

THE RIGHT MARKER



Canada Not-for-Profit Corporations Act: Update

The Committee resumed its work in September and the consultation process, involving representatives from all divisions is underway. A series of teleconferences began on October 7 and will continue once a week through November, early December. The discussion is focused on a thorough review of the proposed amendments to the Association by-laws, the Articles of Continuance and, a governance regime aligned with the spirit and intent of the Act. The results of this work will be presented to the membership at the AGM 2014 hosted by Ottawa Division. The active participation and insights from the division representatives is very much appreciated. Thank you one and all.

Sincerely,

Dave LeBlanc and Murray Milne,
Committee Co-Chairs.



Rendez-Vous Ottawa 2014

Please Visit: www.rcmpvetsottawa.ca for registration and program information.

We hope to see you in Ottawa!

See page two for more important AGM information.



Friendship

Support

Staying Connected



RENDEZ-VOUS
OTTAWA
2014

**Friendship.
Support.
Stay Connected!**

June 5 - 8

2014 Convention and Annual General Meeting (AGM)

The Westin Hotel is the official site for the AGM 2014 activities. It is located right in the heart of the city. On our website, the link will take you directly to the hotel for booking at a preferred rate; also make sure to indicate the code.

WestJet is offering a 10% discount on their best-available Flex fare. Ensure to use the discount code at the time of booking. You also have the chance to win a complimentary ticket. All details on our website.

Take advantage of another special offer! When you present your RCMP Veterans' Ottawa 2014 Delegate badge, you will get special deals around town. The list is on our website.

Sign up early and get a chance to win one of the two prizes offered by the Westin Hotel in the "early bird" contest"! Join us for an exciting programme!

All information - Toutes informations

www.rcmp-grcvetsottawa.ca

Questions

chair2014ottawa@gmail.com

Bill Lenton 613-841-1231

Congrès et Assemblée générale annuelle 2014 (AGA)

Situé au coeur de la ville, l'hôtel Westin est le site officiel des activités de l'AGA 2014. À partir de notre site web, vous pouvez connecter directement au site de l'hôtel pour faire votre réservation au taux privilégié; n'oubliez pas d'indiquer le code.

WestJet offre un rabais de 10% sur ses meilleurs tarifs flexibles disponibles. Assurez-vous d'utiliser le code du rabais lorsque vous réservez. Vous avez aussi la possibilité de gagner un billet. Tous les détails sur notre site web.

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Bénéficiez d'une autre offre spéciale! Lorsque vous présenterez votre carte de délégué de la Convention 2014 des Anciens de la GRC, vous recevrez des prix préférentiels un peu partout en ville. La liste est sur notre site web.

Inscrivez-vous tôt pour avoir la chance de gagner un des deux prix de participation hâtive, offerts par l'Hôtel Westin! Joignez-vous à nous pour un programme excitant!



RENDEZ-VOUS
OTTAWA
2014

**Amitié.
Soutien.
Restez branchés!**

5 - 8 juin

RECRUITING

THE HOWARD KEARLEY AWARD

One Family Then One Family Now

At the end of September, National President Cal Small, National Secretary Alex Geddes and the Executive Director Jack Briscoe met with Deputy Commissioner Dan Dubeau and Assistant Commissioner Sharon Woodburn. As a result, the RCMP Veterans' Association received approval to display our new Veterans' recruiting poster in all RCMP HQ facilities across Canada. We anticipate that we will have these stand up

recruiting posters designed and placed in the divisions before the end of the year.

The RCMP is also embarking on a national recruiting drive and RCMP Sgt. Dan Delorey will be working with George Savage, Recruiting Project Leader, to advance their interests and ours in attracting new members into the Force and into the Association. We believe that together, the family is stronger.



3rd Quarter Report on Recruiting

by George Savage
Chair, Recruiting Committee
Nova Scotia Division

The 3rd quarter recruiting results for the months of July, August and September reveal we are slightly behind in our targeted goal of **468**. Our goal at the end of this quarter was **351** new members. We have collectively recruited **342** so we have a shortfall of **9** members.

At the end of the 2nd Quarter in June we were **40** new members ahead of our goal. To achieve full campaign success we need **127** new members to be engaged by December 31st. This translates to a minimum of **42.3** each month. From having seen some great effort and work by Divisions thus far this year, I am optimistic we can realize a fully successful 2013 recruitment campaign.

We can do it.. so let's do it!

I know that locating former members and employees to recruit into the Association can be a challenge, but I believe the following suggestions are worth repeating.

- Our flagship magazine, **The Quarterly**, identifies the names of all members who have left the Force. If you are a subscriber, and we sincerely hope you are, look for the names for your Division so you can reach out and offer an invitation to become a member of the Association. You'll probably have to do some detective work to find some folks but, as seasoned police investigators this will be a challenging and fun exercise.
- **Visit the VetsNet.** There are over 4,000 former members who have provided their name on the VetsNet so it is reasonable to assume they are receptive to being contacted. Recently one Division scrolled through the list of names and successfully identified 48 new contacts.
- **Recruiting Road Trip.** Call former members ahead and invite them to a coffee gathering. Be well prepared to inform them of the positive activities going on in the

Association and use the *Why Join?* hot buttons. This face-to-face approach works. A Division recently went on an overnight trip and recruited six new Active members, three serving member Associate Members and an Associate spouse.

- As seen on the previous page, the design of the **RCMP Veterans' Association Recruiting Poster** is now out for tenders. A photo shoot of RCMP members and employees was completed in September and permission has been granted from the Force to place posters in all Division HQ and certain large detachments. It is anticipated that the posters will be in place before year-end. This is another initiative to advertise the organization to serving members and employees and educate them about the benefits of joining "their" Association.
- The **Online Exit Questionnaire** is now implemented and available to all employees on discharge from the RCMP. The last entry on the questionnaire directs employees to our National website where further information on joining the Veterans' Association is available. The Online Exit Questionnaire will be posted on our site with the other recruitment documents under *Membership/Recruiting*.

Finally, when accepting applications from new members please ask them what influenced them to want to join the Association and then document their responses on the *2013 Recruitment Survey form* which is posted on the National website. Your Division survey will be requested around mid-December. This is important in order to determine what advertising is the most effective and what motivated new members to join our Association.

This is the Home Stretch; The End of the Line; The Last Hurrah; Down to the Wire; The Final Shot Let's get it done ! Good Recruiting!

Life Insurance

by Ron Lewis

National Advocate

...

Retain?

Reduce?

Terminate?

Many Veterans wonder – “do I have enough Life and Accidental Insurance? Can I reasonably afford it? Will my family be financially stable if I pass first? Should I retain, reduce or terminate the insurance earlier or allow it to decrease to the minimum when I reach age 70?”

The short answer is - it depends. It depends on your family configuration and ages, do you have a mortgage, does your spouse have a pension or other long term sources of income, were you married after 60 years of age. You may not require any insurance at all, need some or need a lot.

The following scenario applies to members who joined the RCMP prior to age 40 and retired after 31 January 1975. Even though the amounts may differ for other members, the decision to retain, reduce or terminate coverage will be the same.

There are two types of Life Insurance which carry over from your service in the RCMP. The Basic Life Insurance Plan provides \$160,000.00 until age 60. Thereon, the coverage reduces progressively each year by 12 thousand to 18 thousand dollars until you reach 70

when the coverage is \$10,000.00 and remains that amount until death. Your premium remains the same at \$363.00 per year.

The Optional Life insurance Plan can be purchased in units of \$11,000.00 up to a maximum of 18 units for a total coverage of \$198,000.00. You must be enrolled in the Basic Plan in order to join the Optional Plan. The paid out amount remains the same until age 69 and stops with no value at age 70. However, the yearly premiums progressively increase every 5 years starting at age 40. For example in 2013 a plan member with 18 units would pay annually age (40-44)= \$155.52, (45-49)=\$259.20, (50-54)= \$414.72, (55-59)=\$829.44, (60-64)= \$1555.20 and (65-69)=\$2280.96. As can be seen, once a plan member reaches 55 years of age, the annual premiums increase substantially. By the time you reach 60 and then 65, serious considerations must be made to retain, reduce or terminate.

Along with life insurance for the veteran, life insurance is also available for the spouse in units of \$20,000.00 up to a maximum of 6 units for a total coverage of \$120,000.00 which is reduced at age 60 to \$5000.00 and terminates at age 70. The annual cost is approximately \$122.00 for the maximum coverage and only about \$25.00 per year after age 60.

Dependent children can be covered in units of \$5,000.00 up to a maximum of 6 units for a total coverage of \$30,000.00. The maximum annual cost would be about \$57.00.

Also available is Accidental Death and Dismemberment Insurance for the veteran and family with coverage of \$100,000.00 for the veteran, spouse \$50,000.00 and child \$40,000.00 which terminates when the veteran reaches 70 years of age. The annual cost would be about \$28.00.

Some options are available when the premiums become expensive relative to the need. Plan members can reduce the number of units of their Optional Plan, Spousal Plan, Dependent Children's Plan or terminate some of them altogether.

To confirm your coverage and options, contact the plan administrator Morneau Sheffel at 1-800-661-7595 or visit their website www.pbs-sra.gc.ca.

Advocating.....FOR YOU

Ron Lewis

National Advocate

In June, I travelled to Charlottetown to VAC HQ and met with representatives of the following agencies: VAC Adjudicator, Veterans Review and Appeal Board (VRAB), Bureau of Pension Advocates (BPA) and the RCMP VAC Liaison, Sgt. Brad Chugg.

I met several times with the Provincial and Dominion Command Service Officers of the Royal Canadian Legion (RCL). These full time employees are one of our best resources to assist our Veterans. They are security cleared and have expedited electronic access to our RCMP service and health files. No one else can obtain faster service for our files.

As well, I met with senior members of the Federal Superannuates National Association (FSNA) and attended their 2013 AGM in Ottawa. Former RCMP member Gary Oberg was elected National President at that meeting which should bode well for future liaisons.

I have met with members of the RCMP senior executive and have requested assistance on some individual cases and made recommendations for ongoing and future issues relating to health care and other benefits. I also met briefly with the Public Safety Minister, Steven Blaney and his senior staff to set up future contact.

In early October, I met with VAC Minister, Julian Fantino and his senior staff and attended a Veterans Stakeholder meeting which had representatives of over 20 agencies which advocate, support or represent various veteran groups. I brought to the attention of the Minister that the RCMP receives less benefits and services than Canadian Forces veteran and the RCMP pays for these. Due to being newly appointed to this portfolio and being an ex-police officer, he was most interested in our differences and has requested his staff to brief him on the matter. I also requested his support in the ongoing refusal of the government to apply the ruling (to the RCMP) won in the Federal Court case where CF Veterans will no longer have their LTD and Pension Act disability pensions clawed back.

Additionally, I have contacted Great West Life, Sunlife and Moreau Sheppel relating to some of our benefits. As well, I have met several times with the National Executive of the SRR Program to consult on matters of mutual concern such as health care benefits, pension, disability pensions, insurance and other issues which members carry over into retirement.

This month, I wrote and distributed a Advocates Reference Manual to assist our provincial advocates in the performance of their work. Visit www.rcmpvetsnational.ca for more information.

Provincial Advocates Contact List

Bob McKee - Vancouver
Peter Tremblay - Alberta
Lew Doughty Georgian Bay Division
Gord Keating Toronto Division
Earl Dickson Kingston Region Division

Robert Boivin Quebec Division
Gerry LaPierre Nova Scotia Division
Bob Hurman Newfoundland/Labrador
Ruby Burns P.E.I Division
D.B. (Skip) Antonson Saskatchewan



Celebrating 80 years of

THE QUARTERLY

Published since 1933

The Quarterly has faithfully covered news about the Force and its veterans since our inception in 1933, making it one of Canada's oldest publications. The magazine has covered RCMP issues that matter to both serving members and veterans: current events, policing issues, initiatives in communities across the country, new technologies, and more. It helps RCMP veterans maintain a sense of history and pride in service. In 2013, you can look forward to letters from current and former commissioners on *the Quarterly's* 80th birthday, photo retrospectives on the Force, insightful features on the importance of serving, and more.

Each issue includes: investigations by current and former RCMP members, dispatches from around the world, cadet graduations, promotions, retirement announcements, wedding and birth notices, and Scarlet & Gold highlights, news written by and for Force veterans. The RCMP magazine is also a great way to stay in touch with former colleagues. Now, you can enjoy even more news and stories on the latest developments in policing with the magazine printed in full colour.

Subscribe today, at a cost of only \$40 per year, shipping and HST included in Canada, to a publication steeped in eight decades of RCMP history and help keep the tradition alive.

For further information please contact *the Quarterly* at 1-877-215-3469.

Email: Quarterly@rcmp-grc.gc.ca



Tanya Baglole
Editor
The Quarterly



Al Rivard,
Chair
Editorial Management
Board and
Board of Trustees



Chantal Renaud
Circulation Manager
The Quarterly

Public Service Health Care Plan (PSHCP)

IN JUNE 2013, THE MEDIA REPORTED THE PRESIDENT OF TREASURY BOARD, THE HONOURABLE TONY CLEMENT WAS CONSIDERING SIGNIFICANT NON-NEGOTIABLE CHANGES TO THE PUBLIC SERVICE HEALTH CARE PLAN (PSHCP). IF APPROVED AND IMPLEMENTED, THE PREMIUM CURRENTLY PAID BY PENSIONERS WILL INCREASE FROM 25% TO 50%.

By now, you may have seen and participated in an opposition campaign led by our good friends in FSNA who are petitioning the Members of Parliament and Treasury Board President to honour the government's promise to federal pensioners. FSNA National President Gary Oberg has written to every member of FSNA detailing the threat to the PSHCP with an invitation to members to add their voice to the petition at www.HonourYourPromise.ca.

Currently, 75 % of your PSHCP premium cost is paid by the government and 25% is paid by you, the retiree. This was the promise made to each of us when we retired. If the plan changes, we will be forced to pay 50% premium and this can and will have significant consequences for many of our pensioners.

We encourage all members of the RCMP Veterans' Association to visit the website, get the facts and add your name to the campaign and take action, today.

DID YOU KNOW?

PSHCP claims for 2012 must be submitted to Sun Life no later than **December 31, 2013**. Submit claims to the following address: Sun Life Canada, Health Claims Office, P.O. Box 9601 CSC-T, Ottawa, ON. K1G 6A1 For claims related questions, call: 1-888-757-7427.

Pensioner's Dental Services Plan (PDSP) claims must be submitted **no later than 15 months** after the dental treatment was received. Claims can be made the Sun Life's Internet Service at www.sunlife.ca, or can be mailed to: Sun Life Canada, Dental Claims Office, P.O. Box 9805 CSC-T, Ottawa, ON. K1G 6M6 For claims related questions, call: 1-888-757-7427.

SOURCE: FSNA ON GUARD FALL 2013

Respectful Workplace

Following a meeting in August, Chief Superintendent Angela Workman-Stark, RCMP Project Leader, sought approval of Commissioner Paulson to invite the RCMP Veterans' Association to actively participate in a two day workshop focused on the subject of Respectful Workplace. C/Supt. Workman-Stark, and Commissioner Paulson, agreed that the perspective and experience of the RCMP Veterans' Association in helping the Force to identify the root cause of these difficult issues and more importantly, to find solutions would be highly valued.

Therefore, Dwight McCallum, a member of Ottawa Division Vets, represented the Association at this important workshop. Dwight was purposely chosen to represent us given his decade of experience in leading the fundamental changes to the RCMP service delivery model initiated by Commissioner Inkster and delivered by Commission Murray. Moreover, his extensive knowledge, proven leadership competencies and years of experience as a member of the senior management team made Dwight an excellent representative for the Association.

On October 5, Division Presidents were provided with a copy of the workshop highlights in a powerpoint presentation and we have requested this information be disseminated to all members in all divisions for your information and review.

Any and all feedback, should you chose to do so, is to be addressed the **National Office, Attention: Jack Briscoe, Executive Director**, for coordination and furtherance to the RCMP Project Team Leader. Your assistance in this regard is appreciated.

Please do not reply to the RCMP feedback email directly to ensure we provide a coordinated response. Send replies to me at:

J.W. (Jack) Briscoe
Executive Director
RCMP Veterans' Association
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Cell: (613) 850-3753
Email: Jack.Briscoe@rcmp-grc.gc.ca

FIRST POPPY CEREMONY



On Thursday, October 10, 2013 the Governor General of Canada, His Excellency, the Right Honourable David Johnston, hosted the Symbolic First Poppy Ceremony of the Royal Canadian Legion at Rideau Hall. National President Cal Small, National Secretary Alex Geddes, Director and Chair, National Operations Al Rivard, President Graham Muir, Ottawa Division and 1st Vice President, Ottawa Division and President FSNA Ottawa, Fred Lyle, and Executive Director Jack Briscoe represented the Association at this event.



Left to right: Fred Lyle, 1st Vice President, Ottawa Division and President, FSNA Ottawa, Al Rivard, Chair National Operations, Alex Geddes, National Secretary, Governor General David Johnston, National President Cal Small, Executive Director Jack Briscoe and Graham Muir, President, Ottawa Division.

LEST WE FORGET

The President Page



Greetings all:

It would seem that in spite of all of our efforts to communicate with the membership more often and more effectively, the question concerning the value of the National Office to the membership still comes up. Of course, members should be concerned about how their money is being spent but this concern implies, that for many, the function of the National Office is still not well understood and perhaps more disturbingly, it indicates a failure to communicate what is being done. Although this is neither the space nor the time for a lengthy discussion, I would like to make a couple of remarks in that regard.

The primary responsibility of the National Office is to discharge any obligations imposed by the legislation under which it is incorporated. These are set out in its constitution and by-laws. In the future, under the new Not-for-profit Corporations Act these obligations will require more time and more effort to discharge.

Being an organization of 30 divisions, there are certain coordinating and communication responsibilities as well an obligation to respond to the many service requirements of the divisions and members. Advocacy on behalf of the membership has, in recent years, become more important as you can see from Ron Lewis work in this area. In this role, it is necessary to create and maintain positive relationships with like-minded organizations and individuals who are in a position to help further the Association's agenda. In essence it means developing relationships with certain Federal Government Departments and key organizations such as the Royal Canadian Legion, FSNA and others. I might add, that this evolving advocacy role has, on many occasions, been supported by the membership as being a suitable role for the Association.

Finally, the requirement to be involved in special projects deserve comment. During the last couple of years or so, this has involved the creation and sale of a 125th Anniversary Coin, the management of the Second Man Project, and the ongoing effort to rewrite our constitution and by-laws. As well, the National Office has been preoccupied with the need to find suitable accommodation which has now been successfully resolved.

I would encourage all members to visit the Association's National website (www.rcmpvetnastionalca) and review the minutes of the various meetings and reports as well as other valuable information

regularly posted on the site. In particular, the spring survey soliciting members' views on a number of issues relative to the operation of the National Office, the role of the Board, and the appropriateness and timeliness of the services being provided, is certainly worth reviewing.

In conclusion, I am pleased to report that the work required to ensure compliance with the new Not-for-Profit Corporations Act is progressing most favourably. On Oct 7th, most divisions had an opportunity to discuss a number of issues with the Not-for-Profit Committee. Video and teleconference facilities were used for the purpose and while not considered to be the ideal way of communicating, proved to be adequate. These conferences will continue throughout October and November until agreement on the new by-laws is achieved. The willingness of all divisions to participate in this important project is most encouraging and appreciated.

The Board of Directors meet on October 24 and the minutes and reports will be available shortly after. Although I haven't seen the committee reports yet there is some indication that recruiting is going very well. It might be premature to speculate, but it *seems* Nova Scotia Division might be challenged to defend the Howard Kearley Award for 2013.

Sincerely,

Cal Small
National President



THE END!

THE RIGHT MARKER IS PRODUCED BY YOUR NATIONAL OFFICE



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