

## **JOB ACTION RESPONSE**

### **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 unionized 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. 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.
2. Plans will not include expectations that any employee undertake duties that would be hazardous to that employee.

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

Adopted: June 25, 2019

Revised: