

Job Action Manual

May 2022



BC's Union for Professionals

Important Contact Information

Online

All strike related resources and information available online at pea.org/strike

Toll Free

Contact the PEA Toll Free at 1-800-779-7736 to connect with any staff members

Our Mission

The Professional Employees Association is a union of professionals dedicated to fair and equitable working conditions for its members.

We do this through collective bargaining and advocacy, member engagement and education, and promotion of the value of professionals.

We believe in integrity, in respectful relationships, and in enlightened, innovative principles of labour relations.

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Introduction

The PEA Job Action Manual is provided to enable the PEA allow to plan and implement job action at PEA worksites.

Overview

Strikes and other job actions are a last resort when attempting to achieve fair settlements for PEA members. However, there are times when PEA members have had to take job action to assert fairness and respect for the value of their work and where withdrawing services is the only leverage left to achieve bargaining goals.

Job Action

What is Job Action?

If a union and an employer are unable to reach a collective agreement through negotiations, it may be resolved the impasse through job action:

- The union and the employees engage in job action by going on strike
- An employer engages in job action by locking out the employees

Job action is intended to put pressure on the other party to the collective bargaining dispute to try to resolve a bargaining impasse. While a strike or lockout can be disruptive, it can be a highly effective tool for resolving a collective bargaining dispute.

Job action can take many forms. It could start with the refusal to perform specific duties and escalate to an all-out withdrawal of all services (excluding those deemed essential).

Work to Rule

Work to rule generally means restricting productivity by following work rules exactly. It can exert considerable pressure on management if there is broad support from the membership.

Examples include:

- following all rules, procedures and steps impacting normal efficiency
- overtime ban
- travel ban
- email or phone ban
- refusal to attend meetings or engage with management
- casual dress where formal dress or uniforms are required
- non-performance of some non-core duties
- union meetings during work hours
- advocacy messages in all stakeholder communications (email, voice mail, conversations, meetings, leaf-letting, etc.)
- full entitlement of coffee and lunch breaks

One of the advantages of work to rule is that members continue to receive full salary, while placing pressure on the employer. Work to rule may have diminishing effectiveness over time.

Targeted or Rotating Job Action

Targeted job action involves the withdrawal of services at select work sites. Rotating job action features strikes at different targeted locations so that job action is continuous, but locations vary.

These actions are hard for management to respond to and minimize wage loss for PEA members.

Escalating Job Action

Escalating job action starts with targeted job action and escalates as additional worksites are added over time.

Full Scale Strike

Full scale strike is a complete withdrawal of services at all worksites that members work at and all members remain off the job until the PEA notifies members about returning to work.

Other Union's Job Action and Picket Lines

When another union has put up picket lines around PEA members' worksites, members should immediately contact PEA staff. Affected members are encouraged not to cross other unions' picket lines unless directed otherwise by the PEA. Strike or picket pay will be made available to any members affected by other unions' picket lines, once approved by the PEA Executive.

The PEA encourages members to support both PEA and other unions' picket lines. Crossing picket lines impacts the potential impact of job action for the union and can lead to long-term relationship issues in the workplace between members of the same union and other unions.

Lockout

This is the only type of job action initiated by the employer. The employer prevents members from working and receiving any pay, except for members providing essential services. This tactic is usually not supported by the public.

Campaigns

Campaigns can be an important tool in achieving bargaining goals. Campaigns help to build solidarity among the membership, create public awareness about key bargaining issues and put pressure on the employer.

Most campaigns are initiated by the PEA staff in conjunction with chapters and may include the following elements:

- advertising
- letter writing campaign to MLAs
- media activity
- stickers, buttons, etc.
- newsletters
- chapter meetings
- posters
- solidarity actions (e.g., all members wearing the same colour on the same day)
- lobbying

Feel free to contact the PEA office for advice and support about campaigns.

The Job Action Process

The following outlines steps involved in job action planning. The sequencing of these steps may vary. As well, given the diversity of PEA chapters and varying locations and size of membership, Chapter Executives may implement tailored job action planning approaches. For example, job action planning for a large, geographically dispersed chapter like the GLP is more complex and

would more likely require multiple committees. Multiple committees smaller chapters with a single location would not be required to effectively coordinate job action.

Collective Bargaining Takes Place

The parties (the Union and Employer Bargaining Committees) arrange for bargaining dates and discuss proposals. Members looking for more information on the collective bargaining process should review the collective bargaining process available online at pea.org/education/collective-bargaining/

The Parties Reach Impasse

Where the parties are unable to come to agreement on key issues the PEA may inform the employer that the parties have reached impasse and then proceed with taking a member strike vote.

In order to declare impasse, meaningful bargaining must have taken place, although the parties don't need to have exhaustively discussed every proposal. All bargaining proposals must be tabled and those proposals key to job action (e.g., compensation) should have been more thoroughly discussed, or at least the employer must have been given opportunity to set out their counter proposals.

The Union Decides to Take a Strike Vote

PEA member meetings will normally be held prior to taking a strike vote to gauge member support. The Bargaining Committee will meet with the Chapter Executive and advise them of the intent to meet with members to gauge support for a strike vote or will simply recommend that the chapter take a strike vote. PEA staff will inform the PEA Executive about any strike vote and ensure that the PEA Executive determines the strike pay amount in advance of any action.

PEA staff will conduct an electronic strike vote prior to the start of any job action. A strong, positive membership vote (e.g., 90 to 100% support) from a significant proportion of members is crucial to achieve leverage with an employer.

The PEA will appoint a Returning Officer, normally the Labour Relations Officer, and scrutineers to administer and review the vote. A strike vote has an expiry date of three months if no job action is taken, after which time another vote is required.

Chapter Strike Committees are Established

PEA staff will work with Chapter Executives and Bargaining Committees to determine a Strike Committee Structure and may canvas members in each PEA Local Representative jurisdiction (region) to volunteer. Chapter Executives will be asked to appoint members if that is needed. PEA staff will meet with Strike Committees to provide information on how to plan and coordinate job action. Information such as strike pay guidelines, strike procedures, strike pay policy and forms needed for strike pay, are provided to Strike Committees and explained in information meetings.

Information about members in a jurisdiction (who they are, where they work) and worksite locations and building layouts will be gathered and shared between the PEA staff and Strike Committees.

The Parties Attempt to Bargain Again

After taking a strike vote the parties may return to the table to bargain. If negotiations are successful, a Memorandum of Settlement is signed and a membership vote will take place. If

not, then either side may request mediation. Mediation may also be useful immediately after taking a strike vote.

The Parties Call for Mediation

Either party can request a mediator; however, both sides must agree to mediation of the outstanding items. If the mediation is not successful, either party may request that the mediator ends the mediation. No strike can begin within 48 hours of the mediator booking out of the mediation process.

Essential Service Negotiations

Essential service negotiations will likely happen at some point when the potential for job action is apparent. PEA staff generally negotiate these levels with chapter employers. Members who are designated essential service will be identified and Local Strike Committees will be notified. For most PEA chapters, very few members will be designated as essential services.

The parties have to identify what level of services need to be provided during a strike or lockout in order to avoid the threat to the health, safety, and welfare of British Columbians. Where the parties disagree about whether a labour dispute would pose such a threat either party can apply to the Labour Relations Board.

The Mediator Books Out

The Bargaining Committee meets with PEA staff and discusses next steps, including public relations or media campaigns, where funding has been approved by the PEA Executive. PEA staff briefs the PEA Executive of situations with the potential for job action.

The Union Starts Planning a Strike

Strike Committees start meeting and planning strike logistics, including how all worksites will be picketed. Planning will likely occur much earlier in the process where impasse becomes apparent. The committee and PEA staff determine what is needed for picket line support. Local volunteers may be recruited to phone members about picketing schedules. PEA Labour Relations Officers and other staff assist committees as needed. PEA staff will have gathered updated employee contact information (e.g., email, text, work and home address, etc.) in advance and will have shipped strike supplies to local committees.

The Union Gives 72-hour Strike Notice to the Labour Relations Board and the Employer

The PEA must issue 72-hour strike notice to the Labour Relations Board and the Employer before job action starts. The Strike Committees is notified in advance and will implement the strike plan. The Strike Committee will prepare picket signs with the appropriate slogans and ensure that picketers are assigned to the appropriate site and the picketer's walking route is established so that the all entrances and exits are covered. Picketers are issued a set of guidelines for picketer's behaviour.

Volunteer members may start phoning members to assign picket duties. Assignments may be coordinated using text or email. Members with a valid reason who are unable to do picket duty will be assigned other duties in support of the strike by the Strike Committee.

Members who have been deemed in an essential service role will be contacted and given direction to attend work under the conditions laid out in the essential services protocol. Essential service workers will also be provided picket passes by the picket captain to cross picket lines without incident.

The Union Puts Picketers on Worksites

Picketers will be directed to the worksite where picket and materials will be provided.

Picketers show up at the assigned worksite at the appropriate time and walk the assigned route. Picket Captains will coordinate members' picketing activities. The Picket Captain or designate will assign the picketer's break times and provide refreshments.

The Picket Captain will visit assigned worksites each day to establish that the picket duty has been performed and have the picketer initial the Picket Captain's Report.

Any media questions will be directed to the members that have been designated by PEA staff for the role of media spokesperson, the Labour Relations Officer, Executive Director or PEA Communications Officer.

The Parties Return to Mediation or Settle

Mediation is a likely next step for settlement once job action has started although the parties may be able to bargain their own settlement. Strike activities continue until the PEA Bargaining Committee and the PEA staff communicates otherwise. A ratification vote will happen either before or after the strike has ended. If the ratification vote is not successful, the strike may continue.

The Strike Ends

The PEA office will announce when the strike is over and communicate this directly to the members. Members will then be directed to return to work. Members should not expect any changes in treatment at the worksite after a strike and if this happens, advised to contact a PEA Labour Relations Officer.

Conducting Job Action

An effective strike is a well-planned strike. There is a role for every member to play in a strike.

Roles & Duties

PEA Executive - makes decisions on strike pay based on the Strike Pay Policy .

PEA Table Officers – make decisions about strike pay where Strike Committees are planning targeted, rotating or escalating job action or where job action is less than a full day in duration.

Chapter Executive - provides guidance to PEA staff in Essential Services negotiations. Makes strategic decisions on whether a strike vote and job action are needed based on the recommendations of the Bargaining Committee. Determines how to support a strike and establishes a Chapter Strike Committee (e.g., appoints volunteers). Makes decisions such as the continuation or termination of the strike in consultation with the Bargaining Committee.

Bargaining Committee - focused on bargaining during the strike with the role of trying to get a settlement. This role within the strike itself is limited as the Bargaining Committee is required to be available at any time to resume bargaining to achieve a settlement.

PEA Staff - work with chapter Bargaining Committee, PEA Executive, Chapter Strike Committee and Local Strike Committees to ensure that the strike runs smoothly and members receive strike pay. Manages communications between various committees, media and members. The LRO continues to lead bargaining as a priority.

Chapter Strike Committee - assists the Chapter Executive with job action planning and works with PEA staff to coordinate and provide direction on job action and strikes. This role also helps to ensure that there are functioning Local Strike Committees.

Local Strike Committee - work with members to coordinate picketing at the local level. Each chapter jurisdiction will be canvassed for volunteers to local strike committees. Local Strike Committees may consist of a strike committee Chairperson, Picket Captains and Coordinator. The Local Strike Committee follows the guidance of the Chapter Strike Committee and the Chapter Executive.

Checklists

PEA Staff

What	Who
Secure PEA Executive Approval by motion for Strike Pay for each chapter (or consider omnibus approval in context of PSEC related common expiry dates) well in advance of any job action so members know the amount that will be paid.	LRO, ED
ESTABLISH ROLES <ul style="list-style-type: none"> Chapter Executive Overall job action planning Recruit Chapter Strike Committee for Executive appointment Recruit Local Strike Committees where there are multiple locations (established by Executive appointment) Recruit Picket Captains as needed for all jurisdictions (start with local reps) PEA Staff Roles: Communications, media, admin support including packaging and distribution, strike activities coordinator, training etc. 	LRO, Other staff
Ensure training for Chapter Executive, Picket Captains, and Strike Committees on job action and roles in advance of job action.	LRO, Other staff
Develop plan for job action with Chapter Executive and Chapter Committee: partial, targeted intermittent/rotating, full withdrawal of services, work to rule. Revise plan as required. LROs will determine logistics for their own involvement in the job action (e.g. travel day before, AV equipment and other attendees for rallies, etc.).	LRO, Other staff
Seek PEA Table Officer advance approval of strike pay for targeted, rotating and escalating job action or job action of less than a full day if those are planned. Also seek advance approval for strike pay if picketing is not planned or where HSP chapter members or other PEA members will be	LRO, ED

impacted by bargaining association targeted job action (i.e., may be eligible for wage replacement).	
<p>Before first job action, PEA Staff will contact or ensure by other means that each picket captain is familiar with and has needed information relating to:</p> <ul style="list-style-type: none"> • Overall job action strategy • Members contact information for all members in the jurisdiction and the process for communicating job action plans to members (e.g., phone, text, email) • PEA Strike pay amount and picket line procedures, roles and actions • Process for receiving picket line materials shipped by PEA staff and readying those for use • Appropriate behaviours on picket line • Media interactions, including who is designated as a media spokesperson for the job action • “Member-care” (food, water, toilets, etc.) • Other expenses reimbursement (e.g., member care) • Process for forwarding pictures of job action for PEA use (members to provide verbal permission before any pictures are taken) 	LRO, Other staff
Negotiate Essential Service levels in advance of job action and coordinate with members. Provide education as needed.	LRO
Coordinate with PEA members designated as Essential Services. Members need to know who is designated Essential and when members will work and how to access their worksite. Picket line passes may be required to cross picket lines. Picket captains should be informed of members who are Essential.	LRO, Other staff
<p>Determine whether common site picketing is an issue before any job action commences and resolve any issues through an agreement between the parties or by application or response to application at the labour relations board.</p> <p>Gather building maps of all entrance points, etc. to determine what is reasonable.</p>	LRO
Gather report of all work locations for chapter and updated member contact information in advance of job action. Work with Chapter and Local Strike Committees. Provide lists of members on strike in the relevant jurisdiction to picket captains.	Administrative staff
Communications plan, media assignments and messaging for stakeholders. Communicate those to PEA stakeholders.	LRO, PEA Communication's
LRO confirms costs of continuation of benefits with employer and forwards those to PEA financial officer to factor costs into strike pay amount well in advance of job action.	LRO
Staff contact other unions striking at same location (e.g., BCGEU) for coordination of job action ongoing thru bargaining and well in advance of job	LRO, Other staff

action. Encourage local strike committees and picket captains to communicate regularly with counterpoints in other striking unions at the same location.	
Staff contact BCFED well in advance to inform other unions and generate support.	LRO, ED
PEA staff ensure delivery of member education and engagement in advance of job action.	LRO, other staff
PEA LRO contacts RCMP labour liaison in advance of job action (e.g., picket lines, rallies). Staff or picket captains contact local police to generate awareness of job action in advance.	LRO, Communications Staff or Local Strike Committees

Local Strike Committee duties:

1. Decide where picket lines will be set up at all work locations in jurisdiction.
2. Work with PEA staff to recruit and provide information to Picket Captains.
3. Determine the hours of picketing and the number of pickets required at each location.
4. Determine which employer worksites will be picketed based on the logistical information that has been gathered (worksite locations and the number of members working there).
5. Phone all members before a strike (or use other PEA staff provided means such as texts, email) to communicate the time a strike will start and where picketing will take place.
6. Organize the preparation of picket signs and slogans.
7. Set up communications systems with PEA staff to coordinate with members in jurisdiction, other Unions impacted by job action, and the PEA Labour Relations Officer.
8. Determine plans in conjunction with PEA staff for providing picketing members refreshments, snacks and access to bathroom facilities. Sometimes the employer will allow members to use workplace washrooms or there may be public facilities nearby.

Porta-potties may be rented where no other facilities are available but must be approved by the Executive Director In advance).

9. Answer questions from members i.e., about the strike pay policy, or about the requirement to picket or other aspects of the strike.

Local Strike Committee Chair duties:

1. Front line between the Chapter Strike Committee, Chapter Executive, the PEA Labour Relations Officer and other PEA staff as well as local members.
2. Help the Picket Captains organize effective picketing and answer questions from members.
3. Help resolve issues.
4. Call meetings were directed by the PEA to address changes in the status of the strike or issues that have arisen from the strike action.

Picket Captains duties:

1. Work with the Local Strike Committee to draw up a plan to ensure sufficient pickets for all worksites.
2. Visit the picketed worksites to ensure that there are sufficient pickets at each site during all working hours. Provide striking members picket signs and other promotion materials.
3. Organize picketers on the line (times and locations for picketing and breaks).
4. Complete the Picket Captain's Report (see Forms section) with each picketer's time spent picketing and initials. Send in Picket Captain's report to the PEA Financial Officer or designate at end of each week.
5. Report picket issues or incidences to Local Strike Committee and the PEA Labour Relations Officer (e.g., the arrival of reporters, police, any disturbance on the picket line).
6. Ensure all necessary materials are at the picket line sites including daily reports, picket signs, water, toilet facilities, etc.
7. Monitor the conduct of the picket lines.
8. Ensure that members in jurisdiction who have been declared essential services have a picket line pass and a safe means to enter the workplace.
9. Act as primary liaison with picketers ensuring effective communication in regard to picketing and the strike.
10. Directs local media to the PEA Communications Officer or designated media spokesperson.

Local Strike Committee Coordinator duties:

1. Liaise with PEA staff.

2. Help the Picket Captain organize effective picketing.
3. Be a floating picketer.
4. Answer questions from members.
5. Help resolve issues.
6. Directs local media to the PEA Communications Officer.
7. Liaise with the PEA office for additional strike materials.
8. Organize the phone tree for phoning members about the impending strike and where and when members will be expected for picket duty.

Logistics

Picket packages containing placards, string, markers, banners, flags and other appropriate materials will be sent to representatives of the Local Strike Committees in advance of job action. Shipping requires two weeks. Local Strike Committees add appropriate messages on the placards depending on the situation.

Local committees will purchase any other items such as coffee or food snacks (muffins, donuts) and send in the receipts for re-imbursement on a PEA expense claim form available from the website.

Picket Captains should track mileage and submit to the PEA using the members' expense claim form. Any additional expenses incurred as a result of this position (cell phone usage, etc.) can be submitted to the PEA for reimbursement.

Calls to the PEA office can be made Toll Free 1-800-779-7736

Information for Picketers

There are many legal requirements concerning picket line participation. Incidents may lead to a court injunction. The Local Strike Committee should see that the following information is understood by all picketers:

A picket line has a two-fold purpose:

1. To convey the information to the general public that a strike is in progress
2. To effectively curtail and bring a halt to the business of the employer.

In order to fulfil these purposes, it is important that all members be thoroughly familiar with the following instructions:

1. Report to your Picket Captain prior to the start and at the completion of your picket assignment. Ensure you initial your picket time each day on the Picket Captain's Report.
2. Picket signs are to be worn or carried while picketing.
3. Members must picket in their assigned area. Any person attempting to cross the picket line must be informed of the strike and politely requested to respect the picket line.

4. Picketers are not to engage in an argument or debate concerning the strike. Problems should be referred to the Strike Committee Chairperson, Picket Captain or Labour Relations Officer.
5. Should a person insist on crossing the picket line, do not restrain them. Do not obstruct the general public from using the sidewalks or roadways in front of the picket line.
6. Alcohol is never appropriate for a picket line.
7. Conversations with the general public should be as courteous as possible. Focus on only two or three key issues relating to the strike. Do not speak to the media if approached. Refer any media to the Picket Captain, designated media spokesperson or the PEA Communications Officer.
8. Any questions are referred to your Picket Captain.

Picket Line Duty Expectations

In the event of a strike or lockout members are expected to perform picket line duties for twenty (20) hours per week or four (4) hours for each day that the member would have otherwise have been at work had the strike or lockout not occurred. This means that there is an expectation that members will participate in the work of the strike by being on the picket lines or if that is not possible because of good reasons (e.g., medical issues), and will be expected to perform other duties as assigned by the Local Strike Committee or Picket Captain (e.g., phoning members).

Members refusing picket line or other assigned duties are not eligible for strike pay.

Asked and Answered – Strikes and Picket Pay

Strike Pay

What is the PEA Strike Pay and Picket Pay Policy?

PEA strike pay is a salary and benefits reimbursement of up to \$150 per day when the PEA goes on strike and members join the job action.

Picket pay is a salary and benefits reimbursement of up to \$150 per day when members lose earnings as a result of honouring another union's picket line (i.e. picket pay).

In both cases, the PEA will ensure members' health and welfare benefits continue. The cost of this will be deducted from the total strike or picket pay.

Members cannot make more money from strike or picket pay than they would otherwise make at work.

Are Part-time and Auxiliary/Term/Casual members eligible?

All members, regardless of whether they are full-time regular, part-time regular or auxiliary/term employees, are eligible for strike pay or picket pay. It is important to note that strike or picket pay will not exceed the amount of pay a member would otherwise have earned.

In other words, if the strike or picket pay amount approved by the PEA Executive is greater than the amount of their normal take-home pay, then the member's strike or picket pay would be adjusted to be no more than their typical take-home pay

Is strike pay taxable?

Strike and picket pay is tax-free.

What forms do I need to fill out to get paid?

If you are unable to work because of another union's or a PEA picket line, fill out Form A: Application Picket/Strike Pay (below) and email it to mjoly@pea.org. The Form A should be submitted by members impacted by job action on a weekly basis.

If the PEA is on strike, then PEA Picket Captains will also submit members' hours completed on the picket line on the Form B Claim for -Strike Pay Picket Captain Report.

It is important that members provide a completed [Authorization To Deposit Funds](#) form to mjoly@pea.org and voided cheque when that is requested.

How long will it take to get paid after I submit Form A?

The PEA will process pay forms in the order they are received. The PEA will make every effort so that members will receive payment within three weeks.

Who is eligible for strike and picket pay?

To qualify for strike and picket pay, a member must be in good standing. This means that the member has signed a PEA membership application form and is paying union dues to the PEA.

If members are not sure that they have signed a membership application form, they should contact the PEA office. New employees who have not completed a membership application should contact the PEA office immediately.

Can I appeal my strike or picket pay?

Members have the right to appeal to the PEA Executive regarding their strike and picket pay eligibility. Members should submit any appeals to mjoly@pea.org. If there are still questions unanswered about eligibility, feel free to go to the PEA website and look up the PEA Job Action Manual or contact the PEA Office.

Which days am I eligible to receive strike or picket pay for?

You will receive strike or picket pay for each day you lose wages as the result of a strike. In the case of a PEA strike members would be expected to participate in the strike i.e., picketing for four hours per day.

How is pay from my employer impacted if there is a strike on the day where I have a scheduled an Earned Day Off?

A scheduled Earned Day Off (EDO) as part of a modified work week (for example, a 5/4

schedule with every other Friday taken as an EDO) is not impacted in the event it happens to land on a strike day.

Can I receive strike pay on a day where I am on a scheduled day off or earned day off?

Members may participate in the strike by walking the picket line but they will not receive strike pay because they will not have lost wages.

How is pay impacted if there is a strike on a day where a member works a 70 or 140 averaging schedule or a true-flex schedule?

If there is a strike on a day where a member has already maxed out their 70 or 140 hours worked then there is no impact to pay from the Employer. If there is a strike on a regularly scheduled day of work then the member is presumed to be on strike and receives no pay from the Employer (LWOP).

Members should not be changing their day of rests within an averaging schedule to avoid impact to pay on a Strike Day as that would undermine the purpose of collective job action and would be viewed as crossing a picket line. Work schedules are determined by mutual agreement within each work unit and therefore work schedules should be set down ahead of each 70 or 140 cycle for clarity.

How will I be paid?

We will pay our members via direct deposit. Members should ensure that they have forwarded a completed a direct deposit form (Authorization to Deposit Funds) and supplied a void cheque (or similar) in order to be paid.

How often will I be paid?

The PEA will process strike pay when it receives the “Picket Captain’s Report” and the “Application for Picket Line/Strike pay”. The PEA office will endeavour to send payment to members within three weeks of receiving these forms. It is critical for members to ensure the PEA has updated membership contact information and necessary banking information for payment by direct deposit

How can I receive my strike or picket pay in a timely fashion?

It is critical that members provide the PEA with their current address, phone numbers and any other requested information. Members should also ensure that the Picket Captain is aware of each completed shift of picketing. Members can review their home address and other information on file online at pea.org/user. Members should ensure that they have forwarded to mjoly@pea.org a completed a direct deposit form (Authorization to Deposit Funds) and supplied a void cheque (or similar) in order to be paid.

Members must also submit a signed [Form A – Application for Picket Line/Strike Pay](#) on at least a weekly basis to mjoly@pea.org.

Facing a Picket Line

What is a picket line?

A picket line is a form of job action. It is a boundary established by workers on strike, especially at the entrance to the place of work, which others are asked not to cross.

How much notice does a union have to give before a picket line is put up?
A union must give 72-hour strike notice to establish a picket line.

Can I cross a picket line?

The PEA strongly encourages members to respect and not to cross union picket lines. Crossing a picket line impacts the potential effectiveness of job action for a union (i.e. could extend the job action) and can lead to long term relationship issues in the workplace between members of the same and other unions. All PEA members are strongly encouraged to join all PEA job action and picket lines at their workplace.

Can I work from home if there is job action?

Members who work from home when there are picket lines at their physical office location are crossing a picket line. The PEA strongly encourages members not to work from home if they are facing PEA or another union's picket lines at their physical office location. Working from home undermines a picket line in the same way that physically crossing it does. It minimizes a union's essential tool of withholding labour and impacts the effectiveness of the striking union. It could lead to a more prolonged strike by reducing the pressure on the employer.

The default is that the Employer will not pay members when there is picket line at their physical office location. A member who chooses to work from home would have to contact the Employer and inform them that they had crossed the picket line and worked from home in order to be paid.

What happens if my workplace is going to have PEA picket lines?

You will be contacted by a PEA strike committee member in advance of the strike and given instructions on where and when you should report for picket line duty. You must complete picket line or other strike support duties to receive strike pay.

Do I have to carry out picket line duty if I work remotely?

Members who work remotely will be required to carry out picket line duty at the assigned physical location to receive strike pay.

What if a member of the public wants access to the building that I am picketing?

Allow any member of the public to enter the building. There may be leaflets that you can provide to the public for their information.

What if the media wants to interview me?

Do not engage the media. Refer them to the PEA Communications Officer or a designated media spokesperson.

What do I do if a member of the public gets into an argument with a member?

Do not engage the member of the public. Call the Picket Captain for assistance.

If I am in an excluded (management) position on a temporary assignment, can I join the picket line?

No. Members in excluded positions should refrain from joining in PEA job action. They have a duty to the employer based on their excluded status for the duration of the temporary assignment.

Essential Services

What are essential services?

The BC Labour Relations Code requires employers and unions to maintain certain essential services to the public when job action is undertaken in a labour dispute. Section 72(2) of the Labour Relations Code defines essential services as “facilities, productions and services” that are “necessary or essential to prevent immediate and serious danger to the health, safety or welfare of the residents of British Columbia.”

Essential services serve two goals: (1) avoiding immediate and serious danger to the health, safety or welfare of British Columbia; and (2) protecting the meaningful nature of collective bargaining and strike action.

Will I be paid if I am deemed an essential service?

Your employer will pay you if you have been deemed an essential service, and you work during the strike.

What are picket passes?

Those individuals designated an essential service will be issued a picket pass. This allows you to pass the picket line and prevents any confusion with members on the picket line.

Other

What about my benefits?

Under the Labour Relations Code, employers must continue to provide benefits as long as the union will pay employee premiums. If benefits are continued, the PEA deducts the costs from strike pay.

Do my Pension Contributions continue if I am on strike?

No pension contributions do not continue.

What if I have medical concerns and cannot carry out picket line duty?

Members who are not able to picket because of medical concerns are asked to contact their local Strike Committee or the PEA office, as there may be other duties that can be performed.

What if I am on probation?

If you are on probation during a strike, it may be extended for the length of the strike.

Forms

[Application for picket line pay form](#)

This applies where there is a picket line by another union.

Self-reporting form where members have lost pay due to the striking action of another union. Members are not required to picket duty in this instance but if they have lost pay they will report lost pay on this form. To access the form, go to the pea website at pea.org/strike, download the form, fill it out and scan or fax it back to the PEA.

Claim for Strike Pay - [Picket Captain report form](#)

Picket Captains will visit picket lines and record each member's picket duty. Members will initial each day the number of hours they performed pick duty. Members who have performed other duties acceptable to the strike committee will also be recorded on this report. This report will be sent in to the PEA head office every Friday during a strike. The forms will be available on the pea website at pea.org/strike and downloaded by the Picket Captain and sent in to the PEA office complete with signatures (fax or email-scan).



BC's Union for Professionals

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