

**Subject:** [Fwd: Dispute resolution resource]

**Date:** Tue, 16 Oct 2001 16:36:36 -0700

**From:** Brian Platts <brian\_platts@telus.net>

**To:** Corrie Kost <kost@triumf.ca>

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**Subject:** Re: Dispute resolution resource

**Date:** Tue, 16 Oct 2001 15:06:14 -0700

**From:** "Dave Sadler" <davesadler@telus.net>

**To:** "Sherwood Johnson" <JohnsonS@district.north-van.bc.ca>

**CC:** "FONVCA" <fonvca@fonvca.org>, "Mayor and Council - DNV" <Council@district.north-van.bc.ca>, "Directors Team" <managecomm@district.north-van.bc.ca>

Dear Mr. Johnson:

I realize the ultimate decision lay with Mayor & Council. However I would hope Council's decision making process would be largely influenced by their professional management team's recommendations.

It's no secret that I do not believe the District is a shining example of good governance. As a result, I spend much time researching municipal affairs. I've had no personal experience with ARMS but after visiting their web site, felt it would have been the appropriate mechanism to address the Ms.Burrows/Mr.Crist incident.

Yours truly, Dave Sadler

----- Original Message -----

**From:** [Sherwood Johnson](#)

**To:** ['Dave Sadler'](#) ; [Sherwood Johnson](#)

**Cc:** [FONVCA](#) ; [Mayor and Council - DNV](#) ; [Directors Team](#)

**Sent:** Tuesday, October 16, 2001 12:09 PM

**Subject:** RE: Dispute resolution resource

Dear Mr. Sadler:

'Thank you' for taking an interest in our dispute resolution procedures and suggesting we might consider ARMS as a conflict management and dispute resolution resource.

What you may find interesting is the fact that the District's *Complaint Resolution Procedures* does have a provision inviting staff complainants to consider the use of a mediator as an alternative approach. And further on - under "Complaints against Council Members"- this same procedure requires the use of an "outside consultant", which, under the appropriate circumstances, may well turn out to be a mediation/dispute resolution service like ARMS offers; or, maybe not - as was the case you refer to below. I only make this latter point because the determination of how complaints against council members are to be investigated rests with Mayor and Council. From this you can see the appointment of the outside consultant is not staff driven, and, as such, is not something the HR Manager would be expected/obliged to consider...other than to provide comment or suggestion to Council, if so requested.

I note that you have copied Mayor and Council of the name of the professional dispute resolution service you feel would be a better alternative to lawyers and RCMP. Council may find this name useful to have on hand should it be called upon to investigate some future complaint against one of its members. As well, we will keep ARMS in our files along with other HR consultants' materials.

As an aside, I was wondering if you have had any personal experience with the "Appropriate Resolutions" (ARMS) group? In a practical sense, I was wondering how you might have found their service delivery given the firm's Victoria phone number.

Sincerely,  
Sherwood J Johnson  
Manager, Human Resources

-----Original Message-----

**From:** Dave Sadler [mailto:davesadler@telus.net]

**Sent:** October 14, 2001 8:10 PM

**To:** Sherwood Johnson

**Cc:** FONVCA; Mayor and Council - DNV; Directors Team

**Subject:** FYI: Dispute resolution resource

Dear Mr. Johnson: Please consider **Appropriate Resolutions Management Services** as a conflict management and dispute resolution resource. I felt the use of a lawyer & the RCMP was an inappropriate & expensive solution for the District to adopt earlier this year.

Their web site is at <http://www.appropriate-resolutions.org>.

Yours truly, Dave Sadler

