**BELKIN HOUSE POLICIES & PROCEDURES**

**REVIEWED: JUNE 2017**

**2.1.31 Labour Relations**

Issued By: Executive Director

Effective Date: October 01, 2008

Updated:

The Salvation Army Belkin House believes one of the most important and valuable resource we have for fulfilling our Mission is our Employees. We have many important obligations to our Residents & Clients and the community we serve. Our success in meeting those responsibilities is directly related to the contribution made by our Employees.

We are committed to establishing and maintaining a work environment where:

* The rights & contributions of our Staff members are consistently acknowledged, valued, respected
* Salaries, benefits and working conditions are fair and equitable
* Policies and Procedures are structured in accordance with the Mission of The Salvation Army, the Employee Relations Policy Manual, and in concert with prevailing labour legislation and the Collective Agreement
* The application of all policies and procedure is fair, reasonable and consistent
* Employees are encouraged to communicate and participate in shaping the working environment for the benefit of staff, clients and the organization

The Salvation Army Belkin House is a Unionized workplace. The Collective Agreement between The Salvation Army Belkin House and the BC Government and Service Employees' Union (BCGEU) establishes processes to assist the parties in maintaining a co-operative and respectful working relationship and to resolve disputes related to interpretation in an orderly fashion. Each Manager is responsible for maintenance and compliance with the current Collective Agreement. Each bargaining unit Employee is responsible for understanding and complying with the current Collective Agreement.