**Sample Strike Pay Protocol**

All members of the bargaining unit shall participate in strike work except as specified in the strike protocol. The number of strike service hours will be approved by the [COMMITTEE NAME].

1. Strike pay will be paid by cheque on a [INSERT FREQUENCY] basis.
2. Pay dates will be those that would apply if not on strike.
3. A shift will be the amount of time determined by the Strike Committee to which a member is assigned but not more than [#] hours per day unless in exceptional circumstances.
4. Picket shifts are [#] hours per day; shifts for other committees are [#] hours per day (shorter shifts for picketing are designed to encourage members to undertake picket duty).
5. A member must sign-in at strike headquarters or with their picket captain to be eligible for strike pay.
6. A member who is unable to meet a scheduled shift or task must inform the Picket Committee [COMMITTEE EMAIL ADDRESS] in a timely way and provide valid reasons for not meeting the strike obligation. The Finance Committee will decide whether to provide strike pay to the member for the day missed or may request additional strike work in lieu.
7. In the event of a dispute with respect to strike payment, the Strike Action Committee will make the final decision whether to issue strike pay to the member.

Members who are off campus due to sabbatical, sick leave, long-term disability, political leave, or other approved leave of absence will be considered to be non-combatants and entitled to continue to be paid by the employer. The employer agrees to collect dues, as would normally be applicable to the persons noted above and to any other faculty member receiving salary during a period of strike and remit them to [ASSOCIATION NAME]. The parties acknowledge this may have to be done retroactively.

Members who are on leave that was approved prior to the declaration of the strike date will be considered on strike and eligible for strike pay. This includes conference attendance. Strike pay will be paid as if present for the period of the leave.

Members who normally have a reduced workload but wish to support the strike will be deemed to work full time and be entitled to full strike pay.

Members who are on authorized leave (sick leave, leave without pay) who wish to be considered on strike and advise the employer of this fact will be considered on strike and eligible for strike pay. A copy of the letter to the employer should be provided to the Finance Committee [COMMITTEE EMAIL ADDRESS].

**Canada Research Chairs** are dues paying members of [ASSOCIATION NAME] and are expected to withhold service if they are normally on [NAME OF INSITUTION] University payroll.

**Other cases** will be referred to the Finance Committee for a decision as they arise. If you have a specific situation that is not covered here, please contact the strike headquarters by phone (PHONE NUMBER) or email [FINANCE COMMITTEE EMAIL ADDRESS] at the earliest opportunity.