

UNIVERSITY OF MANITOBA
Faculty Association

SO YOU MIGHT GO ON **STRIKE**

some logistics

CAFA Labour Conference
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STRIKING
LEGAL RIGHT – *SFL v. Saskatchewan, SCC 2015*

- You have the legal right to strike and picket, including the ability to communicate with those who are entering your place of work.



MANY STEPS

- Developing demands and supporting your bargaining team – ***CHECK***
- Member mobilization for bargaining and strike votes – ***CHECK***
- Strong communications and consistent messaging to members, the university community, and the public – ***CHECK***

But how do you "go on strike"?

Here are some of the nuts and bolts logistics of a strike (or lockout)

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ORGANIZATIONAL STRUCTURE
COMMITTEES NEEDED

- Executive
  - Approves all major actions and the organizational structure of the strike
- Job Action Committee
  - Strike Services Committee – Physical Infrastructure
  - Picket Committee – Human Infrastructure
- Finance Committee
- Communication Committee

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EXECUTIVE

- Setting ‘strike benefit’ (strike pay):
  - $88 /day from CAUT Defense Fund (if your Association is a member) for all members
  - Consider a top-up of that amount – at UMFA: $140 a day/7 days a week (feels like 70Kish)
  - Set rules for receiving the benefit – picket 2hrs/day for at least 5 days/week
- Establishing picket line locations and picket times
- Communicate with police
- Paying Member Benefits while on strike (health, dental, life, pension)

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JOB ACTION COMMITTEE

- In overall charge of strike.
- Two key areas –
    - Physical infrastructure
    - Human infrastructure



JOB ACTION COMMITTEE / Physical

- Lease or rent Strike HQ if FA office is on campus or too small.
- Create Picket Line kits (list of materials available)
- Get pre-printed picket signs (e.g. “on legal strike”)
- Get blank picket signs with markers for visitors or creative members
- Arrange for food and hot drinks – as the strike goes on you’ll need to change it up

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JOB ACTION COMMITTEE / Physical

- HQ Furniture: tables, chairs, desks
- Food and drink equipment (coffee systems, fridges, hot plates/ pots, etc.)
- Waste disposal and Custodial (trash and recyclables)
- Monitoring and maintenance of picket materials (signs, vests, phones, cameras)
- Internet and Member accessible WIFI
- Photocopier/printer for picket line handouts
- Van rentals/transport to get people to and from the picket lines - HQ

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JOB ACTION COMMITTEE /Human

- Send online strike-duty survey to sign-up Members for picket shifts
- Picketer and Picket Captain training
- Picket captains for each picketing point and shift
- Picket rosters to ensure that lines have enough Members to remain safe
- Tracking of picket line incidents (valuable for legal use if needed)
- Coordinate picket line visitors (activists, students, other unions, CAUT DF Friday)

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MAKE A SHOW OF ALL THIS PREP!

- Take photos of the Strike HQ and share them online
- Make an event of painting picket signs
- Do picket training on campus in front of main buildings (don't delay traffic yet!)
- Have a rally at your campus' administration building and invite other unions, student groups, and allies from across the community

This demonstrates you're ready to go on strike if you need to…

…and helps build Members' confidence

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FINANCE COMMITTEE (STAFF)

- Strike action budget – cost out strike by week before you begin
- UMFA 2016 21 days and $25-30K/ week
- Keep records of strike expenditures (for financial audit/annual reports)
- Track member participation for strike pay (picket sign-in sheets)
- Strike pay distribution (consider payroll company)
- Secure a line of credit or a loan from Defense Fund to cover strike expenses
- Hardship loans (get relevant body of the Association to set application criteria and the size of the fund).
- Insurance (picket line and Strike HQ)

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Questions or document requests:

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