

April 7, 2014

Tim McMillan, MLA  
4910 B 49 Street  
Lloydminster, SK S9V 0M3

Dear Tim,

**Re: Saskatchewan Human Rights Commission**

Synergy Credit Union was recently involved in an action involving the Saskatchewan Human Rights Commission. The whole process was unsettling, thus the reason I am sharing the experience with you.

A claim with the Saskatchewan Human Rights Commission was made against Synergy Credit Union by a former employee on November 10, 2011, but not signed by the complainant until April 23, 2012. We received a letter from the Commission dated April 27, 2012, along with a copy of the complaint. The complaint contained no details of the claim.

Additionally we were advised that the former employee also made complaints with two other Departments of the Saskatchewan Government, the last complaint was closed on April 18, 2012.

Under the Human Rights Code, we were directed to enter into mediation before being referred to a formal hearing. We were also advised that following mediation, if no settlement was reached, the Chief Commissioner may apply for a hearing. However, if the respondent makes a final offer of settlement, which he considers to be fair and reasonable, but is rejected by the complainant, he may exercise his discretion and dismiss the complaint.

Following mediation, taking direction from our legal counsel we offered a settlement that was rejected by the complainant. We then advised the Commission to request the matter proceed to a Court of Queen's Bench hearing and that the Saskatchewan Human Rights Commission and the complainant provide us with full disclosure of the claim. The response back from the Commission was a settlement agreement; the Complainant apparently had a change of heart and accepted our offer.

Our concern lies in the fact that the details of the claim have never been disclosed to us, not even during mediation. Apparently, the Saskatchewan Human Rights Commission is under no obligation to share the details with the accused. We do not know who the Commission talked to or what was said by any person/company about this case. The tactics used during mediation were very elusive but intimidating. Synergy is not aware what basis the Commission made a determination that we did something wrong or even what we did wrong. The Commission has never disclosed specifically what we did that was in error from their viewpoint. Our legal counsel advised our Human Resources Manager, who was involved in the whole process, that we had no option but to accept the ruling and pay the claim.

Still today, Synergy has no idea of what it did wrong that warranted this action or the heavy handedness of the Saskatchewan Human Rights Commission. Synergy cannot adjust its approach to avoid a similar accusation in the future. Apparently we will never know because that is confidential information but yet the Saskatchewan Human Rights Commission is at liberty to make public the settlement, which appears to make Synergy guilty of something.

This is not how Synergy treats its people; members or employees.

Hopefully you or someone from the government can look into the operations of the Commission more closely so that others are not treated in this matter. It does not feel balanced or fair. Maybe there needs to be a Commission to protect the rights of companies in situations like this?

Sincerely,

Glenn Stang  
CEO

Cc: Saskatchewan Human Rights Commission  
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