

# Practice Education Guidelines for BC Strike/Job Action

GL#2-7

## Practice Guideline

February 28, 2007

In the event of legal or illegal strike action\*, students/faculty should not cross a picket line.

If job action\* occurs, students/faculty may be allowed to enter the placement area or cross an information picket line as determined by the Receiving Agency management.

## Guideline Details

If job action occurs in an area where there are students, the students may have to leave the placement area. The decision should be taken in consultation with the involved union(s) and the Receiving Agency administration and human resources department personnel.

Students of specific disciplines may be exempted from this restriction (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 directed by faculty.

## Roles & Responsibilities

The Placing Agency should inform the students of the procedure when there is a labour disruption (unionized strike or job action), and the actions to take related to any possible impact to the practice education experience.

The Receiving Agency should inform the Placing Agency as soon as possible about the status of clinical placements. The Receiving Agency should identify a person(s) as a primary contact for communication about the status of placements, who can serve as the liaison between administration/human resources/unions and the Placing Agency.

## Rationale

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.

Subject to negotiated essential service levels, 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 even graduation.

\* indicates term is defined under 'Definitions' section

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## Definitions

**Strike Action:** The mass refusal by employees to perform work due to certain grievances.<sup>1</sup>

**Job Action:** Temporary action by workers to protest a management decision to make demands.<sup>2</sup>

## References

Regional Clinical Education. (February 2006) Student Practice Education Policy and Procedure DRAFT. Vancouver Coastal Health Authority, Vancouver, BC.

Interior Health Authority. (February 2006). Administrative Policy Manual - AU1000 Student Placements (Clinical & Practice Education). Kelowna, BC.

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](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>

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<sup>1</sup> Wikipedia: The Free Encyclopedia. Article - Strike Action. Wikimedia Foundation, Inc. Retrieved on May 5, 2006 from [http://en.wikipedia.org/wiki/Strike\\_action](http://en.wikipedia.org/wiki/Strike_action).

<sup>2</sup> 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>