

Strike Pay Information for Members

1. All members of the bargaining unit are expected to participate in strike work. The number of strike service hours approved by the UWOFA Board of Directors is 10 hours per week to be served normally from Monday to Friday.
2. Strike pay is \$175 per day 5 days a week, commencing on the 4th day of the strike for a total of \$875.00 per week tax free.
3. Members will be paid on a monthly basis based on the strike service hours provided up to the last Friday of the month. Strike pay will be paid by cheque and be available for pick-up at strike headquarters (612 Colborne St., Unit 101) on the first Monday of the following month.

For example, if the strike commenced in November, members would be paid for strike service hours provided up to Friday, November 25; cheques would be available for pick-up on Monday, December 5.

4. Members will be asked to present their Western ONE card when picking up their pay cheque.
5. Shifts are a minimum of 2 hours per day to a maximum of ten 10 hours per week. If you require accommodation, please contact member services at uwofamembership@gmail.com.
6. A member must sign-in with their picket captain or at strike headquarters to be eligible for strike pay.
7. A member who is unable to meet a scheduled shift or task, must inform the Picket Committee at uwofamembership@gmail.com in a timely manner and provide valid reasons for not meeting the strike obligation. In order to receive full strike pay the member will be required to make up the missed strike shift.
8. The strike protocol agreed to with the employer stipulates that the following groups will be considered non-participants in the strike and will continue to receive salary and benefits from the university:
 - Persons on approved sick leave including short-term disability and long-term disability leave as defined by the article Income Security in the 2018-2022 Collective Agreement.
 - Persons approved on pregnancy, parental or adoption leave.

- Persons on pre-approved paid leave of absence (including compassionate leave), court leave, education leave, and exchange leave, for the duration of that leave as applicable.
- Persons on sabbatical leave or modified alternative workloads who are unable to participate in the labour disruption.

If you have questions about your status please email uwofamembership@gmail.com for clarification.

9. Members who are on leave that was approved prior to the declaration of the strike date will be considered on strike and eligible for strike pay. This includes conference attendance. Strike pay will be paid as if present for the period of the leave. However, the member will be expected to report for strike duties when not on approved leave to be eligible for strike pay.
10. Members who normally have a reduced workload but wish to support the strike will be deemed to work full time and be entitled to full strike pay.
11. Other cases will be referred to the Finance Committee for a decision as they arise. If you have a specific situation that is not covered here, please contact the strike hotline at 519-873-3711 or email uwofafinance@gmail.com.