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November 17, 2017

Reference No: 64-2ChudykMemo.Nov2017

**TO: All CSU 52 / City of Edmonton Members**  
**FROM: Lanny Chudyk, President**  
**RE: November 16, 2017 Email from Linda Cochrane, City Manager**

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As you may be aware, Linda Cochrane (City Manager) sent an email to all City employees late Thursday afternoon speaking to the harassment, bullying and discrimination articles that have been front and center in the media over the last few days.

In that email, she states, and I quote, "Hearing that colleagues or staff feel harassed is both painful and inexcusable. You need to know that we have collaborated with union and association presidents over the past few months to develop a better complaint-intake and review process that makes paramount the dignity of everyone involved."

I must respectfully disagree with the suggestion that the union presidents have in any way collaborated in putting together a new internal process to deal with complaints. All I can say in regard to the City Manager's comments around recent collaboration with union presidents, is that she either misspoke or has been given inaccurate information.

I want to assure our Membership that CSU 52 continues to insist on a process that is completely external from the City of Edmonton management, labour relations and human resources.

In solidarity,

A handwritten signature in blue ink that reads 'Lanny Chudyk'.

Lanny Chudyk  
President  
Civic Service Union 52

