

Practice Education Guidelines for BC Strike/Job Action

GL#2-7

February 2013

Introduction and Purpose:

In the event of strike action, the workplace is operated strictly on the basis of negotiated levels of essential services. Students may or may not be impacted by the negotiated levels of essential services.

The purpose of this guideline is to outline the conditions within which student practice education experiences can / cannot continue under different situations of labour disruption. Roles and responsibilities of practice education partners in the event of job action or strike are delineated.

Definitions:

Strike Action: The mass refusal by employees to perform work due to certain grievances¹.

Job Action: Temporary action by workers to protest a management decision to make demands².

Practice Guideline Standards:

Every effort should be made to allow students to continue in the practice education experience because an interruption in their clinical practice may negatively impact their course of studies and graduation.

In the event of legal or illegal strike action, students and Post Secondary Institution (PSI) Educators will not cross a picket line.

Students may need to leave a practice education area if job action occurs in that location. The decision will be made in consultation with the involved union(s), the Health Care Organization (HCO) administration and human resources personnel.

Students of specific disciplines may be exempted from job action/strike restrictions (e.g. medical residents).

When a union directs their members to cross another union's picket line, students may also be able to cross as determined by the PSI Educator, in consultation with the HCO administration and human resources personnel.

Roles, Responsibilities & Expectations:

Post Secondary Institution:

Inform the students of the procedure when there is a labour disruption (unionized strike or job action).

Where applicable and possible, pre-plan practice education alternative experiences when the possibility of job action/ strike becomes evident (eg: when 72 hour strike notice is served).

¹ Wikipedia: The Free Encyclopedia. Article - Strike Action. Wikimedia Foundation, Inc. Retrieved on May 5, 2006 from http://en.wikipedia.org/wiki/Strike_action.

² Christiane Fellbaum, Ed. WordNet: An Electronic Lexical Database. Cognitive Science Laboratory, Princeton University. Princeton, New Jersey, USA. Retrieved on May 5, 2006 from <http://wordnet.princeton.edu/perl/webwn>

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Health Care Organization:

Inform the PSI as soon as possible about the possibility of job action/strike and the status of clinical placements.

Identify a person(s) as a primary contact for communication and who can serve as the liaison between administration/human resources/unions and the PSI.

Resources and References:

Fraser Health Authority. (2012). *Potential for strike and/ or job action*. Available at:

<http://www.fraserhealth.ca/professionals/student-practice-education/news/potential-for-strike-and-or-job-action>

Health Employers Association of BC. (2012). *Collective agreements*. Available at:

www.heabc.bc.ca/Page20.aspx

Labour Relations Board of British Columbia. *Collective agreements*. Available at: www.lrb.bc.ca/cas

The University of British Columbia. (2012). *Strike information for students*. Available at:

www.vpstudents.ubc.ca/news/strike-action/#1

Wikipedia: The Free Encyclopedia. Article - Strike Action. Wikimedia Foundation, Inc. St. Petersburg, Florida, USA. Retrieved on May 5, 2006 from

http://en.wikipedia.org/wiki/Strike_action.

Christiane Fellbaum, Ed. WordNet: An Electronic Lexical Database. Cognitive Science Laboratory, Princeton University. Princeton, New Jersey, USA. Retrieved on May 5, 2006 from

<http://wordnet.princeton.edu/perl/webwn>

Guideline Review History:

Revision #	Date	Author(s)	Brief Description of Change (reason for change)
Original	February 2007		
1	February 2013	Carrie Edge (FHA), Heather Straight (VCH), Debbie McDougall (BCAHC)	Revised to new template Guideline standards confirmed and aligned with current practice Roles/responsibilities updated References updated