

Strike Policy

Introduction

The following policy shall govern the preparation and operation of any strike or lockout for any unit of CUPE Local 5167.

The Bargaining Support Committee will support the process of bargaining and actions taken during bargaining prior to any work stoppage in consultation with the Bargaining Committee

In the event of a legal strike or lockout by one or more bargaining units of CUPE Local 5167, the Bargaining Support Committee shall convert to the Strike Committee.

Bargaining Support Committee / Strike Committee

To support the process of bargaining, the Local shall form a Bargaining Support Committee.

- The Treasurer, Executive Administrator, Unit VP and President shall be ex-officio members of the Bargaining Support/ Strike Committees and any sub-committees.
- The Committee shall elect a Chairperson and any sub-committee chairs as required.

The Bargaining Support/ Strike Committee shall be responsible for the following:

- Compliance with all regulations of the National Defence Fund;
- The set-up and operation of the strike headquarters and the business related to the strike;
- Costing and purchasing any items required to support the strike (picket signs, facility rentals);
- Operational issues related to the strike (e.g. organizing pickets and duty rosters);
- Finances related to supporting the strike including calculating and distributing strike pay, all under the direction of the CUPE 5167 Treasurer (or designate);
- Providing general support and guidance to members during the strike;

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- Preparing and delivering communication to the members during bargaining and in the event of a strike or lock-out.
- Establishing protocols with the police, the employer and any other associated parties.
- Any other duty as required or as directed by the membership.

The Bargaining Support/ Strike Committee is accountable to the CUPE Local 5167 Executive Committee.

Participation Requirements

In order to qualify for strike pay, Members on strike (or lock-out) are expected to contribute to the strike in the following manner:

- A minimum of four hours per day, five days per week, shall be spent contributing to the strike (20 hours total).

Participation may include duties such as:

- picketing; telephone duties; child care; flying squad; printing documents; making picket signs, etc.

Exemptions

Members who have received an exemption from picket-line duties shall be offered alternate duties in consideration of the basis for the exemption.

Members will submit exemption requests to the strike committee, denied requests can be appealed to the president

Local 5167 Strike Pay

- Strike pay will be financed from the Defence Fund.
- Strike pay from the Local shall begin upon commencing strike duties.
- Strike pay shall be paid bi-weekly for the duration of the strike.
- For the first twelve weeks of the strike, participating members will receive \$20.00 per active day to a maximum of \$100.00 per week in addition to any amount that may be payable by CUPE National Strike Fund.
- No member is eligible for strike pay while they are in receipt of benefit such as; maternity benefits, WSIB, LTD, STD, etc. Should benefits cease during the

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strike, the member would become eligible for strike pay (based on participation).

- Strike pay is governed by the National Strike Fund Regulations.

Communications

- In consultation with the Executive Administrator the Bargaining Support/ Strike Committee shall be responsible for communication with the Members as needed.
- The President (or their designate) is Local's spokesperson. Members are to direct the media to the President and refrain from providing comments.

Finances

- In consultation with the Treasurer, the Bargaining Support Committee shall prepare a budget and present the budget to the Executive Board for approval.
- At the end of bargaining or strike, the Committee will prepare a report of costs and spending. The report will be submitted to the Executive Board and the Trustees.
- The Trustees will audit the defense fund finances and report to the executive board