
BOARD POLICY ON LABOUR RELATIONS MANAGEMENT

Approval Authority	Board of Governors
Primary Contact	President
Related Policies / Legislation	Board policy direction Human Resources Development and Management (BPD-225) <i>University Act, s. 27</i>

PHILOSOPHY

The Board of Governors believes effective employee relations require a positive working relationship between the employer and employees, whether members of a bargaining unit or not, and in the case of unionized employees, their representatives. These relationships are governed by various legislation including: the Employment Standards Act, the BC Human Rights Code, and for members of a bargaining unit, the British Columbia Labour Relations Code and the collective agreement. The university's employee relations will involve principles of sound inter-personal relationships, consultation and communications that can help foster a healthy and effective workplace.

POLICY

The university will develop and maintain administrative policies and procedures to support these principles.

Subject to regulatory legislation, the Board of Governors maintains its authority under the University Act to enter into agreements on behalf of the university. The Board may delegate to the university the authority to represent the university in human resources and labour relations matters

The university will develop and maintain reporting structures for enabling the Board's appropriate supervision over collective agreement negotiation and administration, including but not limited to providing the Board with information for effective decision-making and oversight of potential and actual risks to the university.
