



COLLECTIVE BARGAINING: ARTICLE 5 STRIKE OR LOCK-OUT

What is a strike?

- A strike is the withholding of labour by Union employees to place economic pressure on the employer to encourage agreement in bargaining. Strikes happen when an acceptable agreement cannot be reached between the union and the employer.



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What is a lock-out?

- A lockout occurs when Western University decides to stop workers from working, thus putting economic pressure on you and other UWOSA members to try to get you to agree to their demands.

What is a strike vote?

- A strike vote is a tool that Unions use to give the Negotiations Team more leverage at the table during the conciliation process.
- Voting “yes” demonstrates to Western’s Administration that the membership supports the Negotiations Team.
- **Voting “yes” does not mean that there will automatically be a strike.**

When will UWOSA hold a strike vote?

- The Negotiations Team will recommend to the Executive Committee to hold a strike vote if there is an impasse during negotiations with Western’s Administration.
- The strike vote will be held after the Negotiations Team presents to the membership the reasons why the impasse has occurred.

What is a No Board Report?

- If the Union and the Employer are unable to reach a negotiated agreement with the Ministry of Labor appointed Conciliator, then a “No Board Report” may be issued.
- Negotiations between UWOSA and Western will continue to occur.
- A “No Board Report” with a strike mandate secured from the UWOSA membership will put the Union into a position to conduct a strike within 17 days of the No Board Report being filed.

What is a scab?

- Scabs are either current Western employees or temporary employees who make a conscious choice to cross a union picket line.
- Members of UWOSA who cross a picket line can be charged under the terms of the Union's Constitution and Bylaws.

Does UWOSA have “essential workers”?

- Contrary to what a supervisor in a department may tell you, UWOSA does not have any essential workers.
- UWOSA members who choose to cross a Union picket line to carry out research activities, clinical care, animal care, residences, or fire/safety offices will be considered scabs as per the Union's Constitution, and may be charged accordingly by the Union.

What is strike/picket duty?

- If UWOSA sets a date to go on strike, in order for Union members to be paid a strike wage, they must work by either walking on a picket line, or in the UWOSA strike headquarters.

How do I sign up for a picket line/strike duty if we go on strike?

- A membership bulletin will be sent to your alternate e-mail address (personal e-mail) the Union office has on file to request schedule sign ups.
- Picket schedules may be available via the Member area of the UWOSA website

What is strike pay?

- Strike pay is provided to all union members. In order to be eligible for strike pay, each member must meet certain minimum conditions.
- For example, you must attend and participate on the picket line as assigned (alternate qualifying strike duty may be assigned in certain circumstances).

What about benefits if we go on strike?

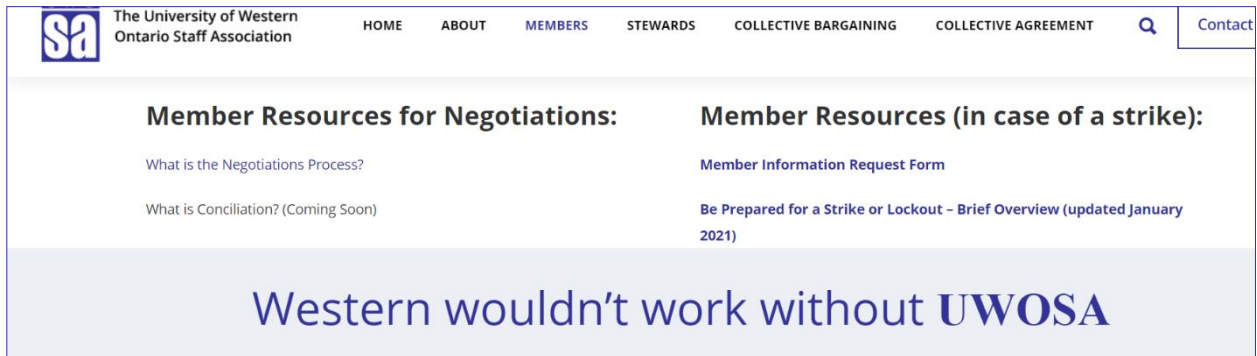
- Western's administration may choose to suspend health and dental coverage for members during a strike or lockout.
- Try to plan ahead to have prescriptions filled (including eyewear) prior to a planned strike.

How do I cover personal loans during a strike or lockout?

- If UWOSA decides to go on strike, then members may contact the UWOSA office to request financial letters of assistance to send to loan officers at financial institutions.

What Else Can I Do To Prepare?

- Update your contact info by submitting a Member Information Request Form
 - If we go on strike, we will not be able to contact you using your campus e-mail or phone number
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update → Member Information Request Form



The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, COLLECTIVE BARGAINING, COLLECTIVE AGREEMENT, and a search icon. Below the navigation bar, there are two columns of resources. The left column is titled "Member Resources for Negotiations:" and includes links for "What is the Negotiations Process?" and "What is Conciliation? (Coming Soon)". The right column is titled "Member Resources (in case of a strike):" and includes links for "Member Information Request Form" and "Be Prepared for a Strike or Lockout - Brief Overview (updated January 2021)". At the bottom of the screenshot, there is a large blue banner with the text "Western wouldn't work without UWOSA".

- Join the Strike Preparedness Committee!
 - Download the Join a Committee Form, fill it out, and email it to info@uwosa.ca
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Governance, Agreements & Forms → Join a Committee Form

How can I stay informed about the negotiation process?

- Log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update



The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, MORE, COLLECTIVE AGREEMENT, and a search icon. Below the navigation bar, there is a large blue banner with the text "2020 - 2021 Negotiations Update" and "Western wouldn't work without UWOSA". Below the banner, there is a section titled "2021 Collective Bargaining Timeline" with a list of events: "May 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.", "May 14, 2021: The Letter of Intent to Bargain was sent to Western Human Resources.", "April 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.", and "March 2021: The Negotiations Team met 4 times to begin preparations for collective bargaining." To the right of the timeline, there are logos for "UNIONS" and "THE LABOUR MOVEMENT". At the bottom right, there is a link for "Negotiations Team Members".

I have more questions— who can I reach out to?

- Please connect with UWOSA by emailing info@uwosa.ca