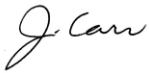




1. *The Edmonton Catholic Separate School District No. 7 recognizes the differences in terms and conditions of employment due to the number of unique employee groups, legislation, and the dynamics of collective bargaining. However, employees are to be treated fairly and as consistently as possible with reference to conditions of employment.*
2. *The district recognizes the employee associations certified by the Labour Relations Board as bargaining agents. It will in all instances honour the terms and conditions negotiated in the collective agreements for associated employees.*
3. *Employees not covered by a collective agreement shall have their terms and conditions of employment determined in writing by the assistant superintendent of Human Resource Services in consultation with the superintendent.*
4. *When any employee thinks a condition affecting them is unjust, inequitable, unsafe, or inefficient, the employee should follow the proper procedure to make the situation known, seek satisfaction, or correct the problem. To this end, a means shall be available to help resolve or address employee concerns.*
5. *Employees covered under the collective agreements will have recourse to the grievance procedures established in the applicable contracts.*

Form: *Safety Concern Form*

Reference: Board Governance Policy EL# 5, EL#6 School Act Section 119 Employment Standards Code Labour Relations Code	Approved: 
	Date Approved: April 3, 2000
Cross-reference: AP 200, 206, 212	Date(s) Revised: June 12, 2002