

## **APPENDIX XLVI PREVENTING AND RESOLVING DISPUTES IN THE WORKPLACE**

### **1. Some background and context**

This appendix is specific to QPAT. It follows a request initiated by QPAT to establish conflict resolution mechanisms in every workplace. This approach, shared by QESBA, is currently being developed.

It is a commitment to continue the work undertaken by the parties, work that is already well underway. It is a joint undertaking developed by consensus. The parties put in place various means of preventing and resolving workplace disputes. The main objectives are;

- to take a proactive approach
- to focus on prevention
- to find ways and means to resolve disputes;
- to avoid the legal proceedings.

### **2. Text of the appendix**

The provincial negotiating parties recognize that:

The unions and the English school boards have undertaken a process to develop, at the local level, voluntary mechanisms for the prevention and resolution of workplace disputes;

Considering the above, it is agreed that, for the duration of the agreement, QPAT and QESBA agree to continue this process with the goal of fostering a workplace environment where the parties share a collaborative approach to the prevention and resolution of workplace disputes.