



Small Schools Make a Difference

SGDSB Parent Guide to Strikes

Introduction

A strike may take the form of a “work to rule”, rotating strike or a full withdrawal of services. One or more Unions may be in a strike position at the same time and you should expect a coordinated strike effort on the part of the Unions.

Definition of a “STRIKE” for Teachers

“Strike”, in relation to a teachers’ bargaining unit, includes any action or activity by teachers in combination or in concert or in accordance with a common understanding that is designed or may reasonably be expected to have the effect of curtailing, restricting, limiting or interfering with,

- a) *the normal activities of a board or its employees,*
- b) *the operation or functioning of one or more of a school board’s schools or of one or more of the programs in one or more schools of a school board, or*
- c) *the performance of the duties of teachers set out in the Education Act or the regulations under it, including any withdrawal of services or work to rule by teachers acting in combination or in concert or in accordance with a common understanding.*

School Boards Collective Bargaining Act, 2014

Definition of a “STRIKE” for Unionized Non-Teaching Staff

“Strike” includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit output.

GUIDING PRINCIPLES in the EVENT OF LABOUR DISRUPTION

During any employee job action, the Superior-Greenstone District School Board is committed to:

- Providing a safe environment in each school for students, staff and visitors;
- Resolving the dispute as quickly as possible to continue providing a high quality education for our students;
- Minimizing the impact on our students and take all possible measures to ensure that expectations for students will be met;

Recommended Procedures When Crossing a Picket Line

- Students and their families crossing the picket line are legally obliged to do so in a manner that does not endanger the life or safety of any person.
- If you are driving into a school parking lot, approach the picket line as you would a busy intersection. Come to a full stop, watch for an opening and exercise caution before proceeding.
- Whether you are driving or walking across the picket line, you may be stopped by a person on the picket line for a short period of time so that they can provide information about the strike. Be patient and proceed when the person on the picket line is finished with the presentation.
- Keep personal biases and emotions in check. Be friendly or neutral.
- The police have no authority in the dispute unless there is a breach of the peace or a criminal offence such as causing a disturbance or intimidation. If there is the possibility of a physical altercation, do not become involved. Report any safety concerns about picket activities to your school principal.
- If you are driving across the picket line to leave the school, please only make right hand turns on to the street.

Other considerations:

- In an effort to reduce traffic issues at picketed sites, please consider arranging carpools for the drive to and from school.
- If at all possible, please avoid unnecessary departures and arrivals from the school.
- If you do not feel comfortable crossing the picket line, you may park your vehicle on the street as long as it is legally parked. Please do not park in private lots or block driveways/laneways.

If you have any questions or concerns, please contact your local school principal.