



2022

UNIT 3 STRIKE MANDATE PRIMER

WHY WE STRIKE

The University of Toronto (UofT) is Canada’s richest, largest University, and it expands its power at the expense of its most precarious workers. UofT hires an army of lawyers, consultants, and well-paid bureaucrats specifically trained in diluting the ideas we bring to the bargaining table, and sowing divisions between members of the UofT Community. The power you have to combat this is unity with your fellow workers, and the ultimate expression of that power is a collective work-refusal, or strike. The University will never agree to [your demands](#) – no matter how reasonable or necessary – unless they know that you pose a **credible strike threat**.

WHY YOU NEED TO VOTE “YES” FOR A STRIKE MANDATE

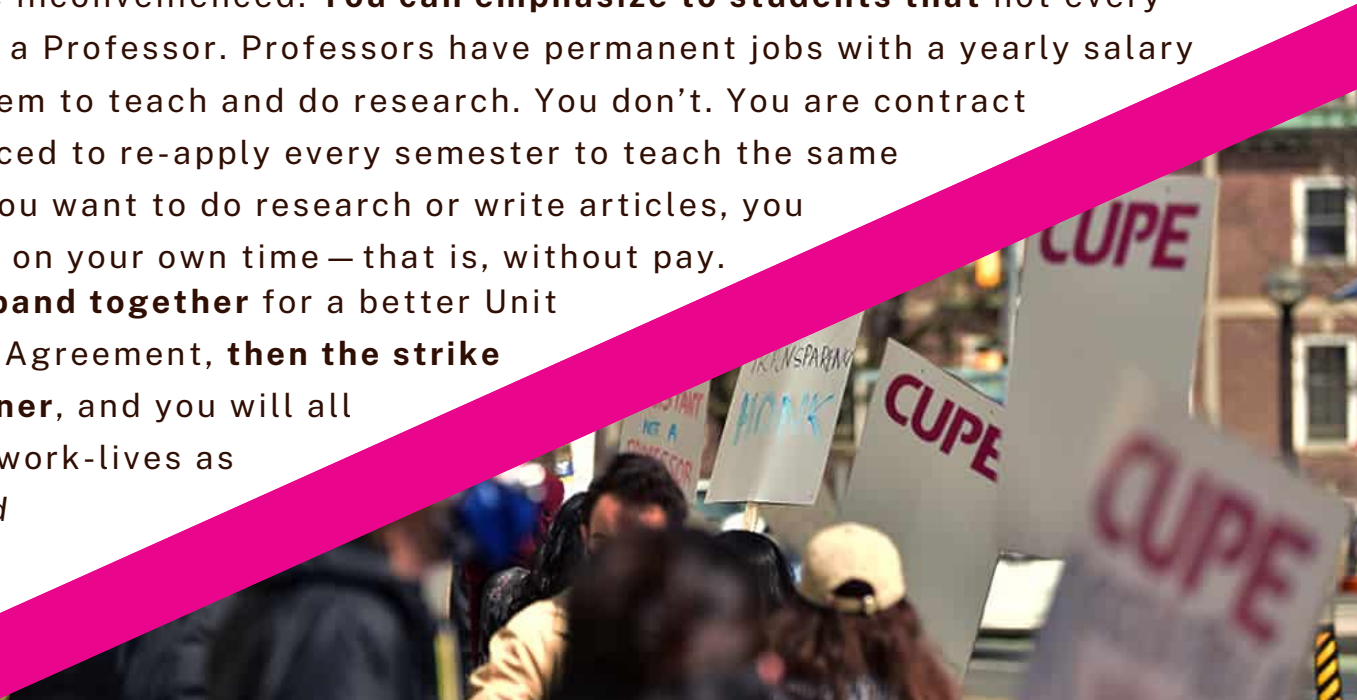
The best demonstration of your unity and willingness to strike is the **strike vote**. If hundreds of you participate and an overwhelming majority are in favour of a strike mandate, UofT will see that you are united and determined to pose a credible threat to their bottom-line. **A majority “yes” strike vote doesn’t automatically trigger a strike**, but it does give your Local’s Executive Committee the mandate (or right) to declare a strike when strategically necessary. Learn more about this mandate, and get updates, [here](#). Without this strike mandate, your bargaining team will have virtually no power to win important gains from the employer.

HERE’S HOW YOU CAN BUILD SOLIDARITY BEFORE A STRIKE

Although the strike vote is a defining expression of your solidarity, it isn’t the only way you can show U of T that you’re serious about bargaining. You have the critical responsibility to let all your coworkers and students know that bargaining is underway, and that you will only achieve [your aims](#) through mass, unified action. We regularly update a list of actions you can take, and other ways you can get involved, [here](#).

HOW TO TALK TO YOUR STUDENTS ABOUT BARGAINING AND THE STRIKE

UofT often seeks to turn our students against you as strike actions mount and they become inconvenienced. **You can emphasize to students that** not every instructor is a Professor. Professors have permanent jobs with a yearly salary that pays them to teach and do research. You don’t. You are contract workers, forced to re-apply every semester to teach the same courses. If you want to do research or write articles, you have to do it on your own time – that is, without pay. **If students band together** for a better Unit 3 Collective Agreement, **then the strike will end sooner**, and you will all have better work-lives as students *and* educators!





**YOU
CAN ACHIEVE
THE FOLLOWING BY
VOTING YES AND JOINING
WITH THOUSANDS OF OTHERS IN
COLLECTIVE ACTION** ([SEE OUR FULL PLATFORM HERE](#)):

JOB SECURITY:

- A **path to permanent employment** and improvements to **advancement** – a fair, transparent process, inclusive of all relevant professional experience.

COMPENSATION:

- **Wage increases** across the board, **compensation for extra work**, and increases and improvements to the processing of the **Unit 3 Fund & EDSCF**.

HEALTHCARE & BENEFITS:

- Improving **healthcare access and coverage** - increasing the HCSA for members and dependents, allowing a rollover of unused funds.

EQUITY, FAIRNESS, AND DIGNITY :

- Protections for **whistleblowers** and fairer processes to post, hire, and compensate **SIAs, Writing Instructors, and Music Professionals**.

UNIT 3 MEMBERS HAVE ALREADY WON THE FOLLOWING BY MEMBERS LIKE YOU VOTING YES FOR A STRIKE MANDATE:

- Unit 3 Fund
- Employee and Dependent Special Circumstances Fund (EDSCF)
- Leaves - Under the Collective Agreement
- Health Care Spending Account (HCSA)
- Employee & Family Assistance Plan (EFAP)
- Group RRSP



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