

3.25 - Staff/Board Relations - Policy

Section: Human Resources
Subject: Staff/Board Relations
Policy: 3.25
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It can be readily anticipated that the Board of Directors and staff will desire to communicate with each other. Restricting contact between Board and staff may result in suspicion on the part of the Board and resentment from the staff. The following guidelines are intended to maintain "disciplined communications" that are essential in an organization founded on trust.

It is expected that in the course of operations, misunderstandings and concerns will occur at all levels of the organization. Every effort should be made to handle the concern at the earliest stage. Nothing in these guidelines precludes groups of people from meeting jointly, if they so desire. However, it is vital to understand that the process of "natural justice" means that the involved people should always be present at this initial stage.

Notwithstanding the procedures outlined in the Collective Bargaining Agreement and/or Policy Manual, if an employee has a concern, he/she must go through the "chain of command":

1. Contact the in-scope supervisor
2. If not satisfied, contact the out-of-scope supervisor
3. If not satisfied, contact the President and CEO
4. If not satisfied, contact, in person or in writing, the Board