

## **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 a strike work plan be designed immediately under the direction of the Superintendent. This plan will detail responsibilities and duties of all excluded staff and administrative personnel.

### **Procedures**

1. A Committee will be chaired by the Superintendent and will include principals and vice-principals in its membership to develop a strike work plan.
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

Adopted: September 1, 2018