

De : Lance Haymond
A : [Wina Sioui](#)
Objet : Fwd: Kebaowek Police agreement 2018-2019
Date : 22 mars 2018 12:47:51

Sent from my iPhone

Begin forwarded message:

From: "Aboriginal Police / Police autochtone (PS/SP)" <ps.aboriginalpolice-policeautochtone.sp@canada.ca>
Date: March 22, 2018 at 9:18:05 AM GMT-4
To: Lance Haymond <lhaymond@kebaowek.ca>, David McLaren <dmlaren@kebaowek.ca>
Cc: "gchaput@kebaowek.ca" <gchaput@kebaowek.ca>, "dhunter@kebaowek.ca" <dhunter@kebaowek.ca>, CATHERINE BELLEY <CATHERINE.BELLEY@msp.gouv.qc.ca>, "HUGUES TREMBLAY (HUGUES.TREMBLAY@msp.gouv.qc.ca)" <HUGUES.TREMBLAY@msp.gouv.qc.ca>, "Plamondon, Maryse (PS/SP)" <maryse.plamondon@canada.ca>
Subject: RE: Kebaowek Police agreement 2018-2019

Good morning,

We acknowledge the reception of your request regarding what would be needed to be able to provide quality police services in Kebaowek. Now that we have met most of the communities, we will meet with our provincial counterpart to consider all the new information received in the last few days. We should be able to get back to you in the current of next week.

Annik Lartigau

Agente principale régionale des programmes / Programmes de la Sécurité Communautaire
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From: Lance Haymond [<mailto:lhaymond@kebaowek.ca>]
Sent: 14 mars 2018 15:25
To: David McLaren

Cc: Lartigau2, Annik (PS/SP); gchaput@kebaowek.ca; dhunter@kebaowek.ca
Subject: Re: Police agreement 2018-2019

Well said David, thank you

Sent from my iPhone

On Mar 14, 2018, at 2:58 PM, David McLaren <dmclaren@kebaowek.ca> wrote:

Good afternoon Ms. Lartigau, Ms. Plamondon, Ms. Belley and Mr. Tremblay, I hope this email finds you well.

I do appreciate the effort put forth in the 20% increase that both Liberal Governments have put on the table to ensure public security and safety in our community. However, I cannot help but feel disappointed. A total increase of 20% may seem significant in most programs but when you start from underfunded one that have not seen any significant increase in years, the 33,554.00\$ from the Federal and 30,972.00\$ from the province continues to ensure that we are administering poverty. How can you expect us to run a 4 person police department on 387,163.00? It's very disheartening.

In somewhat of a comparison, the federal government provides an overall budget of 120,000.00 per nurse for our non-isolated communities and 145,000.00 when in isolation and this is without having to be responsible for expenditures that surrounds policing services such as police vehicles, gas and maintenance, clothing and protective gear, legal fees, telecommunications, specialized training, special operations, etc...) We also have to operate under strict guidelines of the "Guide des Pratiques Policières du Québec" and adhere to policies under the "Commission des normes, de l'équité, de la santé et de la sécurité au Travail" (CNESST) Should the essential service of policing be that far back from first line nursing services? I truly don't think so.

Kebaowek First Nation works very hard at improving on all the Social Determinants of Health and relies on all departments to do their share in contributing to a safe and healthy community. Underfunding in the Public Security Department undermines its ability to contribute in a sustainable manner. We have brought to your attention that we have to deal with a constant turnover in police officers which in the end, is extremely expensive, time consuming and makes it very difficult in building trust with the community.

Both the provincial and federal government know that the best people to police in First Nations communities are First Nations themselves. Please,

give us the tools and means to do the job and do it right. Give us the means so that our lives matter like those who work beside us. You put conditions in the agreement so that all police officers in Quebec are equivalent in training, but yet you don't expect us to have the capacity to remunerate them the same. We need to get closer to reality.

Isn't it the intent of both your governments to start closing the gaps and disparities with our people? You and your family's communities are supported by a police force that is adequately funded despite not having the social ailments of ours. We ask that you genuinely work with our community in order to give us the best chance for our families and for the future of public security in our community.

With that said, Kebaowek First Nation can only work with **the minimum of a 4 police officer team** which includes active patrol of the Chief of police. This is the only way we can make it work from an operational perspective while abiding to minimum labour code standards for human resources. We need to ensure coverage while allowing our officers to have somewhat of a family life. We will need you both to move towards a minimum of a 50% in lieu of 20% until the committed dollars roll out in the near future. **Therefore 84K from the Federal and 77K from the province is requested.** This would enable us to recruit with a better possibility of retaining our officers. It will allow us to acquire the training and equipment required to deal with the legalization of cannabis. It will allow us to begin to partially compete with the social and salary benefits of our neighboring police forces and at the end, begin to have our children to aspire once again, to be a police officer once again!

While hoping for a positive response on behalf of both parties, please receive my kindest regards.

p.s. please check out link below that represents a fair way in dealing with First Nations policing.

David McLaren, CFNHM
Public security Porte-folio
Kebaowek First Nation

<http://aptnnews.ca/2018/03/09/ontario-takes-big-step-towards-first-nations-policing-historic-bill/>

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