

JOB ACTION RESPONSE

Background

The District has thirteen unionized bargaining units with whom to bargain. The District recognizes that at the expiry of a term of a collective agreement and after the parties have bargained collectively, unions have the right to vote to strike and upon appropriate application to the Labour Relations Board and meeting the conditions contained in the Labour Relations Code, remove their services and strike.

Procedures

1. All employees who are members of a unionized bargaining unit have the right to honour the legal picket line of a striking union. An employee who elects not to cross a legal picket will not be disciplined by the District, but will lose pay for each day absent due to the said picket line.
2. Senior Management, District Management, Principals and members of the Professional and Administrative Staff Association (PASA) are all exempt from union jurisdiction and are expected to report to work during job action.
3. In the event of a strike or lockout, it is imperative that an action plan be designed immediately under the direction of the Superintendent. This plan will detail responsibilities and duties of all exempt staff and administrative personnel.
4. All administrative decisions around District procedures and communication will be made through the Job Action Management Committee, which is managed by the Associate Superintendent – Employee Services and comprised of senior management representatives, school based administrator representatives, Communications staff, and Employee Services staff. This Committee is also responsible for keeping an up to date Job Action Manual.

Reference: Sections 22, 65, 85 School Act
Employment Standards Act
Industrial Relations Act
Labor Relations Code
Collective Agreements

Adopted: February 1983

Revised: August 1990; September 1994; December 1996; January 1999; May 2015; September 24, 2018