

RCMP Veteran's Association, Kingston Region Division.

At a Regular Meeting held 16th July at 1300 County Road #2 East, Maitland the following motion as made by Richard Dickins, a member in good standing.

THAT: Denise Revine a public servant with the RCMP for in excess of thirty years be granted Honourary Membership in the RCMP Veteran's Kingston Region Division.

The granting of this special membership is in appreciation of her dedication to the ideals of the RCMP by identifying and reporting serious management discrepancies, relating to the RCMP pension fund. As a consequence of reporting her findings she faced criticism and attack by some senior officers up to the level of the Commissioner. Despite her long and devoted service her position was ruled redundant and efforts to find her another position were thwarted by management. Regardless of the pressures brought upon her by management she maintained her position which was eventually validated by a parliamentary committee and a special inquiry headed by David Brown QC.

The motion was seconded by Dick Young.

Richard Dickins made a brief oral presentation outlining the background to the motion. Following the presentation there was an overwhelming display of support for the motion. None of the members present at the meeting opposed the motion.

The motion was passed unanimously.

In accordance with the Kingston Region's by-laws and the Constitution of the Association Denise Revine is now an honorary member of the RCMP Veterans Association Kingston Region.

Background: The following is the background information that caused this motion to be presented;

The inquiry into the mismanagement of RCMP pension funds is a now widely publicized occurrence which saw the senior management of the RCMP severely criticized for the manner in which a number of them responded to the findings initiated by Denise Revine. Concerns raised in 2003 resulting in Denise Revine being assigned to review the management relating to the administration of the RCMP pension plan. Her findings made in mid 2003 were supported by her immediate supervisor however senior management of the RCMP chose to ignore or downplay the significance and did little to rectify the situation. The issue finally reached the public domain and a parliamentary committee reviewed the actions of all persons involved. One of the results of the committee's

inquiry was the finding that an Assistant Commissioner was in contempt of the committee.

The Minister of Public Security appointed David Brown QC to fully inquire into the matter and make a report concerning his findings.

The Report entitled "*Report of the Independent Investigator into Matters Relating to RCMP Pension and Insurance Plans*" found among other things....

(Note the highlighted portions are made for quick reference and are not part of the original report)

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Finally, I would like to highlight the fact that three of the individuals who participated in exposing the issues relating to the pension and insurance plans suffered personally for their efforts - Denise Revine, C/Supt Fraser Macaulay and S/Sgt Mike Frizzell. This too was symptomatic of management's attitudes which were inconsistent with values of the Force.

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"The pension plan allegations came to light largely because Ms. Revine recognized the issues and brought them forward. The conclusions that she drew early on withstood the scrutiny of several other fact finding efforts (including this one). It is also interesting to note that unlike senior management, Ms. Revine seemed to have the trust of others who brought information forward to her. In some ways she became a conduit for a larger group.

It appears to me, based both on discussions with Ms. Revine in connection with this report and comments by others, that she was sincere in her desire to bring the information she was amassing forward to allow senior management of the RCMP to correct the situation. As her confidence in senior management's commitment to this issue eroded, she increased her efforts to bring the issues to light. She may have been expecting results more quickly than would have been possible in any organization. She may also have been asking for information about the progress of various aspects of the process (the internal audit, for example) that would not typically be provided to those outside of the audit or investigative team. It is not difficult to understand the fact that she was anxious about, and frustrated, by the process. However understandable, her impatience with the process undoubtedly contributed to her estrangement from the RCMP as an organization and its resulting unwillingness to reach out to her. I say this not to justify the RCMP's treatment of Ms. Revine, but to try to understand it. Ms. Revine's relationship with the RCMP began to deteriorate quickly in the one-year period after she first uncovered the pension plan issues. Her position was declared surplus and both her health and reputation suffered. While Ms. Revine continues to work full-time, her health has not allowed her to return to the workplace and her status with the RCMP remains uncertain. I have set out below my more specific findings with respect to Ms. Revine's treatment. **In my view, the RCMP owes Ms. Revine a great debt of gratitude.** I know her tenacity has come at the

expense of times when her family needed her. I hope this report will become a part of the family record of the public recognition of her efforts.

3.3.2 Denise Revine's Position

Is Declared Surplus

In February 2004, Ms. Revine learned for the first time, in an open meeting, that her position was being eliminated in response to budget reductions. Ms. Revine's was not the only position eliminated. Although it appears that none of the cuts were communicated well, Ms. Revine was singled out for particularly humiliating treatment. In the course of the meeting it became clear that the box that represented her position was gone and that her name did not appear in the remaining boxes. Shortly thereafter, she received a formal letter advising her that the duties of her position were being discontinued and consequently she was being placed on surplus status. I am satisfied that Ms. Revine was more than simply a victim of necessary corporate downsizing. Organizational changes were used to silence a person seen as a troublesome employee. We were told by Insp Doug Anthony of the Human Resources Branch that his later attempts to find an appropriate placement for Ms. Revine were met with the admonishment by Ms. Burton (to whom he reported), "No, don't touch her". Insp Anthony recalled this vividly because it made no sense to him and he received no explanation of Ms. Burton's comment. In my view, the desire by certain members of senior management to move Ms. Revine out of the RCMP was satisfied by using the restructuring process in the Human Resources Branch to try to force her out of the organization.

3.3.3 Paid Sick Leave

After Ms. Revine's position was declared surplus, she continued in her position, but her work was being moved out from under her. For example, she was asked to stop working on the A-Base Review because the project was being shelved. Shortly thereafter, however, she was asked to brief someone else on this work and it was subsequently carried forward by a consultant.

In July 2004, three months after receiving the letter declaring her position surplus and having continued on in a work environment that she was finding increasingly hostile, Ms. Revine was diagnosed with posttraumatic stress disorder and began paid sick leave that lasted a full year.

3.3.4 Working from Home

Once Ms. Revine had exhausted her accumulated paid sick leave, her doctor advised her that she was still not in a position to return to the work environment. Ms. Revine went to meet with A/Commr George, accompanied by S/Sgt Lewis. A number of options for her were discussed, but it was ultimately agreed that Ms. Revine could work from home – an arrangement that remains in place today. Ms. Revine has received positive assessments of her performance from her direct supervisor. Through the period that Ms. Revine has been working at home, RCMP management has continually questioned the status of her health, notwithstanding consistent advice from Health Canada and a variety of doctors that she should not return to the work environment. One aspect of this process that is noteworthy is that Ms. Revine's health status was not being tracked by her direct

supervisor, as would normally be the case. Instead, her status was being monitored by A/Commr George and Ms. Burton.

3.3.5 Recommendations

Ms. Revine is currently engaged in a mediation process to resolve her issues with the RCMP. I would hope that the conclusions I have reached in this report will be given significant consideration in reaching a resolution. **Ms. Revine should be honoured publicly by the RCMP for import contribution to this process.**”

Note: The complete report by David Brown can be found at http://www.publicsafety.gc.ca/rcmppension-retraitegrc/_fl/report-en.pdf

Reference

For reference purposes the pertinent sections of the National Constitution and the Kingston Region’s by-laws are provided below:

National Constitution:-

Membership

Classes of Membership

114 .1 (1) There shall be seven (7) classes of Membership in the Association, namely:

- (a) Active
- (b) Life
- (c) Associate
- (d) Honourary
- (e) Honourary Life
- (f) Honourary Officers, and
- (g) Patron

Categories of Other Members

.4 (1) A Division may confer and bestow the honour and privilege of Associate, Honourary, or Honourary Life Membership upon worthy persons.

(a) An Associate, Honourary, or Honourary Life Member shall not pay dues, but may attend local meetings and functions. The membership will only apply within the Division which makes the appointment. Such members will not be entitled to vote, to be elected to any office, nor be entitled to any benefits of the Association.

(b) To become an Associate, Honourary, or Honourary Life Member, a person must be recommended by an Active member as well as by a Credentials Committee and receive at least a two-thirds (2/3) majority vote at a regular meeting of the Division.

Kingston Region By-laws:-

4. Membership

4.1 The classes of membership are ACTIVE, LIFE, ASSOCIATE, HONOURARY, HONOURARY LIFE, and PATRON.

4.2 The Division will only grant Active Membership in the Association to a person meeting the eligibility requirements set out in the Constitution.

4.2.1 A person wishing to join the Association must submit an application in writing to the Division on the prescribed form.

4.2.2 The Membership Committee will carry out enquiries to determine a person's eligibility for membership in the Association.

4.2.3 If a person does not meet eligibility requirements, the Chairperson of the Membership Committee will table the matter at an Executive Meeting. Once reviewed by the Executive, the Chairperson will inform the person accordingly. The name of any person rejected will be communicated to the National Board of Directors and all Divisions by the Secretary.

4.2.4 Applicants meeting the eligibility requirements will be advised and the Chairperson of the Membership Committee will present their names at the next Regular Meeting. New applicants present at the meeting will be asked to exit while their membership is discussed. The President will hold a secret ballot if any member speaks against any new applicant. An applicant must receive more than 50% of the votes cast to become a member. All ballots will be destroyed once tabulated.

4.3 A member of the Division in good standing may recommend a non-member for appointment as an Associate Member, Honourary Member or Honourary Life Member. If the Executive supports the recommendation, the Chairperson of the Membership Committee will present the name of the person at a Regular Meeting. The President will follow the voting procedures outlined in Article 4.2.4, except that the person recommended must receive at least two-thirds of the votes cast.