



**Canadian Police Association
Association canadienne des policiers**

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Dear Colleagues:

With the House of Commons and Senate having adjourned for their Christmas holidays, I wanted to take this opportunity to provide you with an end-of-year wrap-up of the activities of the Canadian Police Association (CPA), as well as give you a brief look-ahead to what's coming up for us in the new year.

First and foremost, I believe it's important to remember and honour those who made the ultimate sacrifice this year in service to their communities. I know we were all shocked and saddened in August of this year when we learned of the tragic shooting deaths of Fredericton Constables Lawrence (Robb) Costello and Sara Mae Burns. Many of you may remember Robb, in particular, who was very active with the Fredericton Police Association, and was a delegate to our biennial conference in Charlottetown, in 2016. It was amazing for us all to see the outpouring of support from both within the policing community, and the citizens of Fredericton, for those who had lost colleagues and family members on that horrible morning. We also remember Constable Ian Jordan, from the Victoria Police Department, who passed away last April from injuries sustained in a serious on-duty vehicle accident in 1987, after being in a coma for over 30 years.

With both of these incidents fresh in our minds, I believe it's important for us to recognize the efforts of the Government of Canada, and particularly, our Public Safety Minister, the Hon. Ralph Goodale, who this year implemented the Memorial Grant Program for First Responders, which recognizes the critical role police officers play in protecting Canadians. The Grant will provide a one-time, lump sum, direct payment of \$300,000 to the families of officers killed in the line of duty, and has been specifically designed to ensure that this benefit will supplement any additional benefits that families are eligible to receive, and not be clawed back under any circumstances. Additionally, this benefit was designed to include those officers who take their own

lives as a result of a psychological impairment or operational stress injury developed as a result of their service as a first responder. This benefit has long been a priority of the CPA, one that we've advocated for, in collaboration with our paramedic and fire fighter colleagues, and it was encouraging to see this included as part of the most recent federal budget, and to have the program fully implemented this year.

We have, over the past three years, worked on developing a constructive relationship with Minister Goodale's office, and I've personally appreciated the Minister's candour and honesty in our discussions. I should note that it's that relationship that also allows us to speak frankly with the government when their decisions are not in the best interests of public safety, as was the case in September, when it was announced Terri-Lynne McClintic, who was convicted of the brutal murder of nine-year old Tori Stafford, was transferred to a healing lodge, rather than continuing to serve her sentence in prison, where I believe we can all agree she belongs. I communicated our concerns directly to the Minister, and I believe it was those discussions that helped lead to a review of the transfer process, and ultimately the return of McClintic to prison, once the review had been completed.

One of the big initiatives that the CPA has taken on that I'm quite excited to update you on is the development of an app for police personnel in Canada that will assist in the maintenance of mental and physical wellbeing for our members. For those of you who joined in for our biennial conference in Vancouver, you'll remember the presentation from our colleague with the Victoria Police Association in Australia regarding the Equipt App they built, and we have continued discussions with the developers to have the product modified and updated to suit our unique, Canadian needs. The app itself helps to strengthen physical, emotional, and social wellbeing, and most importantly, to link members with professional support when and if they need it. Focusing on rapid response tools for use when immediately looking for help, Equipt also has lifestyle Tools for use to build resilience to life's challenges. Over the next few months, we'll be working with our local associations to ensure that this product will meet the needs of our membership, and I

hope to have something ready to display for those who will be attending our annual Legislative Conference at the beginning of April.

Obviously, one of the big focuses of the CPA in 2019 will be preparing for the federal election, which is scheduled for Monday, October 21. Our past practice has been to circulate a questionnaire to all major political parties in advance of the election, focused on issues that are of key importance to our members, and share the results, unedited, to allow police personnel to make their own informed decisions on Election Day. I know that some parties, particularly the Conservatives, have already begun to announce the outlines on some of their policy proposals, and we'll certainly be looking closely as details become available, or to provide insight on behalf of front-line law enforcement, to any party as they craft their election platforms. Certainly, if you have any particular issues that you'd like to see featured in our election questionnaire, please don't hesitate to contact me directly, or any of your regional CPA Board Members, to have them included. This pre-election positioning will also be a key part of our Legislative Conference, which will give delegates a chance to meet their incumbent MPs, and ensure that our issues are front and centre as they begin their re-election campaigns.

Also, as part of our Legislative Conference, we will be looking to add a new member to the CPA Hall of Honour. For those of you who might not be familiar, the Hall of Honour was created to allow us, as Associations, to recognize someone who has made a life-long contribution to police associations, whether locally, provincially, or nationally. The recipient, and their guest, will receive an invitation to join us in Ottawa for the conference, all-expenses paid, where their contributions will be celebrated at our awards luncheon on Monday afternoon. I'd encourage all member associations to consider nominating someone who has made a significant contribution, and who deserves to be recognized, early in the New Year. Anyone who has any questions, or wishes to submit a nomination, should contact Michael Gendron (mgendron@cpa-acp.ca) in our national office, and he can provide you with additional details.

I'd also like to take this opportunity to provide you with some key dates to consider for 2019:

In collaboration with the Rotman School of Management at the University of Toronto, the CPA has developed a Governance, Risk, and Financial Literacy Program for Police Association Executives, which will be held in Toronto from **February 27 – March 1**.

We will also be continuing to provide the CPA Executive Leadership Courses, in collaboration with the Telfer School of Management at the University of Ottawa, with Module 2 being held **April 10 – 13**, and Module 3 being held **November 20 – 22**, both in Ottawa. The modules do not have to be taken in a specific order, so if you have new members of your association who might benefit from this training, or members who wish to continue their education, please contact Sari Velichka (svelichka@cpa-acp.ca) in our national office for additional details and registration information.

As I mentioned, our annual Legislative Conference will take place in Ottawa from **April 1 – 3**, at the Marriott Hotel, and registration information for that event will be forwarded to you early in the New Year. Our annual Police and Peace Officers' Memorial Service will take place on Sunday, **September 29**, with the annual CPA Memorial Golf Tournament being held on Saturday, **September 28**. Additional information for both of those events will follow, though I should note that due to construction on Parliament Hill, some arrangements for this year's service will be different from past practice, and we'll try to get all the relevant details and changes to you as quickly as possible, to assist with those who plan on attending.

Once again, I'd like to offer you all my sincere thanks for all of your work this year. I know I say it often, but our associations, at all levels, are as strong as they are thanks to the efforts of those who put their names forward, and are actively engaged, working on behalf of the civilian and sworn members they represent. From those who do this full-time, to those who work their association duties and still maintain a full-time career as a professional police officer, dispatcher, and the many, many jobs in-between, often at a significant cost to their own personal time, I want to give my thanks for your continued dedication.

On behalf of myself, the entire CPA Board of Directors, as well as Sari, Isabelle, and Michael at the CPA offices, I want to wish you and your families the very best over the holidays, and my sincere thoughts for a happy, prosperous, and safe New Year to you all.

Regards,



Tom Stamatakis
President