

Policy Statement on the Allocation of Strike Pay

The purpose of this policy statement is to help associations develop **consistent and functional policies on strike pay**, without the need to “reinvent the wheel.” The purpose of **Strike pay** is to provide tax-free pay **remuneration provided** to members who are supporting job action and who are losing **lose** income as a result of this **their support for job action**. Decisions **Associations’ policies and practices** regarding strike pay should be oriented towards **guided by two principles**: minimizing the hardship that academic staff association members face as they take **a result of** job action **and compensating members for their participation in job action**.

Strike pay **should** begin on the first day of job action, regardless of whether the association is a member of the CAUT Defence Fund. Total strike pay **should** be determined by the member’s participation in the strike **required duties as established by the academic staff association Executive and commensurate with established national expectations for strike activities**. Support for the strike **job action** will take the form of **refusal** to fulfill professional duties for the Employer and **participation** in picketing or other daily duties as defined and assigned by the academic staff association. **The disbursement of strike pay should be contingent on the satisfactory fulfilment of these duties. In the event of rotating strike activity the allocation of pay will be disbursed on a pro-rata basis.**

All members, **regardless of regular or contract status, rank, and nature of appointment**, are eligible for full strike pay. Members who normally work daytime hours are expected to support the strike with daily service during weekdays. **Those who normally work evenings and who have bona fide obligations during daytime hours should be either excused or allocated other duties, as should academic staff who live at a distance and teach online. Associations should excuse or provide alternate duties to members who are unable to fulfill picketing duties for medical, accommodation-related, or family reasons. For example, members can be assigned leafleting, media monitoring, answering phones and emails, organizing rallies and meetings, preparing and delivering food, or any other strike-related activities determined by the academic staff association.** but may be excused on occasion, at the discretion of the academic staff association, for medical, accommodation-related or family reasons. Associations’ should have a **job-action policies** **should** detailing the criteria for being excused **or accommodated with alternate duties**. **Strike policies should be made available to all members on association web sites.**

Academic staff associations should have local defence funds sufficient for the costs of job action. An adequate fund also carries weight at the bargaining table. For a Associations that are members of the CAUT Defence Fund, these expenses include are responsible for strike pay in the first three days of job action before Defence Fund support begins. Also, the Depending on their own practices, local associations will bear costs during the strike, and may also bear additional costs, such as want to exceed Defence Fund

supplemental daily payments for members, ~~as well as provide~~ interest-free loans to members, and final tax-free payments to members at the end of the strike. To ensure ~~that there are always~~ consistently adequate resources in the defence fund, ~~it is prudent for the association to have a~~ constitutional mechanisms should provide for an automatic, temporary dues increase to rebuild the local defence fund when it is ~~exhausted or falls below a~~ predetermined ~~certain~~ level.

**Approved by the CAUT Council, November 2012;
5 yr review: Executive Committee subcommittee, February 2017; to be sent
to CAUT Committees for comment.
Revision approved by the Executive Committee, September 2017.**

DRAFT