



## **POLICY STATEMENT**

### **HOT DECLARATION**

From time to time the B.C. Federation of Labour has occasion to declare certain companies and their products or services "**HOT**". Following a "**HOT**" declaration, all affiliated unions and their members are expected to refrain from dealing with the companies, or their services, and to refuse to handle the "**HOT**" products. This policy has been established and reaffirmed by Federation Conventions.

Because of the significance of the "**HOT**" declaration, its impact on the trade unionists required to observe it and its great value in winning certain disputes, it is the policy of the Federation that it is used with great care, only when necessary and only when it can be effectively implemented.

Accordingly, all affiliates when applying for a "**HOT**" declaration should recognize the following points:

- 1) A "**HOT**" declaration will only be adopted for the purpose of assisting union members in obtaining a just collective agreement.
- 2) The "**HOT**" declaration will normally only be used when conventional strike action and picketing appear to be insufficient to win a settlement.
- 3) As the ultimate weapon, the "**HOT**" declaration will not normally be used during the first few weeks of a strike, except when employer attempts to scab make an early "**HOT**" declaration essential.
- 4) The "**HOT**" declaration will only be used when there has been an opportunity to have adequate consultation with all affiliates affected, to ensure that it can be implemented, as well as to determine the best timing and conditions for its implementation. The affiliate applying should assist the Federation by providing a list of all affiliates who may be affected.

An affiliate requesting a "**HOT**" declaration should provide as much information as possible about the goods and/or services being supplied to or produced by the struck employer, including the system of distribution and means of identifying the products and services that will be the subject of the "**HOT**" declaration.

- 5) An affiliate must be able to demonstrate a vigorous commitment to pursuing the dispute.

- 6) The Federation will be more likely to impose a "**HOT**" declaration where the evidence indicates that a declaration can have a significant impact on the employer's willingness to negotiate a settlement.
- 7) The Federation will take into consideration the extent to which the union seeking the "**HOT**" declaration is willing to indemnify other affiliates for expenses that might arise from compliance with the "**HOT**" declaration, having regard to the resources of the union seeking the declaration.
- 8) The Federation will have regard to the issues that are at the center of the dispute, and will give greater weight to requests when the evidence indicates the objective of the employer is to break the union, or compromise fundamental worker rights.
- 9) Except in exceptional circumstances, the Ranking Officer of the affiliated organization in British Columbia must submit requests for "**HOT**" declarations.
- 10) In circumstances where a "**HOT**" declaration is deemed inappropriate, the Officers may consider a boycott as an alternative support action.
- 11) For the duration of the "**HOT**" declaration, the Officers of the Federation will monitor the effectiveness of the declaration, and expect regular reports from the union involved in the dispute.

Affiliates should not declare goods or services "**HOT**" until the Federation has considered the proposal. The success of our strategies has been and must continue to be founded on the essential ingredients of solidarity; consultation, collective decision-making and united action that respects the interests of other unions' members.

**Adopted at Convention 2000**  
**B.C. Federation of Labour**

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