



## **Call for Board of Directors: An opportunity to use your experience and expertise to the benefit of taxpayers across BC.**

Formed 50 years ago in response to successive large wage settlements, the Greater Victoria Labour Relations Association (GVLRA) has acted as an Accredited Bargaining Agent for local governments, setting employer mandates and providing negotiation services. In order to better serve local governments and the public interest for the *next* 50 years, the GVLRA is transitioning into the “Local Government Labour Relations Association” (LGLRA), providing new services, a new service model, and adding the ability to expand geographic reach when serving municipalities, regional districts, and publicly funded entities across Vancouver Island and eventually all of British Columbia. We are moving from a simple employer bargaining agent into a modern, flexible "Centre of Excellence" for local government Labour Relations (LR) and Human Resources (HR) services. To accommodate the changes, the governance board is moving from a board of elected officials to a more traditional corporate board structure containing a range of skills, experience, and backgrounds.

**Community Contribution:** Joining the LGLRA Board of Directors is a unique opportunity to make a tangible, multi-million-dollar impact on the sustainability of local governments.

- **Containing Costs and Protecting Taxpayers:** Uncoordinated municipal bargaining often leads to "whipsawing," where high settlements in one jurisdiction are used to force identical increases in others. By providing a unified mandate and highly specialized negotiation expertise, the LGLRA manages the cost of settlements and ensures labour stability. For example Southern Vancouver Island local government payrolls total approximately \$550 million, meaning settlements just 1% more efficient through coordinated bargaining equates to \$5.5 million in annual taxpayer savings, with compounding benefits over time. There is also benefit in improved workplace policies that reduce grievances and in managing financial reserves for mediations and arbitrations impacting regional or provincial management rights.
- **Fostering Local Government Excellence:** You will help guide an entrepreneurial organization that will provide members with cutting-edge HR and LR support to meet their needs, such as shared regional data (such as compensation benchmarks and sick leave trends), customizable policy templates, and strategic project support, all with cost savings to the taxpayer and improved work conditions for employees. Particularly in the first couple of years, the service delivery will be constantly adapting to meet customer needs.

**The Role: Strategic Governance and Oversight:** To support the new service model, the LGLRA has adopted a modern dual-governance structure. This ensures that you, if selected as a Director on the Board, can focus on strategic growth and operational excellence. The new Association Board is comprised of up to 9 Directors (approved by members at a General Meeting) and will be responsible for the organization's strategic planning, financial sustainability, risk management, business



development, and hiring and oversight of the Executive Director. For clarity, the Board does not set or influence specific bargaining mandates (those confidential tasks are delegated to independent Employer Accredited Bargaining Agent Committees (EABACs) comprised of elected officials from participating municipalities), but the Board will be directly involved in ensuring the EABAC model is effective and efficient in their work, and that the model attracts 100% participation.

**Your Skills will Help:** We are seeking experienced forward-thinking board directors to help the new Executive Director navigate the business transition and expansion - maintaining core bargaining mandate services alongside the new, scalable business model. The first order of business for the Board will be to select a new Executive Director. Ideal board candidates will have prior board experience and will form a balanced team with backgrounds in governance, finance, IT, law, business, human resources, Labour Relations, etc. The new Constitution reserves one Board Director position for a Chief Administrative Officer (CAO) of a Member organization.

**Remuneration:** *The board is non-remunerated, however all directly incurred expenses (travel, meals, etc.) will be covered.*

**Timeline:** *The Board is anticipated to be approved by members around mid-May 2026. Expect frequent meetings (likely monthly) in the first year.*

**Location:** *The LGLRA Corporate Head Office and Board will be based in Victoria, BC. Remote participation on the Board is supported, but in-person participation is preferred.*

**Contact:** Help us build a resilient, member-guided Association that protects the long-term financial viability of our communities. If you are passionate about local government excellence, strategic business development, and taxpayer value, we invite you to join the Board and help lead the LGLRA drive value for its next 50 years. If you are interested in joining the new LGLRA Board:

- Please submit a cover letter and CV Attn: Paul Murray [BrentwoodAdvisory@proton.me](mailto:BrentwoodAdvisory@proton.me)
- For questions, please contact the current GVLRA Board Chair Kevin Murdoch  
Cell: (250) 896-4983 (text preferred) Email: [mayor@oakbay.ca](mailto:mayor@oakbay.ca)

*Special Note: the Constitution and Bylaws prohibit Board members from being members of any union that has relationships with any member organization. Practically speaking, this excludes any active union member of a police, fire (IAFF), theatre (IASTE), or municipal (CUPE and USW) organization from sitting on the Board.*