

*You were recently notified, on the University web page, that the UGFA and the University have agreed to a media blackout with regard to the positions of the parties and the progress of mediation (February 8 – March 13). The following message does not contravene this agreement as it relates strictly to process.*

**Is a strike inevitable?**

NO. UGFA and your Negotiating Team do not want a strike. As you have read on the University web page, both parties are committed to the mediation process.

**If a majority vote 'yes' does that mean that we will go on strike?**

NO. A 'yes' vote simply provides the Executive with the authorization to call a strike, if necessary.

**Why would a strike be called?**

If the mediation process fails, the Association Executive might call a strike.

**Would I get paid if I were on strike?**

During a strike, the University would stop paying you. However, as members of the CAUT Defence Fund, we are able to pay up to \$539 per week. Strike pay would commence on the 4th day of a strike/lock-out. To receive strike pay, Members would be required to perform strike duties. This is why the form requesting your home contact information and preferences is so important.

**Could a lock-out occur?**

A lock-out becomes legal 17 days after the Minister of Labour issues a 'no-board' report, regardless of the outcome of the strike authorization vote.

## **Who is eligible for strike pay?**

All members who participate in the strike are eligible for strike pay. Participation will include various duties, but for most members participation will mean walking a picket line. The length of shifts will vary according to the specific duties, but most shifts of picket duty will be approximately three hours long. Members must complete one shift of duty to qualify for one day of strike pay.

The UGFA Executive has determined that members who are on research study leave during the strike, and consequently are located more than a day's drive from campus, will be eligible for strike pay. This eligibility will also apply to members teaching on semesters abroad. Furthermore, if the university does not cut the pay of members on research study, or who are on "semester abroad", such members will be required to pay the Association back for any strike pay they received.

## **How much is strike pay?**

According to Ontario law, strike pay cannot be greater than a worker's regular income. The strike pay of UGFA members is set at \$77 per day, and this money will come out of funds made available to the Association from the CAUT Defence Fund. The UGFA Executive has decided that members should be paid for seven days a week, but that members will be required to perform only five days of strike duty. Thus for every day of strike duty, members will be paid \$107.80. It should be noted, however, that members will not be paid for the first three days of a strike.

## **How do I receive strike pay?**

Individuals reporting for strike duty must ensure that they check-in with the appropriate person so that their names are recorded. The records of strike duty performed by members will be kept by picket captains, and their equivalent for other kinds of duty, and these records will be sent to strike headquarters at the Ramada Hotel. At regular intervals (on the same two-week pattern as our regular pay), members will report to strike headquarters with picture identification to receive cheques for the amount of strike pay to which they are entitled.

Cheques will be mailed only to members on Research study leave who are more than a day's drive from campus, to members based at remote campuses, and to members teaching overseas.

These members will be on the honour system for reporting their regular participation in the strike.

**Can the Association supply emergency loans to members during a strike?**

The Association will be able to make interest-free loans available to members, loans which must be paid back within six months. There will be limits, however, placed on these loans. The amount of the loan will be tied to a member's salary: the amount of the loan can be no greater than the member's bi-weekly pay, minus the strike pay received. Such loans will not be made available until the first payday after the beginning of a strike. While no questions will be asked of members applying for such loans, it should be understood that the Association considers these to be emergency loans only for those members facing serious financial hardship because of a strike.

**Q. Can the Association cover the costs of members' medical benefits during a strike?**

It is not clear whether or not the university would cut members' benefits in the case of a strike. The Association advises all members to renew or to fill prescriptions from their pharmacist as a precaution. The Association will if required, cover the costs of drug benefit premiums.