

## Job Action Policy

Last revised: September 2024

### 1.0 VCCFA Job Action

1.1 The Executive, in consultation with the Bargaining Team, may call a strike vote in accordance with provincial legislation.

1.2 Following a successful strike vote by the membership, the Executive, in consultation with the Bargaining Team, shall determine the timing of strike notice and the form of job action to be taken.

1.3. Strike notice must be served upon the employer by either the President or the Lead Bargainer.

1.4 All VCCFA (FA) members are expected to respect and participate in the job action as directed by the VCCFA. Participation in or support of job action is required for picket pay.

### 2.0 Picket Lines

2.1 All VCCFA members are expected to honour any legal picket line that affect the worksite as per [Bylaw 3.3](#). This includes:

- a) Refusing to cross a picket line erected by any striking union;
- b) Refusing to do business with the struck employer, including by electronic means
- c) Refraining from carrying out any work of the striking union.

### 3.0 Picket Pay

3.1 Any member who suffers a loss of pay due to their support of job action affecting their workplace and who participates in VCCFA assigned strike support duties, will be eligible for picket pay at the rate of \$150 per day.

3.2 The Executive will determine what constitutes strike support duties and convey this to membership.

## 4.0 Job Action by Other Unions

4.1 The President or designate will attend any strike coordination meeting called by any other labour organization concerning job action that may affect one or more members' work site.

4.2 Following notice of job action by another union, the President or designate shall officially recognize the job action, declare the VCCFA's support of the job action and notify the employer that it has officially recognized the job action.

4.3 Unless otherwise directed by the Executive or motion of the general membership, upon commencement of any job action, the FA will contact all members and advise them of the job action, the relevant provisions of the Collective Agreement, legislation, FA policies, picket pay and other information as applicable and urge them to respect and support the job action.

## 5.0 Honouring Student Actions

5.1 In the event of a student action or a request for support, the VCCFA Executive will determine a course of action and communicate this to VCCFA members. Members will receive the daily picket pay amount for any loss of wages for honouring approved Student Association requests not to enter the College or conduct normal work.