

BOARD / EMPLOYEE RELATIONS - AUPE AND SAFA

Section:	Human Resources (HR)
Subject:	Employee Development and Recognition
Legislation:	<i>Post-Secondary Learning Act (SA 2003 cP-19.5); Public Service Employee Relations Act (RSA 2000 cP-43)</i>
Effective:	June 11, 2004
Revision:	September 1, 2016 (reformatted)

APPROVED: _____
President and CEO

POLICY

The policy of the Board of Governors is that managers must effectively and efficiently manage and cannot abdicate their managerial responsibilities.

PROCEDURE**GOVERNING PRINCIPLE**

The Board accepts the principle embodied in Alberta's *Post-Secondary Learning Act* and *Public Service Employee Relations Act* of dealing collectively with its employees through their elected representatives. In accordance with the legislation, the Board will exert every reasonable effort to develop and maintain constructive and harmonious relationships with all employees and their elected representatives.

PROCEDURE

1. The employer's procedure is:
 - a) To recognize the function and responsibilities of the association and/or union to represent employees as set out in the collective bargaining agreements, the *Post-Secondary Learning Act* and the *Public Service Employee Relations Act*.

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- b) To hold that all functions, rights, powers and authorities must be exercised in the operation of schools/departments and in directing the work force. The exercise of such functions are subject to that which has not specifically been abridged, delegated or modified in either the AUPE or SAFA collective bargaining agreements.
- c) To deem it to be equally fundamental that it is the association and/or union's right to expect, and the Board's duty to ensure, that these functions are exercised as equitably and reasonably as possible and that employee interests are fully and carefully considered.
- d) To require that while issues may arise between the Board and the association and/or union about which there is honest disagreement, these should not give rise to disruption in the work place. Such issues can and must be resolved in accordance with the established and recognized procedures for dispute settlement.

POLICY/PROCEDURE REFERENCE

HR.2.3	Management Obligations policy
HR.2.3.2	Promotion of Positive Employer/Employee Relations procedure
HR.2.3.3	AUPE/SAFA Activities procedure

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