



Employee Dispute Resolution Policy

Purpose:

To provide guidance on dispute resolution processes for EPS employees.

Statement of Principle:

EPS dispute resolution policy and procedures adhere to the principles of fairness, equity, consistency and predictability.

Policy Statement:

1. It is the policy of the EPS to allow all EPS employees (sworn and civilian) a formal method of resolving their concerns with management in a fair and expeditious manner.
2. As an organization, the EPS adheres to the grievance procedures and responsibilities for grievance resolution identified in the following collective agreements:
 - Edmonton Police Association
 - Edmonton Police Service Senior Officers Association
 - International Brotherhood of Electrical Workers Local Union 1007
 - Civic Service Union No. 52
 - Canadian Union of Public Employees
3. Management/professional and out-of-scope employees who have concerns should first attempt to resolve them with their supervisor and if that is not possible, consult with Human Resources Division (HRD).
4. EPS procedures in no way supersede the statutory requirements governing the handling of complaints as required by the *Police Act* and the *Police Service Regulation*, or the handling of grievances as stated within the respective collective agreements.



Manual Part: Human Resources (HR)	Policy Number: HR28PO	Alberta Policing Standards: PA 6.1, PA 6.2
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5. HRD maintains a record of employee grievances and provides an annual analysis to identify emerging trends.