

LOCAL 1975 and 1975-01 STRIKE POLICY

In the event of a legal strike by the membership of CUPE Local 1975 and 1975-01 or a lockout by either Employer, the following shall govern the conduct of the Local and its members during the period of the strike. In the event of a conflict with the Local Bylaws, the Bylaws shall prevail.

1. Spokespersons

The Chair of the Local and the Chief Spokesperson of the Local Bargaining Team shall be the sole spokespersons for the Local in relations with all news media.

2. Strike Headquarters

- 2.1 A Strike Headquarters shall be established in close proximity to, but outside, University property, and shall become the administrative centre of the Union for the duration of the strike.
- 2.2 Facilities for hosting the media shall be established at Strike Headquarters in order to maintain continuous communication with press, radio, and television.

3. Picket Line Purpose and Duties

3.1 The purpose of a picket line is in part to disseminate information, however, picketing in labor disputes cannot be confined to obtaining or communicating information. In general the union wants to make it difficult for the Employer to maintain his operation. This is done by dissuading various groups and individuals from having anything to do with the employer. More importantly, the picket line is a symbol of a union's solidarity and a vital method of obtaining the members' support, maintaining morale and determination to stick it out for a cause the group believed in so strongly that it resorted to strike action. Frequently, employers will appeal to the Courts for an injunction to limit or prevent picketing. If granted, our ability to demonstrate our support is seriously impeded. In an effort to avoid any injunction which would prevent or limit our ability to picket, the basic procedure for picket line conduct that we will adhere to is:

- The Union will, if it does not compromise the safety of those on the picket line, expedite doctors of the Royal University Hospital onto campus.
- The Union will, if it does not compromise the safety of those on the picket line, expedite both "pregnant women and other similarly potentially indisposed" onto campus.
- The Union will, if practicable, and if it does not compromise the safety of those on the picket line, allow normally blocks of cars at intervals of no more than five minutes - picketers cannot obstruct the roadways and are only entitled to ask people to honour the picket line, but must allow passage through the line for anyone who wishes to cross it.

The duties contained herein are minimum requirements to assist in waging a successful strike.

- 3.2 Except for valid medical reasons, or reasons considered by the Executive to be valid, every member shall perform picket-line duties in order to qualify for strike pay. All requests for exemption from picket-line duties shall be presented to the Strike Coordinator(s), noting the basis for the requested exemption. The Executive shall be the final authority in such requests, subject to Local Bylaws and the CUPE Constitution and National Defence Fund Regulations.
- 3.3 Members who have received an exemption from picket-line duties shall be offered alternate duties in consideration of the basis for the exemption. Alternative duties shall be arranged commensurate with the time, challenge, and rate of remuneration of picket-line duties.
- 3.4 All picketers shall refer inquiries from the media to designated Local spokespersons.
- 3.5 Members are expected to conduct themselves on picket lines in an appropriate manner and to respect the directions of police and picket captains.
- 3.6 Members are responsible to ensure that the picket site is kept clean and free of garbage.

4. Strike Pay

- 4.1 Commencing after the tenth day of job action, the CUPE National Strike Fund will pay strike pay. For the first ten days of job action, the Local may pay fund strike pay.
- 4.2 No member shall be eligible for strike pay until after they have completed a minimum of ten hours picket duty.
- 4.3 Strike pay shall be paid on a bi-weekly basis for the duration of the strike.
- 4.4 Picketers will receive ten dollars (\$10.00) per hour for picket or alternate duties, with payment not to exceed two hundred dollars (\$200.00) per calendar week. Only members who are abstaining from bargaining unit work (or doing only work permitted by the Local in the event of a partial or rotating strike) will be eligible for strike benefits, subject to the other eligibility criteria herein described.

5. Child Care

The Local shall make arrangements for the provision of child care made necessary by members' performance of picket or alternate duties.

6. Refreshments

From the initial day of the strike, the Local shall provide refreshments at Strike Headquarters and shall, wherever and whenever possible, deliver by vehicle refreshments to picket lines.

7. Toilet Facilities

Access to or provision of toilet facilities shall be arranged prior to the strike wherever picket lines are to be established.

8. Strike support material

Picket signs, banners, posters and any other such material shall be prepared in advance of the strike date and may be transported to picket line locations by vehicle.

9. Positions and Duties

A. Strike Committee

- 9.A.1 The Servicing Representative(s) shall be *ex officio* members of the Strike Committee.
- 9.A.2 The Local Executive Board shall become the Strike Committee.
- 9.A.3 The Strike Committee shall oversee the conduct of the Strike.

B. Strike Benefits Committee

The Strike Benefits Committee, as required by the CUPE National Defence Fund Regulations, shall consist of all members of the Strike Committee and the Strike Co-ordinator and shall be chaired by the Strike Co-ordinator.

C. Picket Captains

Picket captains shall be appointed by the Strike Committee and shall be responsible for:

- 9.C.1 contacting members and ensuring all members, in their respective picket groups, are reporting for picket-line duties and confirming that such duties are distributed in a fair and equitable manner as agreed to by the Strike Committee,
- 9.C.2 maintaining accurate daily records of members performing picket-line duties and surrendering such lists to the Strike Co-ordinator(s) and/or Strike Benefits Committee as qualifications for strike pay for members,
- 9.C.3 maintaining morale on the picket lines and regulating and controlling pickets under their responsibility to ensure no unlawful act or activity occurs,
- 9.C.4 meeting with the Strike Co-ordinator(s) to discuss strategy and receive instructions, materials, and information for the conduct of daily duties,
- 9.C.5 referring all requests for interviews to the Chair of the Local or the Chief Spokesperson of

- the Bargaining Committee,
9.C.6 being the sole authority on her/his picket line responsible for dealing with the police.

D. Information Team

An Information Team of no fewer than four (4) members shall be appointed by the Strike Committee from among its members and, as a subcommittee of the Strike Committee, shall be responsible for all preparation, printing, and distribution of daily information. The Servicing Representative(s) and the National Communications Representative shall be ex-officio members of the Information Team. Without restricting the generality of the foregoing, the Information Team shall be responsible for:

- 9.D.1 determining, on a daily basis, the content of information bulletins in conjunction with the Local spokespersons and/or the Strike Co-ordinator(s) and/or the Executive,
- 9.D.2 ensuring the printing and distribution of materials to the Strike Headquarters press room, Strike Co-ordinator(s), picket captains, picket lines, Liaison Officer, and the Negotiating Team,
- 9.D.3 preparing all posters, picket signs, banners, bulletins, leaflets, and pamphlets and ensuring adequate supplies are available at all times.

E. Finance Committee

A committee consisting of the Local Secretary-Treasurer and no fewer than four volunteer members shall be appointed by the Strike Committee and serve as a subcommittee of the Strike Committee.

- 9.E.1 The Finance Committee shall be responsible for:
 - a. recording members picket time, preparing picket pay cheques and issuing picket pay.
 - b. Recording donations and issuing letters of thanks.
 - c. Paying all approved vouchers related to the strike.

F. Strike Co-ordinator

- 9.F.1 The Second Vice-President of the Local shall be appointed as the Strike Co-ordinator(s) or if the Second Vice-President is on the Bargaining Committee, the local executive may choose to appoint an alternate.
- 9.F.2 The Strike Co-ordinator(s) shall direct and co-ordinate the strike in strict accordance with this Strike Policy, Local Bylaws, the CUPE National Constitution, and CUPE National Defence Fund Regulations.
- 9.F.3. The Strike Co-ordinator shall Chair the Strike Benefits Committee.
- 9.F.4 The Strike Co-ordinator(s) shall be responsible for:
 - a. preparing, maintaining, and issuing to the picket captains daily lists of Local members scheduled for picket line and alternate duties,
 - b. contacting, in conjunction with the picket captains, members for picket-line duties,
 - c. recording and authorising strike pay for members who have performed their weekly picket-line or alternate duties in accordance with these regulations and in accordance with the CUPE National Defence Fund Regulations,
 - d. meeting regularly with all picket captains to discuss and coordinate daily activities and to ensure all picket captains are responsible in their attendance and performance of their duties, and are adequately provided with all necessary support material,
 - e. meeting regularly with the Chair of the Local and appropriate staff to discuss and determine any necessary adjustments to strike strategies,
 - f. carrying on their person at all times a communication device for communication with Strike Headquarters.

G. Liaison Officer

- 9.G.1 In the event of a strike, the First Vice-President shall be appointed as the Liaison Officer or if the First Vice-President is on the Bargaining Committee, the local executive may choose

to appoint an alternate.

- 9.G.2 The Liason Officer duties shall include, but not necessarily be restricted to:
- a. contacting the CUPE National Office, the CUPE Saskatchewan Division Office, and other CUPE Locals and apprising them of the situation on a regular basis,
 - b. maintaining contact with and soliciting support and contributions from unions, other related organisations, and student groups both on and off campus,
 - c. requesting and, in co-operation with the Strike Co-ordinator(s), co-ordinating support pickets from on campus unions, other CUPE Locals and off-campus groups,
 - d. communicating with these organizations by providing timely bulletins, information, and press releases from the information team,
 - e. attending, wherever and whenever possible, the meetings of such organizations from whom s/he may receive invitations in order to put forward the Local position as established by the Strike Committee,
 - f. maintaining contact with and gaining support from other unions, private groups, clubs, etc., which may assist in pressuring the University to settle the dispute,
 - g. referring all requests for interviews to the Chair of the Local or the Chief Spokesperson of the Local Bargaining Team,
 - h. attempting, by all legal means to obtain support and solidarity with the intent of detrimentally affecting any and all services to and from the University, including:
 - supplies to the University
 - university mail at point of pick-up
 - garbage removal
 - any other service or facility which would support the strike,
 - i. reporting, in a timely fashion, to the Chair of the Local and the Strike Co-ordinator(s).

10. Solidarity Committee

- 10.1 The purpose of this committee shall be to maintain members morale through out the strike.
- 10.2 Membership on the Committee shall be voluntary.
- 10.3 The duties of the committee shall be to arrange social activities

11. Communications, Travel and Other Expenses

- 11.1 During the course of the strike, the Chair of the Local and the Chief Spokesperson of the Local Bargaining Team shall carry a communications device at all times to ensure communications and availability to represent the Local to the media.
- 11.2 Strike Headquarters, all picket captains, and the Strike Co-ordinator(s) shall have a communications device at all times.
- 11.3 Vehicles shall be available for:
- e. flying pickets
 - f. emergencies
 - g. performing messages and errands
 - h. transporting picketers to and from picket lines, and
 - i. delivering food and refreshment as herein described
- 11.4 Mileage reimbursement shall be in accordance with the Local Bylaws.
- 11.5 If Committee members use their own personal cellular phone during the dispute, reasonable additional cellular phone costs caused as a result shall be reimbursed by the Local.
- 11.6 Upon approval by the Strike Committee, other expenses incurred as a direct result of the strike shall also be reimbursed.