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St. Eustatius, June 8, 2025

Dear [REDACTED],

We acknowledge receipt of your letter dated June 2, 2025, in which All for 1 Union formally announces its decision to disengage from further meetings and policy discussions with the leadership of GvP School.

We deeply regret this decision and must respectfully but unequivocally reject the characterizations made in your correspondence. Terms such as *"evasiveness," "deflection," "unilateral decision-making," "exclusion," "silencing staff voices," "resistance," "avoidance," "intimidation tactics,"* and *"systemic unwillingness to collaborate"* are not only inaccurate but misrepresent the values, intentions, and ongoing actions of GvP School.

We also regret your withdrawal of support for two important initiatives: the appointment of a Confidential Advisor and the draft Staff Social Safety Policy, including the updated Complaint Procedure for Staff and a Confidential Advisor Policy. These initiatives, which were prioritized at the request of All for 1 Union and upon the recommendation of the Country Mediator, are aimed at fostering a more positive and professional working environment and strengthening dialogue between GvP School and its staff.

We kindly refer to your letter dated January 8, 2025, in which you state our staff have expressed the need for mental health check-ins and a Confidential Advisor. Additionally, while you state that staff should have input into such an appointment, GvP School did not agree to a formal consultation or a joint decision-making process involving All for 1 Union or shop stewards. As previously outlined in our letter of January 15, 2025, All for 1 Union does not hold authority over establishing internal policies, procedures, or operational processes at GvP School. The final decision-making authority rests solely with the Board and is not subject to collective bargaining.

The Staff Social Safety Policy is currently in the consultation phase and under review by our staff, including shop stewards and the Participation Council, ex Articles 11.33 to 11.36 of the Secondary Education Act 2020 (WVO 2020). The draft Staff Social Safety Policy—including the updated Complaint Procedure for Staff and the Confidential Advisor Policy—was initially shared with the Country Mediator in the mediation on April 25, 2025, and subsequently revised with input from the Confidential Advisor.

Taking the deadlines set by the Country Mediator into account as much as possible, the staff was informed of the appointment of the Confidential Advisor on May 16, 2025, with an introductory meeting held on June 4, 2025. Meanwhile, following GvP School's decision-making procedure, the draft policy document was shared with the Participation Council and subsequently disseminated to the staff, including shop stewards, on May 19, 2025, for their input. An all-staff meeting to discuss the draft was held on May 28, 2025, with full attendance. Staff were assured that their feedback would shape the final version of the Staff Social Safety Policy and were invited to contribute via direct channels, the Participation Council, or the Union.

The informative session introducing the Confidential Advisor on June 4, 2025 - unfortunately not attended by several All for 1 Union members, including shop stewards - would have included further updates on these initiatives and the opportunity to share the Union's input during this key phase of consultation.

In light of the efforts GvP School has consistently undertaken, it is regrettable that All for 1 Union has now chosen to withdraw from the constructive dialogue process. Since our initial meeting on February 18, 2025, GvP School has acted in good faith and has worked diligently to foster open, respectful, and solution-oriented discussions on all matters raised by your union.

However, GvP School can only consider your concerns if you share them with us. We therefore urge you to reconsider your position. Should you decide to resume representing employees during this consultation phase, please inform us as soon as possible so that we can consider reopening the process to accommodate your input. The consultation phase is scheduled to close on Friday, June 20, 2025, at 5 p.m. We encourage you to submit any contributions in a timely manner.

Looking ahead, from our end, we remain fully committed to engaging with our staff and their representatives in a constructive and collaborative manner. To support this, we have reached out to the relevant ministries to request the appointment of a new mediator, as part of our ongoing efforts to re-establish meaningful dialogue with All for 1 Union.

We sincerely hope that All for 1 Union will reconsider its position and rejoin us in a spirit of mutual respect and shared purpose.

*On behalf of the Gwendolyn van Putten School,*

Sincerely,

  
Name: \_\_\_\_\_  
Position: President of the Foundation