



## Unit B Employee Rights & Responsibilities During a Labor Dispute

### Freedom of Speech

Unit B employees (including teachers, probationary and nonprobationary) may:

- Discuss a labor dispute, but not in class; and
- Wear buttons, stickers and t-shirts with messages about a labor dispute.

In addition, as long as the speech:

- 1) Does not occur on work time; and
- 2) Does not disrupt the normal operations of the school or interfere with the delivery of the educational program at the school –

Then Unit B employees may:

- Share literature about a labor dispute;
- Engage in peaceful picketing and leafleting off school property (ex. public sidewalks) (Note: City ordinances apply).

### Freedom of Association

Employees have the right to:

- Join or not join a union;

- Cross or not cross a picket line;
- Attend or not attend union meetings;
- Listen or not listen to coworkers or union representatives discuss a labor dispute.

### No Right to Strike

Unit B employees may not strike or engage in other individual or concerted action designed to deprive the youth in the schools of services of Unit B employees. "Any employee who engages in such actions during the term of this Agreement shall be subject to severe disciplinary action." (BVEA Negotiated Agreement, A-1).

- Concerted action may include such things as "sick outs" or "blue flu," even if the Unit B employee has available annual leave days.

Unit B employees have no right to disrupt the normal operations of the school or interfere with the delivery of the educational program at the school.