



Policy on Strike Pay & Strike Duty During Holidays

As announced at the Dec 3rd GMM, the Union has developed a policy on strike pay during the two week “holiday” period (Monday, Dec 22nd through to Sunday, Jan 4th). The purpose of this policy is to allow our members who have been actively supporting the strike through picketing and/or alternate duties a way of collecting strike pay during the two week holiday period.

As you may know, CUPE National began fully funding strike pay for 3903 as of the tenth day of the strike. The National Union represents a broad array of workers across Canada in public service, health care, social services and education. Since many of the CUPE locals across the country do not have a two week holiday break in December, picket lines would normally remain up and running in other strikes. The local has had to negotiate flexibility in the application of the National Strike Fund rules. The Dec 3rd GMM passed a motion for the local to finance that flexibility up to \$100 000.

The Union’s policy on Strike Pay during the holiday break was also developed in the context of CUPE National’s rules from the National Strike Fund. One of the primary rules is that either picket duty or authorized alternate duty must be performed in order to collect strike pay (examples of such duties are listed below).

The policy for strike pay during the two week break is as follows:

To receive up to \$200 in each week of the two week “holiday” period, members must either a) bank hours by doing picket or alternate duty more than the 20 hours per week prior to Dec 22nd and/or b) perform some other duties established specifically to support the strike during the two week break (**note:** these other duties will not count for picket duty after January 4th except in the cases of those who were doing alternate duty prior to Dec 22nd and/or those who receive authorization to do alternate duty after Jan 4th).

1) Members will be able to self-report the number of hours that you have banked and/or performed during the holiday period and the local will be relying on the honour system (info on how to report is below in FAQs). If you would like to receive your cheque prior to the break, you may also pledge hours for duties to be performed during the two week break (see FAQ below).

2) Members should NOT report more weekly hours during the “holiday” period than you have been regularly performing prior to the “holiday” period. That is, if you have been regularly receiving \$120 for 12 hours of picket or alternate duty, you should only self-report 12 hours for each week of the two week break (i.e., 24 hours total).

FAQ - On Strike During the December Break

Q1: When do I report my hours for the “holiday” period?

A: For those of you wishing to receive your cheque by Friday, December 19th, you can pledge hours for the two week period or report “banked hours” by Sunday, Dec. 14th. Our office staff will do their best to have the cheque ready for the 19th.

For those who can wait to receive their cheque after the break report your hours by January 4th to receive your strike pay for the holiday period by Friday Jan 9th.

Q2: How do I report my hours during the “holiday” period?

A: Report your TOTAL hours by e-mailing holidays3903@gmail.com. In this e-mail you must include your full name, your unit, your department, the total hours and a brief overview of tasks that you have done (such as additional picket line hours that you've banked) and/or a brief list of what you will do during the “holiday” period to account for these hours.

Q3: How do I pick-up my cheque for the two week break on Dec 19th?

A: You can pick up your cheque on the picket line on Dec 19th or at Strike HQ from 5 pm to 7 pm on Dec 19th. You need to pick up the cheque yourself and show your I.D.

Q4: I don't understand the policy of how many hours I can report. What does “regularly performed” mean?

A: We are asking our members to self-report up to the number of hours that you have normally performed during the strike. The self-reporting means you should use your judgment as to how much to report. What we expect is that members who have normally done less than 20 hours will not ask for the full 20 hours in the two weeks during the holiday period.

For those without internet access, please call 416-661-2628. If someone does not pick up or if you cannot leave a message, please call again.

List of Duties

The following is a list of duties that you can do during the two week break. This list will be expanded so please visit the “member’s area” on the strike website (www.3903strike.ca) regularly for the most up-to-date information.

Duties that can be done from outside Toronto:

1. Detailed analysis regarding the Union’s bargaining proposals, the implications of a forced ratification and the university’s finances will be on the website. Read this information and further educate yourself.
2. Talk to other members (in person, by phone, over the internet) about the implications of a forced ratification and what it will mean for the union in this round of bargaining and future rounds of bargaining.
3. Write personalized letters to the York administration about why you are out on strike.
4. Talk to other members of the York community such as faculty and students (especially those of you in Unit 1 and Unit 2 who have contact info for your students).
5. Write letters to the editor to your local newspaper about why this is an important strike.
6. Talk to your friends and family back home about why this strike is important and encourage them to send letters to the York administration.

Duties that can be done if you are staying in Toronto:

1. Attend meetings for the planning of actions such as flying pickets during the break and participate in those strike actions.
2. Help Strike HQ stay open for portions of the two week break by signing up for shifts.
3. Volunteer to help with phoning members with updates.
4. Do any of the items listed (above) for persons outside of Toronto