



MARCH 2018

# FAILED LABOUR RELATIONS IN PACIFIC REGION

## Emergency Regional Executive Meeting Called for March 12

After many failed regional labour-management meetings with RHQ senior management and various local management, UCCO-SACC-CSN in the Pacific Region have called an emergency meeting to discuss an action plan to address urgent problems and recurring issues with management in the Pacific Region.

Increasingly, we are seeing failures in management from the Pacific Region to follow law and policies with respect to suspensions without pay during investigations, harassment investigations, violence in the workplace investigations, return to work procedures, and various other labour-relations issues. After multiple failed RLMC and bi-lateral meetings, we have noticed an unwillingness from senior management in the Pacific Region to resolve issues brought forward to them in good faith. We are met with resistance, as some managers want to assert power rather than finding acceptable solutions.

Of great concern are the threats and intimidation against local union executive members by management at Pacific and Kent institutions. Despite our efforts and recommendations to improve labour-relations, RHQ dismissed a proposed MOU for improving labour relations, after initially accepting it in principle.

Nationally, out of the five regions, the Pacific Region has the worst labour relations and continues to be on the radar at National Labour-Management Meetings. It is time for the regional management team to engage the Union in real labour relations with the intent of resolving problems before their credibility is completely eroded.