

# ***Top 10 Guidelines for the delivery of essential services***

- 1. Essential services don't mean business as usual**
- 2. Details on job functions in the EESA's matter.**

Some agreements detail the functions to do, some detail the functions not to do. There are grey areas and vagueness. As a general rule the Labour Board will tend to rule to ensure that essential services are provided to the public.
- 3. Essential service agreement set out the duties. Your collective agreement sets out your rights.**

Do not do more than the Essential Service agreement outlines. Do not do more than your collective agreement. Take your breaks. Take your lunch hours. Take your Article 9 VDT break. Work-to-rule to your collective agreement.
- 4. Mix it up on the inside as long as the essential service is provided.**

Be creative and flexible. Create Plan A, B, C.
- 5. The Employer cannot add duties.**

The employer is legally bound to the EESAs.
- 6. Worksite inspections matter.**

In the new agreement there is more time for inspections and access to all worksites. Assert the authority and the presence of the union.
- 7. Health and Safety rules and Act applies.**
- 8. No limit on the number of worksite reps designated and the employer has no say over our reps.**
- 9. Be prepared.**

The Employer will fight back against our inside strategy.
- 10. Enforce the Essential and emergency service agreements.**