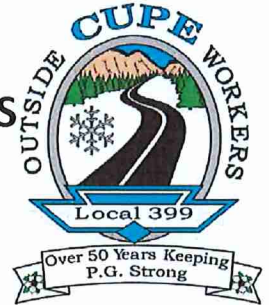


CUPE Local 1048 & 399

CANADIAN UNION OF PUBLIC EMPLOYEES

City of Prince George Inside Workers

City of Prince George Outside Workers



OPEN LETTER TO MAYOR AND COUNCIL Re: Formal Request for 60-Day Deferral of Proposed Governance

Policies Date: December 15, 2025

To His Worship the Mayor and Members of City Council,

We are writing to you today on behalf of the municipal employees represented by CUPE Local 1048, and CUPE Local 399.

We have reviewed the draft *Council-Staff Communications Policy* and the *Updated Whistleblower Policy* scheduled for discussion tonight under item E5 of the posted agenda. Given the significant impact these changes will have on the reporting obligations, legal rights, and workplace safety of our members, **we are formally requesting that Council defer the vote on these policies for sixty (60) days.**

We did not receive official notice of these policies being proposed from administration and have only discovered them through the posted agenda.

We are currently undertaking a full legal review to determine how these policies interact with provincial legislation, including the *Workers Compensation Act*, *FOIPPA*, and our Collective Agreement.

Our Initial Concerns Warranting Further Review:

1. The "Council-Staff Communications Policy" The draft policy proposes strictly restricting communication between frontline staff and elected officials, routing all information through the City Manager.

- **Legal Concern:** We need to verify if this restriction conflicts with a worker's "Duty to Report" unsafe conditions or financial mismanagement under provincial law.
- **Oversight Concern:** By filtering all operational data through a single administrative funnel, Council risks receiving only "sanitized" information. **How can Council effectively govern if it is structurally insulated from the people who perform the work?**

2. The "Updated Whistleblower Policy" The updated text grants the Administration the "exclusive authority" to determine if a complaint warrants investigation (Section 3.6) and specifically excludes matters covered by collective agreements (Section 2.1).

- **Conflict of Interest:** This structure appears to create a "closed loop" where the Administration acts as its own judge and jury regarding complaints of misconduct.
- **Gap in Protection:** We need to assess if excluding Union members from this policy leaves a gap in protection for those reporting serious regulatory or privacy breaches that the internal grievance process cannot address.

The Request: We are not asking you to discard these policies today. We are asking you to pause.

Is it unreasonable to take sixty days to ensure that these new rules are legally sound and do not inadvertently compromise the safety and transparency of our City?

We urge you to vote to **defer** this item to allow for proper consultation and review.

Respectfully,



Reid President, President CUPE 1048



Tyler Ezelyk, President CUPE 399