

COALITION OF EDMONTON CIVIC UNIONS

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March 4, 2022

Mayor Amarjeet Sohi
Office of the Mayor
2nd Floor, City Hall, 1 Sir Winston Churchill Square
Edmonton, AB T5J 2R7

RE: Canadian Standard for Psychological Safety in the Workplace

Mayor Sohi,

On behalf of our more than 10,000 members, the Coalition of Edmonton Civic Unions supports the Greater Edmonton Alliance's call for the City to formally adopt the Canadian Standard for Psychological Safety in the Workplace (the Standard).

Our members work in all areas of the City and as their representatives, we are involved with many issues related to mental health and psychological safety. We view formal adoption of the Standard as a positive step for our members who face challenges related to mental health in their workplaces.

After this item was in front of Executive Committee last year, we commended City Administration for their commitment to live up to the Standard with the programs in place at the City and pledged to partner with them to advance awareness and effectiveness of mental health initiatives and supports at the City. We stand by that commitment.

We have since learned of a certificate of recognition program for employers who develop psychological safety programs that meet the requirements under the Standard. In June of 2021, Excellence Canada, as the exclusive partner with Mental Health Commission of Canada, created the only accredited program of its kind that aligns with the framework of the Standard. Excellence Canada provides a benchmark assessment, recognition of certification based on the assessment, as well as a detailed report and action plan to more fully implement the Standard in the safety systems.

We maintain the position that the City of Edmonton should officially adopt the Canadian Standard for Psychological Safety in the Workplace and are happy to discuss any questions you may have on how this could benefit City of Edmonton employees.



Amalgamated Transit
Union Local 569



Canadian Union of Public
Employees Local 30



Civic Service
Union 52



Edmonton Fire Fighters' Union
IAFF Local 209



International Brotherhood of
Electrical Workers Local 1007

Sincerely,



Steve Bradshaw
President
Amalgamated Transit Union Local 569



Eric Lewis
President
Canadian Union of Public Employees Local 30



Lanny Chudyk
President
Civic Service Union 52



Greg Rehman
President
Edmonton Fire Fighters' Union Local 209



Steve Southwood
Business Manager
International Brotherhood of Electrical Workers Local 1007

cc. Brandi Thorne, Greater Edmonton Alliance