

Job Action Training

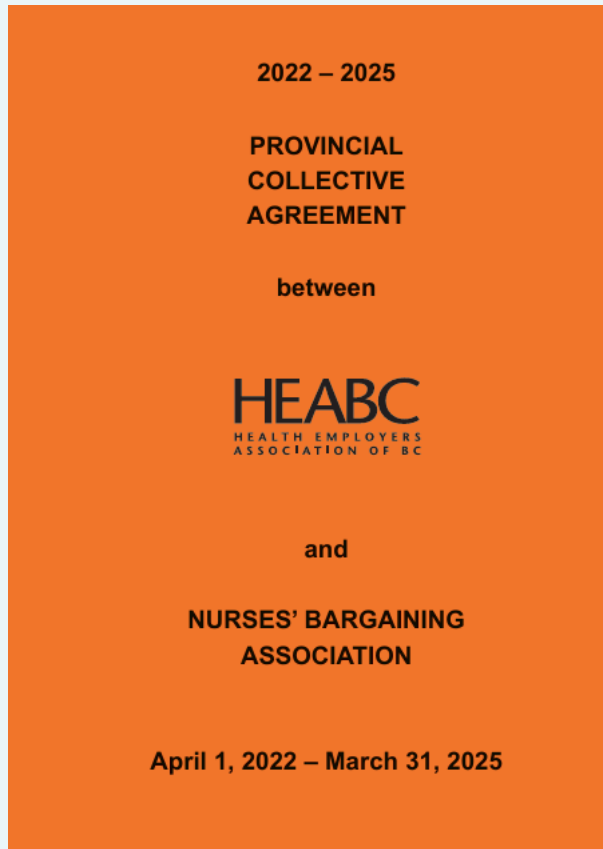


Territorial Acknowledgement



The fight for safety, respect, and fairness is a fight that you share with other workers in the labour movement as well as the indigenous people of Canada and we must strive to find that together. Today, take time to acknowledge the territory of the First Nations, Inuit, or Metis people whose land you reside on.

What Is a Collective Agreement?



Your collective agreement is your negotiated terms and conditions of your employment.

This includes:

- wages
- seniority
- leaves
- benefits
- postings
- uniforms
- health and safety
- overtime
- grievance process
- working conditions
- and MORE!

What if the Parties Can't Agree? (1/2)



Then we have reached *impasse*.

Impasse is when the union and employer cannot reach agreement on one or more issue(s), and do not believe that continuing to negotiate will change that divide.

[Read the initial announcement of impasse here.](#) And watch HSA President Sarah Kooner explain: [What happens when we reach impasse?](#)

Your HSA Board of Directors and the NBA are proceeding with a strike vote.

What if the Parties Can't Agree? (2/2)



Our options are:

- 1) Reassess priorities
- 2) Mediation
- 3) **Strike vote and job action** ← this is the option we have chosen
- 4) Binding arbitration



Why take a strike vote?

- To demonstrate our solidarity to the employer and to help us get a fair contract.
- A strong strike mandate is a very powerful tool.
- It can influence our power in bargaining

Watch HSA President Sarah Kooner explain: [Why do we take a strike vote before engaging in job action?](#)

What does a strike vote do?

Job action is an action of last resort when working toward the objectives of a fair settlement for HSA. In order to accommodate the essential nature of our work, HSA members must adapt the use of strike action. Health care workers cannot conduct an “all out” strike whereby all members withdraw their services. Instead, HSA members are compelled to have a “controlled” strike during which essential services are provided at all times. A strike or lockout in health care is controlled by legislation and essential service guidelines

A strike vote can be a very powerful tool – sometimes enough to get the employer to change their priorities.

A strong strike mandate can be a very powerful tool to leverage employers. If they know there is a real and concrete risk of work being disrupted in the next 90 days, it can force the employers to bring more to the table.

Strike Vote



When conducting a strike vote, we can only ask the question below:

Are you in favour of a strike?

Yes

No

- Members are asked in a secret ballot whether or not they would be willing to take job action
- If the result is greater than 50%, then the union has a strike mandate
- Strike votes are determined by the LRB to be valid for the 90 days following the count of the vote

NBA Strike vote



- Other public sector bargaining associations secured an “enhanced wage mandate” — additional funding earmarked to address outstanding monetary issues — the employer has refused to offer the full monetary package that has been provided to other unions. Specifically, while other public sector unions have been offered significant funds to address monetary issues, we have been offered 3% per year over 4 years for benefits, wages, premiums and all other monetary items combined.
- Maintaining and improving benefits was the top priority identified by NBA members going into bargaining. The employer has refused to discuss benefits at the table, instead driving the issue before Arbitrator Vince Ready. As a result of the arbitration decision, which was reached with no discussion at the bargaining table, benefits will be changing for the worse effective January 1, 2027. This is a step backward for nurses who rely on these supports to stay healthy on the job.
- **A strong YES vote sends a clear message to the employer: we are united, we are serious, and we are not backing down on our top priorities:** Benefits, Wages, Retention, Overtime at Double Time, and Ratios Compliance



Types of Job Action



Overtime ban – Members take all breaks, and work only regularly scheduled hours, and regular on- call. You continue to be paid by the employer, though we acknowledge that your income would be impacted obviously by a reduction of overtime.

Work to rule – Members only do work within their clearly defined Job duties, or as expressly directed by your manager to avoid discipline. For example, no longer portering patients to exams and you continue to be paid by the employer.

Withdraw of specific services – Members only do work within their clearly defined Job duties, or as expressly directed by your manager to avoid discipline. For example, no longer portering patients to exams and you continue to be paid by the employer

Rotating strikes –That location could be a department, or a facility, but there is a plan to move between them. Again, you are paid by the employer unless actively engaged in the job action, and then you may receive picket pay depending on the criteria determined by the board of directors.

Full strike – Every union member hits the picket line, In health care, typically job action has not lasted more than a few days prior to the employer mandating us back to the table. Members who engage in picket duty receive picket pay, and those who work Essential Services shifts receive payment for those shifts.

Remember, we tend to take escalating job action starting with less disruptive tactics like overtime bans.

Local Job Action Committee Roles

If Job Action takes place, your Local Job Action Committee will implement job action at the site level.

Local Job Action Committees have been formed and received training all around the Province. Your local Job Action Committee will be made up of stewards and members who work together to coordinate schedules for Essential Services and for job action at your worksite. Roles of the Committee include:

- Job Action Coordinator/Chair
- Job Action Headquarters Coordinator
- Essential Services Coordinator
- Department / Section / Area Representative
- Picket Line Coordinator
- Member Services Coordinator
- Communications Coordinator

Local Job Action Committee

You don't have to be a steward to sign up for your local committee.

Committees have already been set up around the Province. While many committee members have already received training throughout the Fall and Winter, more training can be made available.

Please email organizing@hsabc.org to sign up for your local committee or speak to your HSA Lead Steward



HSA Job Action Manual



When Stewards and members join their Local Job Action Committee, they get access to the job action manual and other resources.

MENU

- Welcome Home
- Bargaining
- Convention 2026
- Welcome New Member
- Steward Resources
- News for Stewards
- Checklists and Factsheets
- Forms For Stewards
- Contract Interpretation Manuals
- Learn and Grow Sessions
- Outreach Materials
- Regional Meetings
- HSA Policies
- Territorial Acknowledgement
- HSPBA Job Action Manual and Essential Services

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HSPBA JOB ACTION MANUAL AND ESSENTIAL SERVICES

2025 Job Action Manual *(use this one)*

- 2025 Job Action Manual

Fillable PDF Versions of Job Action Forms

These fillable PDF versions of the forms are not included in the Job Action Manual, but can be downloaded individually here. The fillable PDF version of the job action coordinators.

- Job Action Manual Form 1 (Job Action Phone List) FILLABLE PDF Version
- Job Action Manual Form 3 (Seniority List) FILLABLE PDF Version
- Job Action Manual Form 30 (Job Action Pay Application) FILLABLE and AUTO-CALCULATING PDF Version

Essential Services

- Essential services virtual training workbook (October 2024)
- Global Orders Summary
- [On Call / Call Back for Essential Services Purposes](#)
- Process for Establishing Essential Services
- Essential services badge for printing
- Essential Services Department Contacts/Representatives Form (Fillable PDF)

2022 Job Action Manual *(please don't use this one; here for reference purposes only)*

- Job Action Manual (includes job action forms)

Job Action Manual

September 2025

What Are Essential Services?

“Those services that are required to prevent an immediate and serious danger to the health, safety or welfare of the residents of B.C.”

- Levels are negotiated by LROs and stewards with local employer representatives, prior to negotiations starting. In health care this process involve a high level of participation by the Labour Relations Board in coordinating the employers and Bargaining Associations.
- Unlike the normal operation of a facility, the scheduling of essential services during job action is the responsibility of the union. This is a requirement under the law and HSA takes this responsibility seriously.
- It is the responsibility of the Local Job Action Committee to ensure the available essential service shifts are assigned as fairly as possible; this concept is covered more fully in the Job Action Manual, available to stewards online.

Essential Services



- Essential Services have already been established
- During job action, the local Job Action committee will work with department contacts to schedule essential services in each department/area/unit



Department / Section / Area Representative

- Completes Essential Service schedules for the Department / Section / Area as required by the Essential Services Coordinator
- Compiles and maintains the Department / Section / Area Contact List and members
- Organizes phone / email fan-out
- Attends meetings as required
- Maintains communication with Job Action Headquarters
- **Did you know that the Local Job Action committees have already been reaching out for department contacts? If you are interested in being a contact email organizing@hsabc.org or contact your HSA Lead Steward.**



Essential Service Scheduling Guidelines and Policy



1. Members are required by law to report for essential services shifts
2. Supervisor are only permitted to work frontline shifts unless otherwise specified in Essential Service (ES) levels
3. ES shifts are assigned in accordance with seniority
4. Where practical schedule 4-hour blocks
5. Part-Time and Casuals are scheduled on a pro-rated basis
6. The local JAC will determine which staff will work on Day 1

Scheduling (1/2)



Scheduling is both done by seniority and equitably.

For example, shifts will be offered by seniority. However, the most senior person does not get to take all the shifts at that time. Once they have accepted a shift, the scheduler will continue down the seniority list until everyone in the department/unit/work area gets an essential services shift, unless someone refuses to work during job action.

After shifts have been assigned, the scheduler will go back to the top of the seniority list again.

Remember – the goal of job action is to put pressure on the parties to return to the bargaining table. It is hoped that job action will be time limited.

Scheduling (2/2)



Schedulers of essential services need to ensure compliance with HSA policy regarding job action. Each member working essential service shifts is required to perform the minimum hours of job action or picket duty, as established by the HSA Board of Directors (BOD), to be eligible to work essential service shifts. The BOD has determined a member must attend 7.5 hours of picket duty to receive an essential service shift.

The local Job Action Committee has the authority to decide on how essential shifts are scheduled.



What Is Picket Pay?

- Members are not paid by the Employer when they perform picket duty, they are paid by their union.
- Picket Pay (also called “strike pay”) is set by the Board of Directors under the HSA constitution and is non-taxable income. Picket pay is \$675 per week.
- Supporting the picket line can mean walking a picket line or working some kind of alternate duties assigned by the Job Action Committee, often with priority for those who require accommodation.

How do I get Picket Pay?



- All members – whether full-time, part-time or casual – are only eligible to do Essential Services work if they participate in some kind of picket line support.
- Members retain 100% of their essential service earnings.
- Pre-booked leaves like vacation or sick leave should be honoured.
- Any member who experiences financial hardship as a result of a job action may apply to the Board of Directors for financial assistance.



Keeping up momentum and excitement!



- We encourage members to talk amongst themselves as they participate in the job action. There is a strong feeling of solidarity if people share their thoughts and concerns.
- Have fun. Members participating in job action duties at your headquarters should take coffee or food out to the line as a physical link to headquarters. Should a member experience serious financial hardship during a job action, they may contact the Board of Directors for assistance.

Questions?



Please visit our website, or reach out to your steward! Not sure who your steward is?
We have a [steward finder](#) on the HSA website.

[Click here to access our NBA strike vote hub.](#)

[Click here to read our list of frequently asked questions about job action.](#)

[Click here to read frequently asked questions about bargaining.](#)

[Click here for background information on this round of NBA bargaining.](#)