



QUFA Bargaining 2022 Job Action FAQs

Do you have questions about job action? Here are some answers!

What is a strike vote?

A strike vote is a vote held by members of a union to give strength to their bargaining team. It gives a mandate to the union executive that members support the bargaining team's effort and are prepared to go on strike, if needed. Unions must hold a vote of their members before taking any job action, including strike or work-to-rule.

Does this mean we are going on strike?

Not necessarily. The bargaining team can continue to negotiate. A strike can be averted at any time, right up until the morning of the strike.

Why is a strike vote important?

A strong vote in favour of a strike sends a message to university administration that we are serious about our position and want our bargaining team to come out with the best outcomes. Because the executive cannot decide to strike without a strike vote, we also need to hold a vote early enough in the process that preparations can be made. For a more lengthy explanation of why a strike vote is important, please read <https://www.lawofwork.ca/strikevotes/>

What happens during a strike?

During a strike, you will volunteer for picket duty, which can include both physical pickets, such as walking a picket line, or virtual pickets, which might include making phone calls to administrators, engaging in social-media campaigns, or other actions. Members who require accommodation will be able to make that request. You will be asked not to perform university work, including teaching, research, or service. More information on specific duties will be available shortly.

What about other types of job action, like work-to-rule?

Many members have asked whether a work-to-rule campaign is a good alternative to a strike. The challenge with this is both the difficulty in governing a work-to-rule campaign and the timing of such action. While members could take some actions, like only answering student e-mails during office hours, not performing peer-review of papers or other service work, or refusing to attend alumni and donor events, we are not confident these actions would have a strong enough impact on the university administration. Other actions, like asking contract faculty not work beyond the terms of their contract, puts them in a vulnerable position. A strong strike action now would also ensure we strike when it will have the biggest impact. Unfortunately, as the winter turns into spring, we will run out of time to hold a strike vote, wait the cooling-off period, and strike while the majority of students are on campus.

Will I get paid during a strike?

Yes. QUFA Executive have approved a budget for strike pay of \$96 per day. This money is tax free. To receive this money, you must both withdraw your labour from the university and perform strike actions (such as picketing) for a minimum number of hours. Should a strike last longer than three days, QUFA has access to additional funds from CAUT's Defense Fund. Additional hardship pay may be available for members facing additional challenges. Please contact the finance team for details.

How long will the strike last?

While it is not possible to accurately predict the future, most strikes of CAUT members have been for only a couple of days. Recent job action at Western and Laurier ended prior to a strike. UOIT faculty were on strike for 10 days in February 2022.

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