



STRIKE POLICY

Version 1.0 – Approved by the APUO Executive Committee – 17/06/2013

All members of the bargaining unit shall participate in strike work unless they have been identified as exceptions in the strike protocol.

1. Strike pay will be paid by cheque on a bi-monthly basis to those who are eligible.
2. Pay dates will be those that would apply if not on strike.
3. A member must be available to work one shift each work day (Monday through Friday) as determined by each Committee [e.g. a) Strike Finance Committee, b) Communications Committee, c) Picket Line Committee, d) Troubleshooting, Logistics and Human Resources Committee] over the course of one week to qualify to receive strike pay.
4. A shift will be the amount of time determined by the strike committee to which a member is assigned but not more than 4 hours per day except in exceptional circumstances.
5. A member must sign-in at strike headquarters or with their picket captain to be counted for strike payment.
6. Strike Committee chairs will be responsible for keeping attendance and documenting hours of work for strike pay.
7. A member who is unable to meet a scheduled shift or task must inform the Strike Headquarters in a timely way and provide valid reasons for not meeting the strike obligation. The Strike Finance Committee will decide whether to provide strike pay to the member of the day missed or require additional strike work in lieu.
8. In the event of a dispute with respect to strike payment, the Strike Committee will make the final decision whether to issue strike pay to the member.

MEMBERS CONSIDERED TO BE EXCEPTIONS AND ENTITLED TO CONTINUE TO BE PAID BY THE EMPLOYER INCLUDE:

Members who are off campus due to academic leave, sick leave, long-term disability, political leave, maternity/parental leave, compassionate leave, or other approved leaves of absence.

NOTE: The employer will require members who are on sick leave to provide a medical certificate if this has not already been done.

MEMBERS CONSIDERED TO BE ON STRIKE AND ELIGIBLE FOR STRIKE PAY INCLUDE:

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

Members who normally have a reduced workload but who wish to support the strike will be entitled to full strike benefits.

Members who are on authorized leave but who wish to be considered on strike shall advise the employer in writing of their intention to participate in the strike. The member will provide the Strike Finance Committee a copy of her communication to the employer.

Canada Research Chair-holders are regular APUO members, and as such are expected to withhold service like all other dues paying members.

Other cases will be referred to the Strike Finance Committee for a decision as they arise.

Strike pay is \$125 per day (five days per week), which is a non-taxable benefit.