



ALBERTA FEDERATION
OF POLICE ASSOCIATIONS

ALBERTA POLICE BEAT

The Official Voice of the Municipal Police Associations in Alberta

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From the President

Johnny Orr

Welcome to the newest edition of the Alberta Police Beat, the official publication of the Alberta Federation of Police Associations. I hope you find the information contained in this edition informative and engaging.

I would like to start by thanking the Alberta Government for recently passing legislation that requires the prepayment for all fuel in Alberta service stations. This legislation was lobbied for by both the AFPA as well as the Alberta Association of Chiefs of Police for several years. The lack of legislation in this area was putting workers at risk and wasting police resources. It led to several preventable tragedies in the Province. This legislation is long overdue and I truly appreciate the Provincial Government taking our concerns seriously.

Now; on with the show...

In case you have been living under a rock for the last several years, I think it is apparent that police accountability and discipline have been at the forefront in both the mainstream and social media. There seems to be a perception that police officers, and more specifically, police associations are against a robust system of accountability for police officers. I can tell you that this could not be further from the truth. As a police officer myself for the past 18 years, as well as being directly involved in helping run police associations for 8 years, I can tell you that I believe in order for police to be effective, we **NEED** a strong system of checks and balances that ensures officers are being held to the standard that is expected of us. Without such a system, citizens cannot and will not have trust in the police officers who serve them.

Without that trust, police officers are unable to effectively carry out their sworn duties.

We also need to recognize that police officers are human beings who must sometimes react while under extreme stress and can make mistakes. The same system that will hold police officers accountable must also recognize that in the vast majority of misconduct cases, the ultimate goal is to correct behavior so that these officers become more effective and efficient in future incidents.

One of the problems in Alberta is that legislation that governs police conduct, the Police Act and Police Service Regulation, are antiquated. They are in desperate need of an overhaul to allow for discipline and accountability to be effective and fair to everyone involved. We are currently working on a review of this legislation and recommended changes to present to the government. I wanted to provide you with a couple of issues that immediately come to mind when considering potential changes:

Independent Presiding Officers at Disciplinary Hearings:

Under the current model, the Presiding Officer (basically the Judge) at a police disciplinary hearing is appointed by and answers to the Chief of Police of that jurisdiction. This is obviously problematic. No matter how fair the Presiding Officer is, there will always be the perception that he or she is carrying out the Chief's wishes on any particular matter.

We would recommend the Province appointing a pool of adjudicators with a sufficient legal background to be assigned to hear these cases. This would remove the perception of bias

from both the officer and the complainant and would ensure integrity in the process.

Protection During Mediation:

Mediation can be a powerful tool to resolve conflict and restore relationships and trust. In order for mediation to be effective, both sides have to feel safe during their participation. There are currently no protections to persons involved in a mediation process. Things said during these sessions can be used against an officer or citizen during a subsequent hearing, which means that during mediation session, both sides are guarded and do not want to say something that might be misconstrued and harm them later. Without open and honest communications, mediation sessions are bound to fail. Any future legislation should consider parameters surrounding confidentiality of information that is shared within this setting.

There are several other areas we are looking at in order to make the police disciplinary process more effective and look forward to working with the government as well as the AACP to create a system that fosters trust and respect in Alberta's police officers.

As always we welcome any ideas, questions or concerns from our members or members of the public. If you would like to reach us, please visit our website at www.albertapolice.ca. ■

Stay Safe,

Johnny Orr

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In 2003, a group of European jet pilots became concerned about the side effects of excessive caffeine consumption—one of their number had just received a warning following an all-important medical exam. At that moment, they realized they needed a healthy alternative to caffeine over-consumption and artificial, sugar-loaded drinks. This was the beginning of PilotsFriend.

With the help of Italian scientists and nutritionists, this group spent the next three years developing a product that would not only aid their concentration and focus while flying, but provide other important benefits. For example, a lack of oxygen at high altitudes can lead to inflammation in the intestinal tract, so their product had to help with digestion. Likewise, it had to help with stress relief, and be rich in antioxidants to boost immunity. Most of all, there had to be no negative side effects.

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Originally developed by a team of nutritionists and doctors to keep European jet pilots focused, healthy and mentally stimulated, PilotsFriend is an energy tonic crafted with all natural and organic ingredients, without the crash or other side effects felt from consuming beverages containing high amounts of sugar and caffeine. PilotsFriend is an honest friend you can always count on.

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From the Vice President

Michael Elliott

Marijuana, Mary Jane and weed are just a few names we use to call cannabis. It's coming to a store near you in the very near future. The Federal government is almost ready to legalize cannabis (Anticipated legislation around July - September 2018) and the Alberta government has indicated it is ready for the production, distribution and selling of the product. How will this affect the police, the community and you and your health?

Information from Health Canada indicates several health risks associated with cannabis use.

The short-term effects of cannabis on the brain can cause: Confusion, sleepiness (fatigue) impaired ability to: remember, concentrate, pay attention, anxiety, fear or panic and a reduced ability to react quickly. Cannabis use can also result in psychotic episodes characterized by: paranoia, delusions and hallucinations

The short-term effects of cannabis on the body can include:

damaged blood vessels caused by the smoke, decreased blood pressure, which can cause people to faint or pass out, increased heart rate, which can be dangerous for people with heart conditions and can lead to an increased risk of heart attack and Impairment.

The THC in cannabis can impair your ability to drive safely and operate equipment. It can also increase the risk of falls and other accidents. This is because THC can affect your: coordination, reaction time,

ability to pay attention, decision-making abilities and ability to judge distances. Cannabis use can increase the risk of accidents that lead to injury or death during higher-speed activities,

such as driving, biking or skiing.

Impairment can last for more than 24 hours after cannabis use, well after other effects may have faded.

People who use cannabis regularly may have trouble with certain skills needed to drive safely for weeks after their last use. Combining alcohol with cannabis greatly increases the level of impairment and the risk of injury or death from accidents. Combining cannabis with other psychoactive substances, especially ones that have sedative effects, such as opioids and benzodiazepines, can increase the effects of the drugs. This could increase the risk of injury or harm, particularly with activities like driving.

Long-term health effects

The long-term effects of cannabis on the brain can include an increased risk of addiction and harm to your; memory, concentration, intelligence (IQ) and the ability to think and make decisions. These effects appear to be worse for youth who start using early in life, and who use cannabis frequently and over a long period of time. They may not be fully reversible when cannabis use stops.

Long-term effects on the body

Some of the long-term effects of smoking cannabis on the body are similar to the effects of smoking tobacco and can include risks to lung health, including: bronchitis, lung infections, chronic (long-term) cough and an increased mucus buildup in the throat.

Police have to be diligent with the amount of cannabis a person can grow in a home. The Federal government has indicated you can grow up to a maximum of four plants. Police will have an extremely difficult time

ensuring everyone follows the rules. We cannot arbitrarily enter a person's home to verify.

Impaired operation of a motor vehicle will also be a challenge. Currently, there is no device in Alberta which a police officer can use to measure the amount of THC (The chemical in the cannabis) in a person's body. We will have to rely on "Drug Recognition Experts" to acquire the reasonable and probable grounds to charge a person. These tests can take approximately two hours to complete, making it a long and painstaking process. We have to ensure a person's rights are protected and ensure we acquire our grounds to affect an arrest.

There will also be challenges for you as a citizen. An example: how will condo or apartment buildings manage the growth, the smell, or adhere to health and safety guidelines? If a citizen uses cannabis in one room, will the ventilation be reasonable or will the smoke and smell creep into other condos/apartments? Will it affect those who have difficulty breathing (Asthma, allergies etc), young children or the elderly?

How will edible products be secured? Information from the legalization in Colorado indicates the risk to our children is significant. Cannabis exposure to children 0-5 years old increased 138% following medical legalization and an increase of 225% following recreational legalization. Cannabis related hospital visits increased three fold. These numbers are significant and expose a major safety concern for our children and youth. (Information obtained via www.opha.on.ca)

This information isn't to scare anyone but is an educational article in regard to the issues we, as a community, will face. As police officers, we adhere to, follow, and conduct our investigations as per the Criminal code. As a citizen of Alberta and as an Association member, I have

issues in regard to the implementation of legalized cannabis. I believe more information and discussion is required to insure all questions are answered and to ensure that everyone can make an informed decision as to its use. I encourage everyone to educate

yourself and your family/friends in regard to the physical, mental and social impacts legal cannabis will have on our communities. ■

Mike Elliott
VP AFPA

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From the Secretary/ Treasurer

Shane Kisinger

Final Greetings from the Windy South. I am writing my last article for the Alberta Police Beat and no longer have to be afraid of my editor's wrath if I submit my article late (as usual).

I will be stepping down from the Alberta Federation of Policing Associations (AFPA) board after ten years. I was unsuccessful in getting re-elected for Secretary for the Lethbridge Police Association (LPA). I lost to a formidable fellow whose spot, I took, on the AFPA board 8 years ago after he lost his bid for VP at that time.

The initial realization that I would not be a part of the LPA anymore was a shock to say the least. It is a weird feeling not to be part of this close knit group of co-workers anymore. I will miss sharing lengthy conversations regarding work place issues, discipline or the general state of labour affairs found with in Canada.

I am slowly getting used to having a lot of extra time on my hands these days. It is hard to explain to members just how much of your time goes into serving on a board. Some understand and are appreciative, but overall, the majority of memberships do not understand how much time is spent on association business.

You can't really explain it. It has to be truly experienced to be appreciated. I did not know, when I first joined the LPA and AFPA boards, the amount of time that it would consume. I knew there was going to be meetings and conferences, but what I did not know was the amount of time that "five minutes here and five minutes there" of interacting with members would

take up. All of these interactions weekly are what took up a lot of time without you even realizing it. I did not even realize it, until I am no longer having these conversations. This was time on top of the time already spent on the things that fell within your portfolio like loading chairs for a meeting, booking rental cars, hotel rooms and flights, traveling to meetings on your days off, attending days of negotiations, taking notes and preparing minutes, etc.

The good thing is I did not have to go "cold turkey" as they say and give up all my responsibilities. I am currently on the AFPA board until the May AGM and this still keeps me busy. I am slowly weaning myself off of the busy pace I once kept and have come to realize it will be a nice change.

I have recently changed shifts and now fall on complete opposite shifts as some of the members of the LPA board, in particular Jay McMillan our current president. I had a chance to speak with Jay the other day and catch up on some association talk. We got to speaking about what it meant to both of us to be on "the board". I shared with him, and he nodded in agreement, that being part of the association is like having a specialty position. For those of you reading this (who are not familiar with policing) one of the great things of being a police officer is you can have many different careers all in one.

Policing is like the Swiss Army knife of careers, you can be in patrols, schools, Ident, traffic, K-9, economic crimes, drugs, violent crimes, property crimes, training, recruiting, tactical, bomb unit, down town beat, community resource, FASD just to name a few. There are so

many different areas, that you usually only get to do three to four in your entire career. I was commenting to Jay that being part of a labour organization was like one of these specialties. You receive great training and experience and become very proficient in your association role. But more importantly in this role, you get to truly affect change within your organization.

In a paramilitary organization, such as policing, instrumenting change is usually reserved for the higher, promoted ranks. However, being in a labour organization you get to affect this positive change in your workplace without your voice being fixed to a rank.

Getting to serve on the LPA and AFPA boards has been one of the most rewarding areas of my policing career so far, but now, I am ready for a change. I will miss all of the friends and contacts across the country I have made (even you Bob Walsh) but I know they are only a text away if I ever need anything.

I am now looking forward to my new role (and perhaps my last role) in our recruiting and training unit. For those of you that know me, being a Use of Force instructor is one of my other passions. Being able to return to this new role within our service as a half time trainer and half time recruiter has me very excited.

So, if you are thinking about a career in policing or if you are already an officer from another service looking for a change, give me a call!

Stay well, stay safe. ■

Shane Kisinger

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From the Director/Editor

Darryl Hubich

As I am typing this, I am painfully waiting for the last few inches of snow to slowly melt off of the yards and streets in “the Hat”. For most of us, it has been an incredibly long and cold winter....very “Saskatchewan-esque” (I can say that, as I endured 30+ similar winters there before moving West). By the time you read this I trust we are all back into yard work and other spring time outdoor activities!

To begin, I would like to welcome two new members to our local MHPA board of directors as we welcome Mark Flynn as a director and welcome (back) Harley Kesler as our President. Both have hit the ground running in their new positions and have brought a new perspective to our meetings and agendas. Welcome guys!

Before getting to the “meat” of my article I would like to take an opportunity to say, “Thanks”. First off, to the Blood Tribe Police Association and, specifically, Rayan Najjar, for stepping up and hosting the 2018 AFPA Annual General Meeting in beautiful Waterton National Park. Putting on a meeting like this is never an easy task and is very time consuming. Your group has hit it out of the park!

Second, I would like to thank Shane Kisinger from the Lethbridge Police Association (LPA) for his years of dedication and tireless efforts to both the LPA and AFPA boards. For years there has been a (mostly) friendly rivalry between Lethbridge and Medicine Hat (similar to that between Edmonton and Calgary). Shane has done a great job over the last decade of ensuring that our two associations use our knowledge of each other to benefit our respective members and not just

jeer one another. Largely due to his efforts, our two boards have developed a mutual respect and great working relationship which we will continue now that Shane will no longer be “officially” representing either AFPA or LPA. You will be missed Shane!

Recently we have found ourselves dealing with more and more issues surrounding “accommodation” of members, whether it be for a permanent or brief period. Often times an association is in the position of advocating for an employee to be accommodated by the Service. The problem that sometimes arises is how to properly accommodate an employee with the least disruption possible to the organization and other staff. These decisions can often times result in ill will towards the Service and/or the accommodated member. I would like to share a few points that have to come to light during discussions with our board, administration, and our labour lawyer.

I anticipate this piece will assist you in understanding some of the issues that have to be considered when these decisions are made. My hope is that by understanding the process better, we will become more compassionate and considerate when these situations present themselves to either you or a co-worker.

The first thing that must be considered by an employer when deciding on an accommodation for an employee, is whether the accommodation will cause an “undue hardship” on either the employer or the employees. Canadian Courts and Human Rights Commissions have determined that the onus must be met with clear, objective, direct, and quantifiable evidence of the hardship.

The obligation of the employer has long been to place a disabled worker into a vacant job which the employee can perform “without modification” of the duties required. This explanation has expanded recently to mandate that the employer make appropriate modifications to any such available work, so long as those changes do not constitute “undue hardship”.

Human Rights legislation has also said that there are inherent limits on how much “reorganization” an employer must undertake, either in terms of creating a new position or, unfortunately, by the displacement of an incumbent employee.

There is an Alberta arbitration decision that stated “in certain cases, the Union and other employees may have to shoulder some of the hardship to facilitate an accommodation”.

In certain cases, if the position that an accommodated member is going into is defined in a collective agreement (entailing all specific job requirements/duties) there may be grounds for a grievance of the terms of the CBA. If the position is not recognized in the CBA then, generally, the employer is free to assign, remove, or amend the duties accordingly to fit the requirements of an accommodated employee.

So the “Coles notes” is please remember that whenever an employee finds themselves in a position where they are in need of accommodation, it is NOT ideal for either the employee or the employer and can have a trickle-down affect on other staff. This trickle-down affect can hopefully be minimized as much as possible through conversations between those affected and the employer.

If you need any assistance in dealing with an accommodation, please feel free to discuss your concerns with the employer, your human resources representative, or a member from your association board of directors.

Lastly, thanks to Jason Van Mulligan and Ryan Thorburn, both of whom chose to vacate their positions on the MHPA board in order to focus on different opportunities, outside of the Association. On behalf of the MHPA

board and all of it's members, we wish you the best of luck! ■

Go Riders!
Darryl Hubich



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From the Director

Chris Young

Police Work, Stress And How We Are Not Doing Ourselves Any Favours

Hello from Cowtown! Welcome to another addition of Alberta Police Beat magazine, the official publication of AFPA.

We are working in interesting times in the law enforcement community. The current environment is only adding to the large amount stress that officers deal with on a regular basis while performing their duties. Dynamic situations and events are not the only things that can increase the stress levels of officers in today's modern policing world. Such factors like: time consuming administrative tasks and paperwork; limited time to conduct follow up investigations or to properly investigate a file - period; limited resources such as manpower; the ever increasing need for the police to do so much more within the community in terms of intervention and proactiveness with far too less in terms of resources; the expectations placed on the police (both realistic and unrealistic); an ever increasing call load; the scrutiny that each and every officer now faces more than ever before; and shift work and it's negative affects on both the body and mind - all add to an officer's stress. It's a lot to deal with and it seems to only be getting worse - not better. The stress can build up and there is a lot of research and studies that state the potential for this stress to have negative effects on both an officer's overall health and life span is high.

Most of the research I have read on stress related to police work and life expectancy states that the average life expectancy of a police officer in North

America is 10 years shorter than the average life span of an individual whose occupation is outside of policing. **John M. Violanti, PhD** is an internationally known expert on police stress. He is a researcher and a police veteran who served as a New York State Police trooper for 23 years. Violanti's research states that the average life expectancy of a police officer in North America is actually **12 years shorter** - not 10. Violanti is a Research Professor in the Department of Social and Preventive Medicine at the University of Buffalo. He co-authored a landmark study in 2012 that found police stress creates significant health risks, with officers more likely to experience chronic disease and suicide than the general population. Violanti has written articles on police stress and PTSD, police mortality, suicide and cardiovascular health. He has also written 17 books on police stress, psychological trauma and suicide. His research interests include psychological and biological indicators of chronic police stress; subclinical cardiovascular and metabolic disease in police; shift work and health; epidemiology of police suicide; and PTSD. The guy has a hell of a resume with a boat load of experience as well as education. His credentials are impressive and his findings are alarming. Officers who are not successful in managing or mitigating this ever increasing stress over the course of their career could potentially be more prone to such health issues as: Cardiovascular disease (heart attack & stroke), Cancer, Obesity, Insomnia, Depression, Mood disorders and a de-

creased immune system.

As stated above Violanti has also conducted research on police suicide. According to his research the probable factors that lead to officers taking their own lives are: Relationship problems, Legal troubles - (internal investigations), Marital difficulties, Alcohol/drug abuse, Depression, Chronic exposure to traumatic events (PTSD), Chronic stress, Availability of firearms, Lack of support, Fear of getting help and Mistrust of mental health professionals. A lot of these factors are linked to stress.

There is another side to the coin in the research world on this. There are studies out there that state that these findings are incorrect and that a police officer has no greater risk to disease, suicide or a shorter life span than anyone else in the general population. These studies disagree with the findings of Violanti and other researchers like him and state that there just isn't any proof that stress related to police work is linked in any way to the negative factors that I listed previously. In my personal opinion I associate these studies and their findings on this subject to the studies that were conducted in support of Big Tobacco years ago that had findings stating that there was no proof that cigarettes can cause cancer or other health issues. The motivation behind those studies was money and it's no different in relation to police work related stress. Pension plans, benefits and money are fuelling the police stress debate. I don't know about you - but I'd rather not gamble ►

with my life on this and attempt to do the very best that I possibly can to cope and mitigate my stress.

A lot of police services/agencies have taken steps to help support their members with the stresses of the job. The Calgary Police Service has a Peer Support Program for example. This program is a good resource for members to get support in time of need. Calgary also has a Psychological Services Unit that is also a good resource for our members. Other programs like the Road to Mental Readiness was also brought in and all members in Calgary must complete the program. Calgary also has a fitness unit that supports members with physical fitness training. There are gyms in almost every CPS building that members have complete access to. Physical activity has been proven to be a positive factor/tool in terms of stress relief.

However, I find a lot of members are still not coping with stress very well. I have seen a lot of members ignore the warning signs and refuse to admit that maybe the stress of the job is getting to them. Some members see it as a pride issue and don't bother to recognize when they are having difficulties. Other members let issues that are beyond their control really affect them and their moral. They see the issues that their Service is experiencing overall as their own personal issues that they must carry with them as they work their shift and they even carry these issues with them when they go home. Some allow frustration to build. Others get burnt out and become complacent. Complacency is a dangerous state of mind for a police officer. When you don't bother to see the "blind spots" any more you are putting yourself in harm's way in terms of safety.

So, we believe that our work related stress can have long lasting, life altering - possibly ending consequences. What can we do about it? Well if you work in Calgary you can use the many resources available to you if you need to. What if you aren't really in need of

such resources, but still need a strategy with dealing with stress? Or maybe you don't work for a service that has these resources. How can you mitigate your stress?

Here are a few things I find have helped me through my career:

Stop worrying about things that are beyond your control - If the dispatch board is full of low priority calls it is not my job to attempt to clear that board all by myself, trumping my own personal safety in doing so. One call at a time. That is all I am able to do as one single officer out there. If I am dealing with one call - I can't really worry about the others that are sitting there waiting and do an effective job on the call I am on. Take a call, attend it and do the best job you can on it. Some officers have told me that they find it embarrassing that some members of the public have had to wait a very long time (sometimes days) for the police to come see them. I get that but that issue is really above your pay grade. Be professional and understanding with the complainant. Identify with their frustration of having to wait and direct them to the proper chain if they wish to complain about how long it took for them to get someone to respond to their call. You may be giving the Executive of your service the ammunition they need to request more resources that could make your job easier down the road. If something more pressing or of higher priority comes in then yes absolutely clear and deal with whatever emergency needs dealing with using sound tactics. Work place politics, service policies that don't make much sense or a person in a leadership position that is doing more harm than good is often beyond your control. Yet some members come completely unglued over these situations. Ask yourself - what good does that really do? Workplace dynamics eventually change, policies often change over time and "leaders" often move. I had a great partner for a couple of years that had a saying: "We're the constant. They are the ones

that change and move on. We remain the same." You'd be surprised at what a little bit of patience can do for you. You'll wonder why you were getting worked up in the first place.

Focus on your performance - We all have experienced the car crew that avoids every call and is not a lot of help out there. I have also seen this drive members over the edge in terms of frustrations. I have seen it create huge issues in terms of workplace dynamics. However can you control other people and what they do? Ultimately - no. All you can do is control your own performance and develop your own reputation. Reputation is huge in policing. A good one can follow you your entire career - a bad one can too and make the journey very unpleasant for the owner of the said bad reputation. If the underperforming car crew/officer needs addressing - speak with them/him/her. Be professional. Don't compromise your integrity or character because of their actions or lack of them. If the message isn't getting received it is the supervisor's job to deal with it. If you're a supervisor that doesn't deal with these types of situations properly or at all - you too will develop a reputation. A supervisor that loses the trust or respect of his or her team could find themselves in a very troubling position indeed.

Never become complacent and always use sound judgement and tactics - Policing is a dangerous job. Never compromise safety because of call load or lack of manpower. Slow down. Be vigilant. Form plans. Keep up on your training and qualifications - don't leave them to the last minute. Respond the way you were trained to respond. Do what you are supposed to do. Arrive alive. You aren't much use if you get in a wreck on the way to an incident. Communicate with your partner, your team and the incident commander. The intelligence you provide to the incident commander drive the tactics that will be used in resolving the incident. Good communication does a

lot in terms of controlling the stress of an incident.

Be a good teammate and look out for one another - Recognize when a teammate may need some support. If the frustration is getting to your partner - perhaps it's time to step in and take over. Talk to your partner and teammates. Have team debriefs and discuss how things went at incidents. Often you'll find ways to make the next incident smoother and the team's response will be better. Be open to feed back. We're all human and not perfect. We can all improve in some way. Be the example in this regard. Others will follow suit. Have team workouts and get-togethers. If possible have a team coffee during shift. Be a good listener for your partner and teammate and if you feel they need to speak to someone more qualified than you - tell them.

Leave work at work - don't bring it home - When off duty make sure you get some time to relax. Have a hobby. Do something outside of the job. In the end, it's a job that you will have for 25 to 30 years. Once that is gone - then what? Have interests and things unrelated to policing in your life. The job shouldn't completely identify who you are. It's a special job and only a certain type of person is called to do it - I agree, however it's still a job and like a professional athlete the day will come when you are no longer in a position to do it. You will need to be able to adapt and overcome during your career and after it. I've seen the guys that can't let go and they don't last very long after they finally leave.

Be physically active - Workout. Go to the gym if you can. You'll feel better afterwards. Even if it's just going for a walk. Do something physical. A jog, a hike or a swim works too. Get a punching bag and hit it - a lot! Join a boxing class. Join a sports team. A recreational hockey, baseball, rugby, soccer or bowling league.

Have a support system - Family is very important to me. I am deeply involved in my children's activities. My

wife and I are very close and I confide in her. Go out with your family. Have a date night with your spouse. Have friends outside of policing if you can - lay ground rules though. Limit the cop stories and questions about your job. Ask them about what they do. People outside of the job are curious about it. They'll have questions - just don't let it become the topic of every conversation. It will drain you. If you aren't a people person, (I think everyone in law enforcement can understand the feeling that groups of regular people can be annoying), and if people are an issue for you - get a pet. A dog, a cat, a rabbit or a bird. Get a pet that you know you will get along with. The bond with a pet can be a great thing to experience. Go on vacation! It's a good thing to take a break and recharge. It doesn't have to be an expensive journey. Take your holiday time and enjoy yourself.

Make sound life choices - Don't drink your stress away. All you'll do is numb it awhile. When you wake up - you'll feel awful and your stress will return and depending on the circumstances it may be even worse. Try not to do things that you'll regret in the morning. It isn't worth it in the end. It may seem great at the time - but the drama and issues that you could end up dealing with after could be life altering. Not great for one's overall health in the end. Do the right thing. Remember that reputation and character you've been working on developing? Don't throw it away.

Realize you are not perfect and don't take yourself too seriously - Everyone makes mistakes. Everyone stumbles. Learn from your mistakes. Show others understanding when they stumble. Show someone respect and often you'll get it back. Laugh and laugh a lot! Sometimes I feel we are the luckiest people because sometimes working in law enforcement is like witnessing a Seinfeld episode - live! How many people can say that about their job? If you can't find humour in the goings on out there - it will be a very

long career for you. They say laughter is the best medicine - that's because it honestly is.

These are just suggestions. If you are truly feeling that you are having difficulties with stress then please - go seek assistance from a professional. If you need help ask for it. You owe it to your family, love ones and yourself. There is no need to suffer in silence.

I'll leave you with this thought: We all pay into a pension plan that we are supposed to use when we get old and retire. We pay into it so that we can enjoy the twilight years of our existence. We're entitled to that. We earn it after a long career in protecting and serving our respective communities. Don't let yourself get robbed of your right to happiness in your golden years. Don't let the stresses of today ultimately cut your tomorrow short. ■

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From the Director

Rayan Najjar

Blue Brotherhood

Ok. Hopefully everyone had a safe and pleasant holiday season. The Blood Tribe Police Association would like to thank AFPA for allowing us to host the 2018 AFPA Annual General Meeting in May. We hope that all our Association partners will be represented this year in beautiful Waterton Lakes National Park. We have finalized the agenda and look forward to all the presenters that have committed their time and expertise in several interesting topics.

Recently we had a changeover of officers in our service. We said our goodbyes to some familiar faces and welcomed some new bright motivated individuals. Sitting down the other day, I listed the officers that have come and gone since my time with the Blood Tribe Police Service (BTPS) over the last 10 years. I counted 38 officers. I understand that when you belong to an organization of 150, 175, 1800 or 2300 members, 38 officers in 10 year is not that big of a deal. However, when you belong to a smaller agency, you start questioning why.

Going through the list, I discovered that we lost a few officers to retirement, some to illness but a majority had left to join other police services. When you

lose so many officers in such a short span of time, you start looking at the reasons why your service has hard time retaining officers. A vast number of officers that left the service, did not believe the BTPS had the desired specialized units nor the availability for advancement.

When you are a smaller service, your officers look at the larger agencies with wide eyes and a comparison is immediately made. They see the plethora of specialized units and the ability to rise through the ranks in the organization. The officers question why their police service does not offer these same opportunities. The reality is, and has always been, funding.

As an association member that sits on the negotiation committee, my job is to obtain a compensation package that is equal to other agencies with similar size and resources. I have never saw the BTPS as just a First Nations police service, but a mid-sized police service that is comparable to other municipal police services. The uphill battle that I have always faced is the way we get funded in comparison to those municipal agencies. I contributed to BTPS obtaining a compensation package that is comparable, but can the BTPS compete?

Until First Nations police services receive essential funding like the RCMP, I believe we will continue to lose officers, regardless of the compensation package, to these larger agencies. So, what do we do in the mean time? The answer is to be sympathetic to the fact that the BTPS is hindered by its funding and having the appropriate expectations. This has to start at recruiting.

The onus is on the service to have a more thorough recruitment process. Identifying those individuals that understand that the BTPS is limited in its resources. Recruiting those aspiring police officers that realize that the BTPS is not fruitful in the ways of specialized units and promoted positions. This may not completely close the revolving door, however it would make it clear that the BTPS is not interested in being a 'stepping-stone'.

In closing, as I come to the end of my two year term with the AFPA Board, I'd like to thank the rest of the members of the board (past and present) for their advice and encouragement. Stay Safe.



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From the Executive Director

Howard Burns

ALBERTA FEDERATION OF POLICE ASSOCIATIONS

The AFPA Board of Directors met in Red Deer on January 18th, 2018. Discussions took place on the role AFPA currently plays in Alberta policing and whether it is meeting the needs of our member associations. The Board will be seeking input and providing options to member delegates at its upcoming annual general meeting, being hosted in Waterton, Alberta, May 29th – 31st, 2018.

AFPA has had a busy year. Below are a few of the initiatives the association has been involved in.

Bill S-217 (Wynn's Law): AFPA supported proposed changes to the Criminal Code to reform bail hearings. The amendments were an effort to ensure judges and justices of the peace had a complete picture of an offender's criminal history, before deciding on whether bail was appropriate. AFPA initially supported these changes in 2015, as part of Bill C-686, which came about after the murder of St. Albert RCMP Constable, David Wynn, at the hands of career criminal, Shawn Rehn, who was out on bail at the time. Unfortunately, the parliamentary session ended without the passing of C-686 and the bill sponsor, MP Brent Rathgeber, did not return to office.

In 2016, Bill S-217 (similar to Bill C-686) was introduced in the Senate by Senator Bob Runciman. The Senate recognized the merit of the proposed changes and passed the bill. It was then sponsored in the House of Commons by St. Albert MP, Michael Cooper. AFPA President, (then) Michael Elliott, worked closely with Conservative MP Cooper to encourage support for the

bill, even attending Ottawa to address the "Justice and Human Rights Committee" on April 4th, 2017. Bill S-217 passed second reading in the House and appeared to be well on the way to becoming law; however, partisan politics got in the way and the Liberal dominated House eventually defeated the Conservative sponsored initiative.

The defeat of the bill was disappointing; however, the AFPA Board has not thrown in the towel on this initiative and is examining other ways to reform the bail process.

Carding: A national campaign to end carding ("street checks" in Edmonton and "check ups" in Calgary) arrived in Edmonton in July 2017. Street check data obtained through freedom of information legislation showed an over-representation of some minority groups. It was publicly trotted out as proof of systemic racism and racial profiling by Edmonton police officers.

AFPA disputed this assertion in the media, (radio & print) suggesting instead, that any over-representation was a result of broader societal issues that were beyond the scope and control of the police. It was pointed out that over-representation of these same groups also occurs in the Canadian prison system(s), lending credibility to the idea that broader societal issues are behind their increased interaction with law enforcement.

AFPA immediately called upon the provincial government to investigate these very serious allegations. AFPA Resolution 17-01 was sent to Alberta Justice Minister, Kathleen Ganley. It called upon the provincial government to:

- *Conduct a comprehensive review of the public records detailing police interaction with any over-represented group, with the view of determining whether the interactions were in keeping with the Canadian Charter of Rights and Freedoms.*
- *Maintain provincial commitment to the community policing philosophy and the Peelian Principles by rejecting calls for an outright ban on police interactions with citizens outside of the criminal arena.*
- *Develop reasonable guidelines and establish best practices for the collection, access and storage of information obtained by police through citizen interaction.*

AFPA Resolution #17-01 can be viewed at; <https://www.albertapolice.ca/resolutions>

Soon after the AFPA resolution was received, the Alberta Government announced plans for a province wide consultation on street checks, with the stated intention of using the information to create provincial guidelines and standardize how checks are completed. AFPA participated in the consultation and produced a written submission explaining and defending the street check practice. At the time of writing, the government had not yet released its consultation findings and proposed guidelines.

Gas Drive Off Legislation: Shortly after the needless death of Maryam Rashidi, during a gas drive off incident in Calgary, in June 2015, AFPA renewed calls for the provincial government to create legislation requiring pre-payment for fuel purchases. Resolution ►

#15-01 was submitted; <https://www.albertapolice.ca/resolutions> Unfortunately, swift action was not taken and Ki Yun Jo of Thorsby, Alberta, died in another preventable incident on October 6th, 2017.

After Mr. Jo's death, AFPA President, John Orr, sent further correspondence to the province (Labour Minister, Christine Gray), urging government intervention to prevent further deaths.

AFPA is pleased to note that on October 30th, 2017, the provincial govern-

ment introduced legislation requiring pre-payment for fuel. If passed, it will become law on June 1st, 2018.

It should be mentioned that the initial push for this legislation in Alberta originated in Calgary over 8 years ago. **Constable Mike Calhoun of the Calgary Police Service brought the idea forward**, after witnessing first-hand, the risk to the public and the amount of investigative resources being deployed to an entirely preventable crime. Realizing that there was a better way, he

modeled a proposal based on similar legislation already in force in British Columbia (Grant's Law). Mike's idea was adopted and supported by several groups and it is now on its way to becoming law in Alberta.

The Alberta Federation of Police Associations is dedicated to addressing local, provincial, and national policing issues that impact our members. Any issues of potential interest to AFPA can be sent to hburns@backtheblue.ca ■





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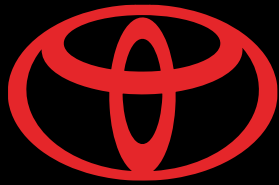


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A black and white photograph of four police officers in uniform. One officer is sitting on a Harley-Davidson motorcycle, while the other three are standing around him. The motorcycle has "DETROIT POLICE" written on the side. The background shows a city street with buildings.

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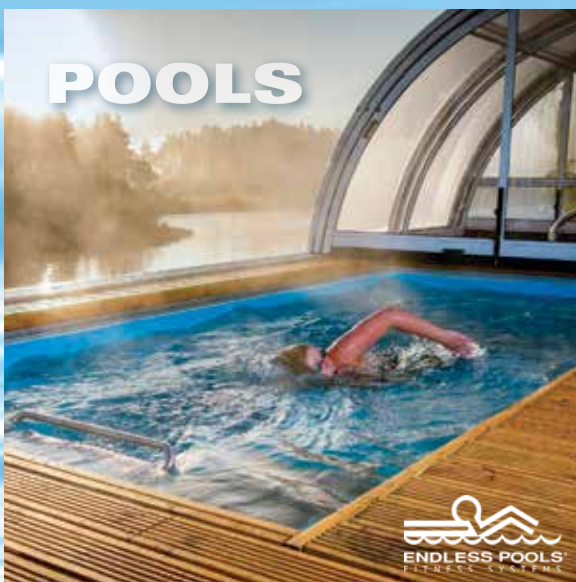
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