



April 9, 2021

Brenda Lucki, Commissioner  
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RCMP National Headquarters  
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Ottawa ON K1A 0R2

By email: [Brenda.Lucki@rcmp-grc.gc.ca](mailto:Brenda.Lucki@rcmp-grc.gc.ca)

Commissioner Lucki,

I am writing today on behalf of some 1100 Civilian Members (CMs) of the RCMP in the CP classifications represented by the Professional Institute of the Public Service of Canada (PIPSC), regarding planned delays in paying their retroactive salary increases.

These CP members are pay matched to public servants in the corresponding Computer Systems (CS) classifications. On February 26, 2021, the Collective Agreement between PIPSC and Treasury Board for the Computer Systems (CS) Group was signed, for the three year-term commencing December 22, 2018. The agreement includes retroactive pay increases effective December 22 of 2018, 2019, and 2020.

Public servants in the CS classifications are subject to the Implementation Memorandum, Appendix "WW" of the CS collective agreement, which provides for an extended period of 180 days after signature for the corresponding pay adjustments and retroactive payments to be paid to employees due to delays anticipated as a result of Phoenix. In recognition of the delay caused by this extension, public servants will each receive a one-time, non-pensionable payment of \$500.

Under the terms of the RCMP CM Memorandum of Agreement, Appendix "VV" of the CS collective agreement, RCMP civilian members are excluded from the Implementation Memorandum, the delayed implementation period of 180 days and the corresponding \$500 payment, as they are not paid under the Phoenix pay system.

We have recently been advised by the Treasury Board that public servants will be paid their new rate of pay on April 14, 2021, and can expect their retroactive payments on May 12, 2021. We have also been advised by the Treasury Board, and confirmed by RCMP, that civilian members would receive their new rate of pay effective March 25, 2021. To our surprise and disappointment, we were further advised that retroactive payment for civilian members is not expected to be completed until July 28, 2021. When we inquired further about the reason for

the delay, we were advised that the guidance from the Treasury Board to the RCMP is that the implementation requirement is within 180 days.

There is no justifiable reason for the RCMP to delay the payments to these members for 180 days. The pay increases have been processed in a timely manner, surely the retroactive payments could also be processed in a timely fashion as well. Not only is this delay unreasonable and unjustifiable, it is also an abuse of a process established as a direct consequence of Phoenix, exclusively for employees who are paid through the Phoenix pay system. Further, the conditions upon which the Institute agreed to a 180 day delayed implementation period for public servants have not been extended to RCMP civilian members, specifically the corresponding payment of \$500 each.

I therefore urge you to intervene and direct that the retroactive payments be processed as expeditiously as possible, and no later than 90 days from the date the collective agreement was signed. If the RCMP requires 180 days to pay our members their retroactive payments, this should be on the same terms as were agreed to for public servants; pay them the \$500 as compensation.

I look forward to your response on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read 'Debi Daviau', written in a cursive style.

Debi Daviau  
President PIPSC

c.c. Gail Johnson, Chief Human Resources Officer, RCMP  
Mr. John Park, Director General, Collective Bargaining and Labour Relations, RCMP  
Mr. Stephen Diotte, A/Assistant Deputy Minister, Employment Conditions and Labour Relations, Office of the Chief Human Resources Officer, Treasury Board of Canada