



UNIVERSITY OF MANITOBA  
Faculty Association

# SO YOU MIGHT GO ON STRIKE

some logistics

CAFA Labour Conference  
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Michael Shaw



# 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



# 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)



# 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



# 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)

# 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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