



STATEMENT: Management of Union Staff

(Nanaimo, BC – Friday, December 8, 2017) - Given concerns raised about the City of Nanaimo's relationship with CUPE Local 401 and its members, we believe it is helpful to provide an overview of our respective roles.

The City of Nanaimo's labour and employee relations is overseen by the Human Resources department, led by the Director of Human Resources. On a day to day basis, line managers deal with any disciplinary or corrective action of unionized staff, in consultation with Human Resources Managers designated for the City's various departments. Human Resources regularly meets with representatives from CUPE Local 401 to discuss labour relations.

"The City Manager's role in labour relations is fairly limited. The City Manager serves an adjudicative function at the last stage of the grievance procedure and provides high-level oversight of the collective bargaining process," according to John Van Horne, Director of Human Resources.

Since 2011, the City has averaged around 25 grievances per year among its CUPE-affiliated employees, with the past two years being right at that average. Van Horne acknowledged "the City's managers, Human Resources Managers, and Local 401's stewards and Executive make the effort to deal with issues so that they don't get to the grievance process."

"The City Manager, Chief Financial Officer and Director of Human Resources met Executive of CUPE Local 401 to discuss mutual concerns. As we are entering into collective bargaining in 2018, it is important for the City to ensure there is a constructive and professional working relationship," states Tracy Samra, Chief Administrative Officer.

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