



## Report to ICPRA Delegates

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**From:** Dale Kinnear General Secretary

**Subject:** Activities since ICPRA 2006

**Date:** October 20, 2008

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### Executive Committee

Mr. O'Connor	ICPRA Chairman (New Zealand Police Association)
Mr. Kinnear	General Secretary (Canadian Police Association)
Mr. Burgess	Police Federation of Australia
Mr. Grant	Scottish Police Federation
Mr. Canterbury	Fraternal Order of Police (USA)
Mr. Ibsen	Police Union in Denmark

### ICPRA Activity Since 2006

Since the 2006 meeting in San Antonio, Texas the Executive Committee has been active over e-mail and international telephone conference calls in December 2006, March, June, September and December 2007 and May, June and September 2008. The Committee would like to thank the NZPA for hosting and facilitating these international calls.

The primary activities were issues arising from the 2006 meeting and several new items directed to the Committee by ICPRA affiliates and other friends of police labour. As we discussed in San Antonio, bringing more structure to ICPRA increased activity and participation between meetings and as expected, resulted in the need to develop policy or protocol to deal with ICPRA business. Some of those issues will be addressed at the meeting in Wellington.

The following items are from Executive Committee conference call agendas.

### ICPRA and the United Nations

At the 2006 meeting in San Antonio, ICPRA delegates discussed United Nations domestic police deployments and agreed the issue should be the immediate focus of ICPRA interaction with the United Nations. We also discussed investigating opportunities for participation in other UN activities.



Since San Antonio the Executive Committee has discussed consultative status as a non-governmental organization (NGO) with the United Nations' Economic and Social Council (ECOSOC). The application process required a letter of intent received before June 2007 to be considered for acceptance in 2008. The letter of intent was sent to ECOSOC in January 2007. We received the ECOSOC application package in late April. A review of the material indicates ICPRA would not meet membership criteria. Applicants must submit their constitution and financial statements; which ICPRA would not be able to provide.

As a committee we continued to examine and discuss the ECOSOC application process and other possible opportunities for UN involvement. The New Zealand Police Service has a member assigned to the United Nations who may be able to assist with information. UN domestic police deployments, opportunities for consultative status and other UN affiliations will be discussed in Wellington.

While in attendance at the Scottish Police Federation conference in 2007 I had the opportunity to speak Jan Velleman, Head of Office for EuroCOP, concerning ECOSOC and other affiliations. Mr. Velleman reported that EuroCOP has consultative status with ECOSOC and there may be opportunities for mutual assistance without ICPRA pursuing separate status. This requires further discussion with EuroCOP.

### **South African Police Union (SAPU)**

While attending a police reform conference in Berkeley, California immediately following ICPRA 2006, the Chairman and I had the opportunity to meet President Mpho Kwinika of the South African Police Union (SAPU).

You will recall that expanding ICPRA membership is one of the ICPRA Objects confirmed by the members in San Antonio. President Kwinika was approached and invited to consider SAPU affiliation with ICPRA. The approach was reported to the Executive Committee and circulated to all affiliates via e-mail correspondence. It was the consensus of the group that as a courtesy to POPCRU, ICPRA should to seek POPCRU input on formalizing membership with SAPU. POPCRU welcomed SAPU membership and they were invited to join ICPRA. We received the SAPU letter of acceptance in March 2007. SAPU was invited to the 2008 meeting and they were included in all affiliate correspondence circulated prior to the 2008 meeting.

Delegates will be asked to confirm SAPU membership in Wellington.

### **ICPRA Website**

The Canadian Police Association is hosting the ICPRA website. A new version of the site was launched in 2007. The new site design includes password protected capability for correspondence and other material we do not want to share with the public. Like all



websites, the ICPRA site is a work in progress. Affiliate comment and input are always welcome and we encourage you to send information to post on the site.

## International Labour Organization and Other Affiliations

As follow up to discussions at the 2006 meeting in San Antonio, the Executive Committee discussed ICPRA affiliation with UN, ILO and other international labour associations.

It was agreed to investigate all options and discuss affiliation after more information was received. The Executive Committee was advised that some European police federations have restrictions on affiliation with national and international trade unions and federations and we have to be careful who we align ourselves with.

Following the 2006 meeting I contacted an international group based in Geneva, Global-Unions. The International Trade Union Confederation (ITUC) responded in February 2007, indicating that international affiliations are usually sector based and referred ICPRA to Public Service International (PSI) as a logical global union federation for ICPRA. A cursory review of the PSI website reveals a significant subscription fee. The ITUC response referred to other possible UN and ILO affiliations (UNESCO, UNCTAD) to investigate and consider.

In my discussions with EuroCOP at the SPF conference, Mr. Velleman reported that EuroCOP is a member of the European Trade Union Council, which gives EuroCOP membership in ITUC. Delegates may want to investigate the possibility of affiliation with ITUC through EuroCOP.

## ICPRA Membership

Since the October 2006 meeting, the Executive Committee sought to reaffirm affiliation with all members associations and federations. This was deemed necessary with the ICPRA written interventions in Swaziland and Spain. ICPRA corresponded in the name of unionized police officers from member countries and their national associations and federations, with no expressed consent beyond our individual acceptance of the ICPRA Objects.

The Executive Committee agreed to seek written consent in the form of an affiliation letter from member associations ICPRA purports to represent in any correspondence or activities involving orders of government, police management, non-governmental organizations, other police associations or police employees attempting to achieve labour rights.

The response was reassuring with all but one affiliate submitting an affirmative response. We are still working on that affiliation letter.



The membership approach to SAPU and the reaffirmation of existing membership resulted in Executive Committee discussions on a formal approach to EuroCOP. Peter Ibsen, Police Union in Denmark President, EuroCOP First-Vice President and ICPRA Executive Committee member, attended the 2004 meeting in Edinburgh as a EuroCOP delegate and in the same capacity at San Antonio. A formal approach to EuroCOP seemed logical. With Mr. Ibsen's encouragement, a letter was forwarded to EuroCOP. I discussed this with Mr. Velleman at the Scottish Police Federation conference and ICPRA was subsequently invited to the November 2007 EuroCOP conference in Brussels. ICPRA affiliation was put before EuroCOP delegates and it was approved. EuroCOP will be represented at the meeting in Wellington and delegates will be asked to confirm their membership.

The Executive Committee discussed formal membership criteria at past meetings. Mr. Grant SPF prepared a draft document for discussion in Wellington.

### **Police Association in Gujarat State India**

In November 2006 ICPRA became aware of an issue developing in India's Gujarat state. In 1988, the state government revoked recognition and labour rights of four police associations. The associations sought relief from the High Court. On March 9, 2006 the Court found in favour of the associations. The judgment was not appealed by the state or the police service. In the judgment, the High Court invited the associations to apply for certification or recognition under the state industrial relations process. That High Court direction stipulated the unions must advise the Director General of Police (DGP). The DGP issued an order dictating that it was illegal for police officers in the state to unionize. The police unions filed a petition against the DGP's order with the High Court. The Court served notice on the DGP and the state to appear before the Court in early December to answer why the union petition should not be granted.

Attempts to follow up through the original media source were not answered. I contacted an international labour media outlet to assist with follow up through their contacts in India. All efforts at contact were unsuccessful and the issue was removed from Executive Committee meeting agendas approximately a year after it came to our attention.

### **American Cop Killer Recognized in France**

In December 2006, Mr. Canterbury reported that the FOP was contacted by a group in France, "Action Police" who were requesting support for a protest against the Paris suburb of St. Denis for naming a street after Mumia Abu-Jamal. Abu-Jamal murdered Philadelphia police officer and FOP member Daniel Faulkner in 1981. The killer was sentenced to death and remains on death row. He has developed somewhat of a cult following that alleges he was wrongfully convicted. Supporters would have him released or the death sentence commuted. No assistance was requested from ICPRA.



In January 2007 Abu-Jamal supporters sought to have a street in Harlem, New York named in the killer's honour. It was rejected by city council.

### **Swaziland Police Union (SWAPU)**

Please see separate on this issue in your agenda material.

### **Mauritius Police Association (MPA)**

Monique Marks brought this issue to our attention in January 2007 as well. The Mauritius Police Association approached POPCRU for assistance and support in their efforts to have police included in the *Labour Relations Act*. Although police officers in Mauritius have the right to collective representation, in reality they have very limited rights to freedom of association and collective bargaining and want to be included in the statutory regime. The members seek recognition of police as workers and equal rights to other public and private sector workers. I continue to monitor this situation with the assistance of Monique Marks. It appears their initiative did not gain any momentum or interest as there were no outside appeals for assistance or further reports from Mauritius.

### **Asociacion Unificada de Guardias Civiles (AUGC) Spain**

The AUGC initiated two public protests in 2006 to pressure government and management to act on outstanding issues from the amalgamation of the Guardia Civil into the domestic police. Some of the protestors appeared in uniform. Police management suspended union leader for allegedly inciting the members to disobey orders. ICPRA prepared a draft letter of support that was circulated to the full ICPRA membership for comment. There were no negative responses and with the full support of EuroCop the ICPRA Chairman wrote to the AUGC president expressing ICPRA support.

The AUGC responded in April 16, 2007 to report that major issues giving rise to the protest were resolved with the introduction of government sponsored legislation. The only outstanding item was pending discipline for the AUGC executive. The AUGC asked ICPRA to write to the Interior Minister encouraging the government not to proceed with discipline against the 19 union leaders charged. The Chairman wrote to the Minister. The Minister did not respond.

### **ICPRA Logo and ICPRA Membership Charter**

The membership affirmation letters raised the issue of ICPRA acknowledgement and a request by affiliates to use the ICPRA logo on affiliate websites, stationary etc. In the ICPRA Objects document we mention developing some type of membership Charter for distribution. We are still investigating the production of a suitable Charter document.



The Executive Committee agreed that affiliates can use the ICPRA logo. Please advise the Secretary where the logo will be displayed.

### **ICPRA Letter to Portuguese Interior Minister**

In late June 2007 the President of SinaPol (Portugal) asked the ICPRA to write to their Interior Minister and condemn sanctions and retribution by management and government against police union members and a lack of respect for current police labour relations process and law. On July 3, 2007, Mr. Grant, on Executive Committee consensus, forwarded a letter in the Chairman's name. The Minister did not respond.

In closing I would like to personally thank Chairman O'Connor and the other members of the Executive Committee for their time and effort on the committee since the 2006 meeting.

In my opinion the establishment of the Executive Committee and subsequent activity on behalf of ICPRA has demonstrated the need for an Executive Committee and moreover the need for an international federation of national police associations. I look forward to our discussions in Wellington and future work of the ICPRA.

Dale Kinnear  
General Secretary  
ICPRA