

PROMOTION OF POSITIVE EMPLOYER / EMPLOYEE RELATIONS

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| Section: | Human Resources (HR) |
| Subject: | Employee Development and Recognition |
| Legislation: | |
| 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**PROCEDURE**

1. The collective agreements signed by the Board and the bargaining units make provisions for a dispute resolution process and for time off for employees under certain conditions to participate in union/association activities.
2. The Board of Governors is committed to provide an orderly system for resolving differences to promote a harmonious and cooperative relationship between the Board of Governors and employees of SAIT. For union/association employees, access to the grievance procedure shall be free from interference, restraint, coercion or reprisal. For AUPE Local 39, the article to be referenced is Article 26 of the collective agreement. For SAFA, the section to be referenced is Section 20 of the collective agreement. Additionally, policy [HR.4.4 Performance Management](#) and procedure [HR.4.4.1 Corrective Action Procedures](#) should be referenced.
3. Employees should feel confident that they can approach their supervisors on matters without fear of intimidation. Communications shall be fostered rather than inhibited in

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order to create the most positive employee/employer relationship that can be attained within the parameters of the collective agreements or guidelines and procedures.

POLICY/PROCEDURE REFERENCE

- HR.2.3 Management Obligations policy
- HR.2.3.1 Board/Employee Relations – AUPE and SAFA procedure
- HR.2.3.3 AUPE/SAFA Activities procedure

PROCEDURE

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