

March 14, 2011

File No: 126.3

Dear Employees of the Edmonton Public Library

Re: Representation of Employees by Civic Service Union 52

It has come to my attention that some of our employees may have the impression they may get into trouble with the Library or their manager if they contact their Union or involve their Union in a workplace matter.

The Edmonton Public Library recognizes and values the important role that Civic Service Union 52 plays in the employment relationship of our employees. The Union is an equal partner in labour relations with the Library and the Library is committed to resolving workplace issues with CSU 52 in accordance with the Collective Agreement and the law.

Part of the rights of our employees is that all employees are entitled to be represented by their Union. One of the functions of the Union is to provide employees with information, advice, representation, and support. It is vital that employees are free to contact and involve their Union at any time without concern of negative repercussions. While I would encourage you to try and resolve issues with your manager directly, at any time you feel it would be of assistance, you may contact the Union directly. It is your right.

I wish to emphasize that no employee of the Library will be treated differently or suffer any repercussions because they have involved their Union in any matter.

If anyone has a concern that any manager will act negatively toward them or that any issue will be dealt with differently if the employee involves the Union, I ask that they immediately bring their concern to the attention of CSU 52. CSU 52 will then speak directly to me about the matter.

I give you the commitment of the Library that such concerns will be resolved immediately.

Sincerely yours,



Linda C. Cook
Chief Executive Officer

c: Managers

Spread the words.