

FIVE SIMPLE TRUTHS

1. The staff representative is the peer of the principal in matters related to the interpretation and application of the Collective Agreement in the school.
2. The rights and responsibilities of the staff representative are firmly grounded in the Collective Agreement, in statute and in arbitration jurisprudence.
3. The Collective Agreement was not imposed by the union on the employer, but represents the mutually agreed to terms and conditions of employment for teachers in the district.
4. The union has a legal obligation to fairly represent all the members of the bargaining unit.
5. The grievance procedure represents the most appropriate and least disruptive way of resolving disputes between employees and employer.