

Section:	Human Resources
Title:	Employees Communicating with Trustees

Purpose

To ensure employees have guaranteed access to elected Trustees, fostering open communication and transparency within the governance of public education.

Policy

Trustees are elected representatives responsible for the governance of the public education system in the community.

Employees have the right to access and communicate with Trustees as elected officials. This right must be respected and upheld.

Employees who communicate feedback, appreciation, or concerns to Trustees will not face any negative employment consequences, including disciplinary action, as a result of exercising this right.

Guidelines:

1. Right to Communicate:

Employees have the right to reach out to Trustees regarding matters that pertain to the public education system, including policy, programs, and general operations.

2. Labour-related Concerns:

When communicating about matters related to their roles as employees, staff must follow appropriate channels and procedures. This includes adhering to the BCTF Code of Ethics, applicable Collective Agreements, WorkSafe BC regulations, and other relevant legislation and policies.

3. Handling of Concerns:

Trustees will bring any employee concerns of significance to the Board and Administration for verification and discussion. Trustees are expected to act in accordance with Board policies and to ensure that concerns are properly addressed through established protocols.

Date of Board Approval: January 21, 2025 Approved in Principle

February 18, 2025

Date amended: April 15, 2025