



Frequently Asked Questions

When is it legal to strike / lockout?

Under the Ontario Labour Relations Act (OLRA) certain preconditions must be met, including the following:

- The collective agreement has expired;
- A strike vote has been held by the union; and
- The conciliation officer has issued a *No Board Report*.

For strike votes, only bargaining unit employees vote by secret ballot. The vote can be taken within 30 days of the collective agreement expiry or afterward. At least 50% or more of the bargaining unit employees must vote in favour of striking. A strike or lockout can occur on the 17th day after a *No Board Report* has been filed.

Under the *School Boards Collective Bargaining Act (SBCBA)*, the striking or locking out party must provide the other party with at least five days advanced notice.

How will St. Clair Catholic keep parents/guardians and students informed and updated?

Information will be posted on the Board website at www.st-clair.net

Will the strike have any impact on student safety?

In the event of work-to-rule strike action involving any of the union groups, St. Clair Catholic Senior Administration, Principals and Vice Principals will work together with staff to maintain safe, caring and positive school environments for students.

In the event of a legal full strike, schools will be closed to students.

Is it possible to get a permit to use the school or part of a school for other activities during strike action?

All Community Use of School permits are cancelled until further notice. Please refer to the Chatham-Kent Lambton Administrative School Services (CLASS) website www.cklass.ca for further information regarding community use of schools during a strike action.

Will community programs be affected by a strike action?

Please refer to the Chatham-Kent Lambton Administrative School Services (CLASS) website www.cklass.ca for information about community use of schools during a strike action.

Do non-striking employees have to report for work during sanctions?

Yes. Non-striking staff must report to their workplaces, as usual; unless directed otherwise by their Supervisor.

Are students expected to study on their own if schools are closed during a legal full strike?

Students should practice skills at home that they have learned in core subjects. Students should be encouraged to review subject content taught to date, with the help of parents/guardians, other students or persons with knowledge of specific subjects. It will be important that subject matter be reviewed in class for the benefit of all students once sanctions have ended, as all students may not have had access to support for independent study during the sanctions.