



WRHA VOLUNTEER SERVICES GOOD PRACTICE GUIDELINE MANUAL

Good Practice Guideline: Role of Volunteers During Labour Disputes – Direct Service and Collaborative Volunteers	Reference # 3.6	Page 1 of 2
	Approved: J.Edwards	Date: 15/09/04 Reviewed/ Revised: November 2011

GOOD PRACTICE DESIRED OUTCOME:

Harmonious relations between volunteers and staff during labour disputes will be supported and maintained.

GOOD PRACTICE GUIDELINES:

During a labour dispute, volunteers may continue in their existing assignments at their discretion and/or the discretion of the WRHA Manager of Volunteer Services and the volunteer's placement supervisor. In some instances, volunteers may not be permitted to perform duties during a labour dispute due to an essential services agreement between the employer and union prohibiting such activity or due to strike activity. If the volunteer is from a collaborative/sponsored agency, then WRHA will communicate with the agency and agree upon whether these volunteers continue their service.

In any of these circumstances, the hours of service lost because of a strike will be credited to the volunteer's service record. The volunteer's placement supervisor will credit the cancelled hours to the volunteer's record.

During a labour dispute, volunteers should not perform duties outside of their normal assignment description unless pre-approved by the WRHA Manager of Volunteer Services.

The volunteer's placement supervisor will inform volunteers of their role during labour disputes.



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The WRHA Manager of Volunteer Services, in collaboration with the WRHA Human Resources staff, will assess the labour climate daily to ensure the readiness of the organization to involve volunteers.

Should WRHA Manager of Volunteer Services and Human Resources deem the climate in the organization to be unsuitable for volunteers, the WRHA Manager of Volunteer Services will inform the volunteer placement supervisors of the temporary suspension of the volunteer service. The volunteer placement supervisors will contact the volunteers to cancel their placements.

Background for Good Practice:

The Essential Service Agreement concluded between the WRHA and the majority of the unions notes the following:

"In the event of a work stoppage, the full range of services and care normally provided will not continue and only those services and care, if not provided would endanger life or limb, will continue. The respective union shall assign employees to provide essential work functions selected among employees considered competent to perform such work functions from the bargaining unit from the ordinary day to day staffing of the unit or department. Consistent with the Union's assurance of performing such as essential services during a work stoppage, and conditions thereon, the Employer shall not:

-Utilize non-employees to perform work of employees who are otherwise legitimately withholding their labour as a result of the work stoppage."

Source: New

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