



The Canadian Police Association – At a Glance

Who We Are

The Canadian Police Association is the largest policing advocacy organization in Canada. With almost 60,000 civilian and sworn members, we provide strong and effective representation for police personnel serving in our countries smallest towns, and largest cities, from coast to coast to coast.

Our day-to-day operations are directed by our National President, with support from our Board of Directors, which is chaired by our National Vice President, and has representation from every region of the country:

Current CPA Board of Directors:

President – Tom Stamatakis (tstamatakis@cpa-acp.ca)

Tom is the former President of the Vancouver Police Union, and the British Columbia Police Association. He joined the CPA Board of Directors in 2003, was elected as Vice President of the CPA in 2005, and subsequently elected as National President of the association in 2011.

Vice President – Yves Francoeur

Yves is the current President of the Montreal Police Brotherhood, and served in various roles on their local Board of Directors since 1998. In his role as Vice President of the CPA, Yves serves as the Chair of our national board.

Western Region Directors –

Ralph Kaisers (Vancouver Police Union)
Angela Van Eerd (Victoria City Police Union)
John Orr (Calgary Police Association)
Curtis Hoople (Edmonton Police Association)
Casey Ward (Saskatchewan Federation of Police Officers)
Cory Wiles (Winnipeg Police Association)

Ontario Region Directors –

Mark Baxter (Police Association of Ontario)
Tim Morrison (Police Association of Ontario)

Mark Eggers (Police Association of Ontario)
Brad Durst (Police Association of Ontario)
Andrea Lamothe (Police Association of Ontario)
Jon Reid (Toronto Police Association)
Brian Callanan (Toronto Police Association)
John Cerasuolo (Ontario Provincial Police Association)
David Sabatini (Ontario Provincial Police Association)

Quebec Region Directors –

Jacques Painchaud (Quebec Provincial Police Association)
Dominic Roberge (Quebec Provincial Police Association)
François Lemay (Quebec Federation of Municipal Police Officers)
Patrick Lepage (Quebec Federation of Municipal Police Officers)
Yves Francoeur (Montreal Police Brotherhood)
Laurent Lisio (Montreal Police Brotherhood)

Atlantic Region Directors –

Darla Perry (Halifax Regional Police Association)
Mike Summers (Royal Newfoundland Constabulary Association)
Duane Squires (New Brunswick Police Association)
Tim Keizer (Prince Edward Island Police Association)

The CPA Board of Directors also has two seats for representatives of federal police agencies, which are currently vacant.

Members of the Board of Directors provide short and long-term strategic direction for the activities of the CPA, while also ensuring that our advocacy and communications activities are always informed by the current concerns of the members of their individual regions. Members of the Board of Directors also act as an important conduit of information; both of materials from the CPA at the national level, as well as for members to contact directly with any issues they believe should be addressed by the CPA. For local associations, your regional members of our Board of Directors are often the best first contact when looking for information, or to raise specific concerns.

Staff

Financial Coordinator – Isabelle Longtin (ilongtin@cpa-acp.ca)
Government Relations and Communications Officer – Michael Gendron (mgendron@cpa-acp.ca)
Executive Assistant – Juliane Guet (jguet@cpa-acp.ca)

The activities of the CPA are supported by three full-time staff positions:

Isabelle Longtin serves as the financial coordinator of the CPA, and is responsible for overseeing, coordinating and administering the financial records, systems, and processes of the CPA, including accounting, bookkeeping, payroll and benefits, record keeping, banking, insurance and all related financial and office administration.

Michael Gendron is the government and communications officer for the CPA, and is responsible for maintaining positive, non-partisan relationships with Ministers, Members of Parliament, and Senators (as well as their staff), and with members of local and national media outlets. Michael also works to ensure that the members of the CPA are regularly informed of our activities through regular updates on relevant legislative activity, and suggested media lines and key messages to use at the local level.

Juliane Quiet is the newest addition to the CPA office, having taken on the role of Executive Assistant for the association. Juliane is engaged with supporting the National President in his role and responsibilities. Juliane also assists in the planning and execution of our annual Legislative Conference, biennial meetings, Board of Directors meetings, the annual Canadian Police and Peace Officers' Memorial, and our Telfer Executive Leadership Courses, among other regular activities.

What We Do

The CPA provides a unified and coordinated voice for front-line civilian and sworn police personnel at the federal level. Our activities are usually broken down into three distinct areas:

- *Advocacy:* The CPA regularly engages with government officials and political leaders in order to advance our key issues, which are regularly updated with input from our Board of Directors, as well as our membership at our Legislative and Biennial Conferences.

We actively maintain strong relationships with key public safety and justice decision-makers, whether in the public service, the federal Cabinet, or elected Members of Parliament from all political parties. Our National President is often asked to provide expert testimony to Parliamentary Committees, whether in the House of Commons or Senate of Canada regarding the impact of proposed legislation on front-line policing, and we are regularly consulted as key stakeholders when new policies are drafted by governments.

- *Information:* The CPA works to ensure that all of our member associations benefit from the collective efforts that each individual association undertakes on a daily basis. With over 150 member associations across Canada, we act as a “clearing house” to facilitate the exchange of information between associations and members on a regular basis, and organize annual conferences that host experts on current, hot-button topics that confront police associations on a daily basis.

We maintain memberships with international police organizations, including the International Association of Chiefs of Police (IACP) and the International Council of Police Representative Associations (ICPRA) to ensure we are informed of any global policing trends that could affect our members.

The CPA is also one of the largest funders of police-related research in Canada, to ensure that our advocacy efforts are always evidence-based, and to ensure that our member associations benefit from relevant, up-to-date data whenever possible to

support their local advocacy efforts. In the past five years alone, the CPA has collaborated with researchers across the country to produce in-depth studies of issues such as Body-Worn Cameras (BWCs), Workplace Impairment policies, Street Checks and the effect policing has on the work-life balance of the members we represent. We also work to ensure, whenever possible, that our research has practical recommendations that can be put into practice, or can inform our member associations when dealing directly with their employers. A good example of those efforts was a full-scale operational review of the Winnipeg Police Service that we conducted with researchers from Simon Fraser University that was more practical and relevant than one conducted under contract by the Winnipeg Police Services Board itself.

The CPA also produces an annual “Big Ten Wage and Benefit” comparison booklet to help support our member associations in their collective bargaining efforts.

- *Communication:* One of our most important roles is to act as a strong and effective voice for front-line police personnel, whether thru the traditional media channels, or in the increasingly important world of social media. We publish op-eds in support of front-line police personnel, respond to media interviews in print, television, and radio formats. We also maintain an active presence on social media channels such as Twitter and Facebook (where our CPA page has curated over 420,000 followers, making it the largest Canadian law enforcement outlet on the platform, and have a similar-sized audience compared to established media pages such as the National Post, or Toronto Star).

The CPA also has the capacity to work with local associations on specific public relations campaigns, based on local needs. We can work collaboratively with your association to help plan and execute a local communications strategy to address any pressing concerns (for example to counter efforts to remove school resource officers, to advocate for funding for specific initiatives such as mobile crisis intervention teams, or to counter “police defunding” campaigns).

Additionally, the CPA regularly conducts targeted “polls” of Canadians on a variety of issues to ensure our activities are informed by what Canadians think when it comes to public safety in Canada.

Along with those three main pillars, the CPA also works with partners such as the Telfer School of Management at the University of Ottawa, and the Rotman School of Business at the University of Toronto to provide expert training to new police association executives in areas like collective bargaining, governance and financial literacy, and strategic planning for associations. This program is available to all member associations, and the CPA offers a bursary program specifically tailored for associations that may not have the financial capacity to send local executives to Ottawa for the training sessions.

Accomplishments

A brief overview of some of our most recent successes as a national organization:

- *Bail Reform:* Following a virtually unprecedented number of Canadian police officers that were killed in the line of duty between late 2022 and early 2023, bail reform was the key issue we raised with Members of Parliament and Senators during our 2023 Legislative Conference. This was done to build on the work done by many of our provincial associations, who worked with their local governments to develop an almost unprecedented consensus regarding the need for meaningful reform within the justice system. Shortly after our conference, the federal government introduced Bill C-48, *An Act to amend the Criminal Code* (bail reform), which incorporated a number of the requests we made in meetings with our elected officials, and was drafted in consultation with the CPA, and other stakeholders. Aside from the tangible changes being made with this legislation, particularly the increased use of reverse onus provisions, the most important aspect of the Bill is that Parliament sent a clear message to judges and justices of the peace that they believe there needs to be a renewed focus on the safety and security of our communities before an offender is released on bail.
- *Creation of the Memorial Grant Program for First Responders:* The CPA worked with former Public Safety Minister Ralph Goodale to create this important program which provides a one-time lump sum, tax-free direct maximum payment of \$300,000 to the families of first responders who have died as a result of their duties. We also ensured that the terms of the program specifically prevented any employer or jurisdiction from reducing any existing benefits as a result of this grant.
- *Creation of the Canadian Institute for Public Safety Research and Treatment:* Thanks to our concerted lobbying efforts, in its 2018 budget, the Government of Canada identified the treatment of post-traumatic stress injuries as a priority for the country's public safety personnel. As a result, a new National Research Consortium between the Canadian Institutes for Health Research and the Canadian Institute for Public Safety Research and Treatment (CIPSRT) was formed. CIPSRT serves as the Knowledge Exchange Hub for Post-Traumatic Stress Injuries among Public Safety Personnel.
- *Anti-union legislation:* The CPA worked to ensure that one of the first legislative acts of the Trudeau government was the repeal of anti-union legislation that was enacted by the previous government, which would have placed onerous financial reporting requirements on our member associations.

Aside from specific legislative efforts which often take place before Bills are even introduced to ensure that our concerns are reflected in proposed laws and policies, we have also been actively involved in a number of national discussions, such as the focus on the "Economics of Policing" and the ongoing efforts to address the unique mental health challenges faced by front-line police personnel, and the Covid Pandemic, ensuring our members have access to benefits when employment is affected, adequate personal protective equipment, and vaccine prioritization. Additionally, we are actively involved in the discussions that are occurring at various tables regarding "defunding" of police and "systemic racism".

This year, the CPA is advocating for the creation of a national framework for police response to protests and demonstrations in order to address the complex challenge frontline police officers are facing as they balance the rights of protesters with community expectations regarding safety. The CPA is recommending a national summit be convened by the federal government, which would bring together police executives, frontline law enforcement representatives, government officials, and community organizations experienced in event organization. This

summit would aim to establish a cohesive framework for managing protests, encompassing resource deployment, use-of-force guidelines, health and safety protocols, and funding mechanisms for additional personnel.

Additionally, the CPA is also working with partners to help address the recruitment and retention crisis facing police services across Canada. We believe the federal government should prioritize establishing a comprehensive strategy aimed at enhancing police recruitment nationwide. This strategy must encompass multifaceted initiatives to address the challenges currently facing law enforcement agencies and to counteract the negative media portrayals that have contributed to recruitment difficulties.

The CPA has also partnered with Odd Squad Productions, a production company based in British Columbia, to produce a video that we believe will help explain some of the popular misconceptions around police use of force in Canada. This discussion has become increasingly more important given the current climate around policing issues, and the narrative that often accompanies use of force, particularly when viewed thru a brief cellphone video that lacks important context.

The full video itself can be viewed at: <https://vimeo.com/390668322> , and the password is CPA.

We have also broken down the video into shorter clips, which can be viewed at:

History of Use of Force: <https://vimeo.com/435916327/c39f4a21ff>

Legality: <https://vimeo.com/435916452/496b230ae7>

A case study of lethal force and the Science World case:

<https://vimeo.com/435916574/23facd1768>

Mental health: <https://vimeo.com/435916726/6ac028d870>

'NUFF' Breakdown: <https://vimeo.com/435916836/43a8287acc>

Oversight: <https://vimeo.com/435917181/4098941128>

Perspective from media: <https://vimeo.com/435917304/b3a087bf72>

Research: <https://vimeo.com/435917444/8ed999dcf3>

Training: <https://vimeo.com/435965938/7a0685fd66>

Video documentation (being recorded on cellphone cameras):

<https://vimeo.com/435966149/70ac8cde45>

Equipt Mental Health App

The equipt app is designed to improve the mental health of Canadian police officers (both former and current) as well as their families as they conduct vital work that unfortunately places them at a greater risk of psychological distress.

A brief overview of the tools available -

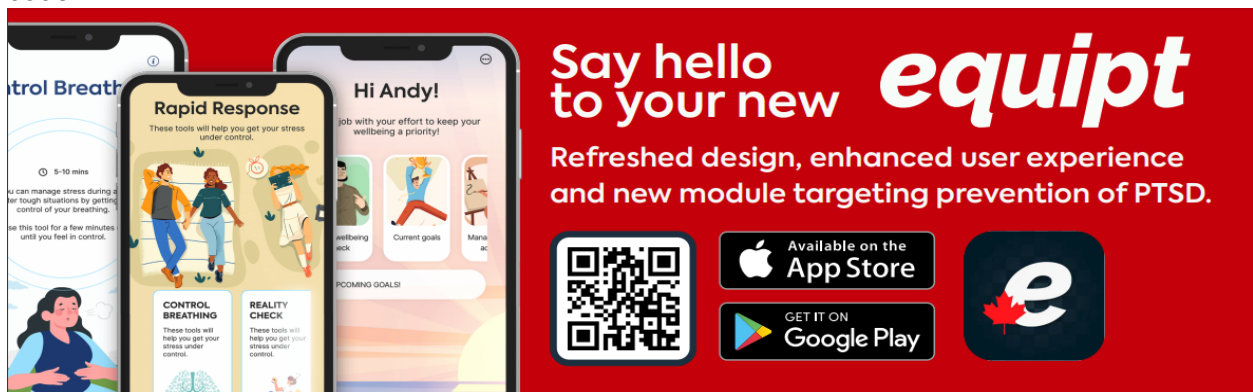
Lifestyle Tools: These tools offer long term strategies to build resilience and prevent the onset of mental health disorders such as anxiety and depression. The tools focus on critical aspects of health such as sleep, physical activity, social connection and staying positive.

Rapid Response: These tools offer strategies that users can implement to relieve immediate stress, in the moment. All tools are mindfulness based, and reconnect the user with the present moment.

Call Backup: This tool provides the user access to geographically relevant, immediate mental health support, for when symptoms progress and professional assistance is necessary.

A full walkthrough of the tools can be found here

<https://drive.google.com/file/d/1dpGTGqYb81vI3-SGjVRJg14DL2LOd0Y/view>, and you can download the app through the Apple App Store and Google Play Store, or can download via QR code:



Awards

The CPA has two major awards that are presented biannually to members who are nominated by their peers:

- *The CPA Awards of Excellence* which recognizes members whose commitment to service, determination, and courage places them at the highest levels of our profession. These awards are presented at our biennial conference, during the President's Banquet, and awardees receive an all-expense paid trip for them and a guest to join our delegates at our general meeting.
- *The CPA Hall of Honour* which was established in 1998 by the Canadian Police Association to serve as a permanent tribute to persons who, during the course of their association careers have strengthened police associations, contributed to the attainment of collective association goals; and best exemplified the police association spirit. The Hall of Honour recognizes those association executives who have made a lasting impact at their local, provincial, or national level. This award is presented every two years at the CPA Legislative Conference, held in Ottawa.

Partnerships

As a national organization, the CPA also works to represent our member associations in partnership with other, similar national bodies:

- *Canadian Association of Chiefs of Police (CACP) and the Canadian Association of Police Governance (CAPG)*: The CPA organizes and participates in regular meetings with our counterparts from the Chiefs of Police and the Police Boards in order to identify key issues where we can work collaboratively with senior officers and police employers to achieve positive outcomes for our members. One example has been our coordinated communications in order to ensure that front-line police personnel have access to Covid-19 vaccines as essential community first-responders.
- *Canadian Police Knowledge Network (CPKN)*: The CPKN delivers high quality technology-enhanced professional development that meets the evolving needs of Canadian policing. The CPA National President sits as a member of the CPKN Advisory Board to ensure that all new training initiatives are produced to be directly relevant to front-line police personnel needs.
- *Order of Merit of the Police Forces*: The Order of Merit of the Police Forces is a decoration presented by the Governor General of Canada to recognize police personnel who have made exceptional contributions to the profession, and their communities. The National President of the CPA sits as a member of the national advisory board of the Order of Merit, and members of our Board of Directors sit on the regional advisory board, to help consider each nominee.
- *National Police and Peace Officers' Memorial*: The National President of the CPA sits on the Board of Directors of the Canadian Police and Peace Officers' Memorial, and our staff play key roles in the planning and execution of the annual ceremony which takes place on Parliament Hill in Ottawa.
- *Canadian Resource Centre for Victims of Crime*: The CPA is a founding member and provides office and administrative support to the CRCVC which is a charitable organization that provides support, research and education to survivors of crime and other stakeholders in Canada including the families of police personnel who have been killed in the line of duty. This can include emotional support during the annual Police and Peace Officer's memorial, accompaniment through the justice system as offenders are prosecuted, or at the parole board for federally sentenced offenders. The National President sits on the CRCVC Board.

The CPA also maintains an active membership with organizations such as the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE), the National Law Enforcement Occupational Safety and Health organization (LEOSH), the Canadian Centre for Substance Abuse (CCSA), and Law Enforcement and Public Health (LEPH).

Robert Warner Memorial Fund

The CPA-Robert Warner Memorial Fund is a joint endeavor between the Canadian Police Association and Paystation Inc. The Memorial Fund distributes an immediate, one-time financial assistance payment to the families of officers who lose their lives in the line of duty. Our national office works quickly with the local association in the aftermath of these tragic events to quickly identify the next-of-kin, and present them with financial assistance to help defray the immediate and unexpected costs that can be incurred, such as the sudden need for family travel, or other expenses.

Other Benefits

The CPA works to identify national partners to obtain benefits for our members across Canada. We have established relationships with companies such as *Fiat Chrysler Automobiles (FCA)* to offer our members discounts on the purchases on new personal vehicles, as well as *belairdirect* to offer personal home and auto insurance discounts. We have also partnered with *BMO* to offer CPA members a no-fee air miles reward MasterCard, VIA Rail for discounts on travel, AVIS/Budget for car rental discounts, as well as with Bell Mobility through Baka Communications to offer preferred corporate rates for cell phones and data plans. Details for these, and other partnership programs, are always updated on our CPA website.