



July 26, 2010

Understanding your rights when facing a possible picket line

With the possibility of a strike to be determined Monday, July 26, 2010, we wish to advise our PEA members with the Legal Services Society chapter of their rights when facing a picket line at the workplace.

The Collective Agreement gives every PEA member the right to refuse to cross a picket line -

2.06 Picket Lines

The Employer recognizes the right of an employee, as a matter of conscience, to refuse to cross a picket line arising out of a dispute as defined in the Labour Relations Code of British Columbia or the Canada Labour Code. Such absence shall be without pay.

Members respecting a picket line can have their salary reimbursed under PEA Policy 6.4 -

B. Honouring Picket Line Benefit

1. Except where the Association Executive determines otherwise, the PEA will pay salary reimbursement of up to \$125 per day to PEA members who lose pay by honouring picket lines of a striking union.
2. Salary reimbursement of 70% of lost earnings to a maximum of \$125 per day will be paid to PEA members under the following guidelines:
 - a) the member signs a personal declaration of income lost;
 - b) the member signs in each time the picket line is honoured using a method determined by the chapter or association executive or local representative who has this authority delegated to him or her.

Members are also advised there is no protocol agreement between the Legal Services Society and the PEA regarding access to files.

Further information will be posted as soon as it is available.

Questions?

Contact your chapter representative or contact the PEA at 250-385-8791.
You can call toll free at 800-779-7736 or email us at membership@pea.org.