With respect to the treatment of paid and volunteer staff, the CEO shall only allow conditions that are fair and dignified.

The CEO shall:

a. operate with written personnel policies that clarify personnel rules for staff and provide for effective handling of grievances;
b. respect the terms of the collective agreement that provides a specific process for effective handling of grievances, a process that is to be followed for excluded personnel as well;
c. acquaint staff with their rights under this policy;
d. provide adequate Performance Review Procedures; and
e. provide fair, equitable and financially responsible compensation to staff in keeping with the Collective Agreement as well as to excluded staff and contract workers.