

STRIKE OR LOCKOUT

Background

The District recognizes that in the vast majority of collective bargaining relationships the parties achieve reasonable, acceptable settlements without strikes or lockouts. However, experience shows that with both non-teaching and teaching employees, strikes do occur. Consequently, the District must have a contingency plan for dealing with employee strikes.

In the event of a strike or lockout, it is imperative that an action plan be designed immediately under the direction of the Superintendent or designate. This plan will detail responsibilities and duties of all excluded staff and administrative personnel.

Procedures

1. The Committee will be chaired by the Superintendent or designate and will include principals and vice-principals in its membership.
2. Plans will not include expectations that any employee undertake duties that would be hazardous to that employee.

Legal Reference: *Sections 22, 65, 85 School Act*
Employment Standards Act
Collective Agreements
Industrial Relations Act