Editorial Board of Directors Meeting for the Quarterly Magazine and also the Board of Trustees for the Quarterly Magazine. This will be reported upon separate cover.

RCMP Veterans Association Governance Sub-Committee Meetingwill be reported upon under separate cover.

25 FEB 09 RCMP Veterans Association Board of Directors Meeting which will also be reported upon under separate cover.

326 FEB 09 I have been invited to attend a lunch meeting at the Canadian Army, Navy and Air Force Veterans Club in Ottawa. I attended this function on 26 February, and did speak with VAC Minister Greg Thompson and other VAC officials and VIP was discussed briefly along with other matters concerning veterans in general.

This report is for the members of our Board of Directors at this time only.

**Bill Gidley
Executive Director
RCMP Veterans Association
27 FEB 09.**

**POWPM
RCMP CHANGE MANAGEMENT TEAM
27 – 29 JAN 09
GATINEAU, QC.**

After the presentation of Asst. Com. Keith Clark at our last BOD meeting, I was able to attend their POWPM held at the above location and dates as our representative. I have reported under separate headings my time in Ottawa. In this regard, I was impressed with the representation on the team from across the country with all levels of employees present and their commitment to this process. To do justice to the discussions and agenda for this POWPM would require a longer report than I care to provide or you wish to have at this point. I will hopefully be able to discuss this with each of you when we next meet.

At the offset, the tone for this session was provided by Keith Clark and it appeared that what started as the response to the Brown Commission and recommendations has mushroomed to an entire overview of the Force from top to bottom, Operations and Administration, with no holds barred. The first hours were taken up with progress reports from all Regions, with the first guest luncheon speaker being Senior D/Commr Sweeney. His message was that senior management is coming to grips with the fact that they have to make decisions and get things done. In other words it is "Time to Deliver" and they are looking at five things in the next three months, such as, Structural Change, an Isolated Post Directive for the North, Stand By Pay(which has been on hold for over a year), RCMP Act (seize the moment for change and legislation), and most importantly being decisive. One would have to be there to hear the whole message as it appears SEC is going through a critical period in their approach to how the Force should be operating and where the impediments to the delivery of the program exists.

I again was most impressed with the openness in which the people in attendance offered their comments and experiences, and the makeup of the teams from across the land. At my table was another retired member from Montreal representing their division team, the representative from "D" division was also a retired member.

Commissioner Elliott was our first speaker on the second day and there was no doubt where he stands on the Change Management issue. He openly stated that he has the SEC Members on notice that their support must be visibly demonstrative and wanted to know from the team if it was not. He stated that the Force has way too much bureaucracy and needs to get back to having the Administration be for the assistance of delivery of our service, which means looking at everything we do in order to accomplish the goal. As stated Communications is still our major issue, however, bundle up a rumor and it goes out Force Wide rather quickly. He finds the Force a very complex organization with the pace for change being painfully slow. It appears the message is that decisions, accountability and responsibility have to become at the center again, with decisions being made in timely fashion with some risk taking being the norm rather than the hindrance. At this time he intends to be Commissioner for some time and intends to see this agenda through to the end.

We heard from David McAusland from the Reform Implementation Council and the message was superior in nature. His take was that the RCMP is not so bad, in fact, pretty good. We are the victims of some media coverage some justified some not. He talked on the Wellness in Work place and stated we are not in isolation, but can be too isolated and introverted in our own world at times. He felt that the RCMP has to think on working without the structure and have less obsession with rules. We are always checking on rules and need to look at the "Rules vs Principles" concepts. He spoke on Culture vs Structure, Principles vs Rules and Excellence vs Perfection. Again this was an area emphasized throughout this POWPM, in particular the idea that the Force is very good and what we do and we continue to strive for perfection, which is probably not attainable. What is wrong with being very good or excellent at what we do?

We had sessions on reducing bureaucracy, Grievances, Discipline, etc to complete the second day.

On Thursday Morning, there were breakout sessions dealing with Leadership and the Vision of the Force. "An adaptive, accountable, trusted organization of fully engaged employees demonstrating outstanding leadership and providing world class policing services." An interesting process with much discussion at all levels, again I was impressed with the quality of the members present and their dedication at this stage to achieving positive results. Having participated in prior efforts during the mid to late 90's I was skeptical of what I would encounter and how this would be directed. Contrary to expectations, I came away from this believing that the opinions of the people present were both respected and being reflected upon at all levels within the Force. As stated at the beginning there is no way I can report on the atmosphere, attitudes and volume of material gone over during these two and a half days, but I can state I am more enlightened on what is being attempted and hopeful that contrary to past experiences this time more positives than negatives may come about for the Force.

We were asked during this process "how we would know when the work on this massive project would be having an impact". Many answers were given and I stated that when the Force is again looked to rather than looked at, might give an indication. By that I

meant when we are looked to for leadership and as a positive role model for other Police Forces or organizations and not looked at as critically as we have been in the recent past, then we will have turned a corner. Having said that the civilian speakers brought to our attention that many organizations are looking at our Change management efforts as a guiding light in this current dark period in the corporate world .

What we bring to the table is the ability to assist the Force in this effort, through our network of contacts with the Force and with our Veterans across Canada.

Communication being so important, the need to be current with the issues and changes, to be positive when possible and encouraging the efforts of the members in continuing to have the Force be just what it is "The best Damn Police Force in the World". That is just my humble take on things.