



## 2022 UNIT 3 STRIKE FAQ

### WHAT IS A STRIKE?

A strike is the withholding of labour by workers in order to obtain better wages and/or working conditions. In practice, this means that you cease to do your Unit 3 duties, such as teaching, instructing, marking and communicating with students, and perform coordinated strike duties such as picketing instead. An important part of striking near the winter break is withholding final grades. You can get more direction on how to do this effectively by signing up for one of the upcoming online teach-ins on Withholding marks organized by your Strike Committee; watch your email or the [Support the Team section of your website](#) for sign-up information.

### WHO IS EXPECTED TO PARTICIPATE IN THE STRIKE?

All members of Unit 3, meaning all sessional lecturers, music professionals, writing instructors and sessional instructional assistants are expected to participate in strike action.



## WHAT EFFECT DOES A STRIKE HAVE ?

A strike is the expression of a workforce's collective power. In effect, a workforce on strike is saying to its employer, "You depend on our labour and you cannot make use of it until our demands are met." This is why strikes, in general, are more impactful than protests and petitions. As the saying goes, "the longer the line, the shorter the strike." As members of Unit 3, you teach and grade a lot of the University's courses and material. All of you striking means a real disruption for the University.

## WHEN ARE WE GOING ON STRIKE?

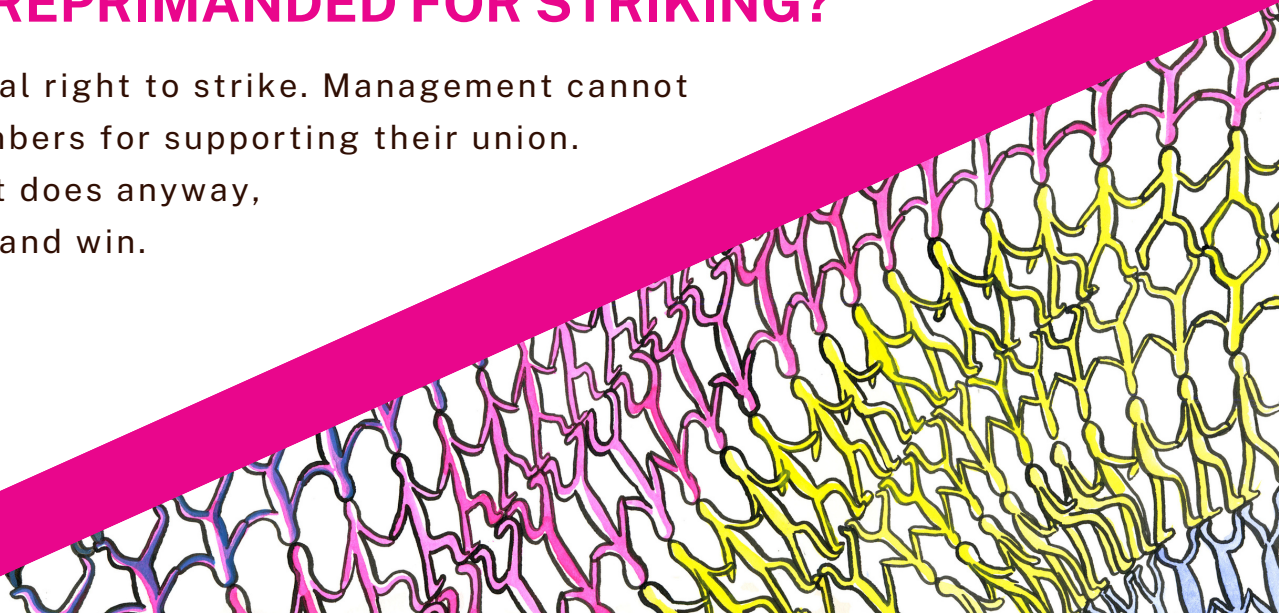
Not yet. On Nov 2nd, you gave your Bargaining Team a strong 85% YES Strike Mandate to engage in Strike Action when they see fit. The high vote percentage and the 666 of you who came out to vote signaled to U of T that you are willing to strike if you have to. Your team will continue to negotiate at the table to seek an agreement, and you will continue with your strike action until your demands are met and the strike ends.

## HOW LONG WILL THE STRIKE LAST?

The more united and well-organized you are, the shorter the strike will be. You only need to withhold your labour one day longer than the employer can function without you.

## CAN I BE REPRIMANDED FOR STRIKING?

You have a legal right to strike. Management cannot discipline members for supporting their union.  
If Management does anyway,  
we will grieve and win.





## DO WE GET PAID DURING A STRIKE?

Your Employer will not continue to pay you when you are taking strike action. However, as a Union you have a system of paying members to help during a strike. You can be paid a max of \$300/week for 20 hours of picket work during a strike. To qualify for strike pay you need to:

- Be an active, dues-paying member of Unit 3
- Complete a Strike Pay form with your your Strike Committee
- Participate in strike duties as assigned by your Strike Committee

## WHY DO WE PICKET?

Pickets are meant to prevent the employer from hiring replacement or “scabs” to substitute striking workers, which would weaken your leverage. With a picket line, entrances to your multiple workplaces can be blocked. The idea is to cause maximal disruption to the regular functioning of the workplace, inducing the employer to accept striking workers’ demands lest their bottom line suffers too greatly. You will have the support of Picket Captains and a Strike Coordinator to make sure your pickets are as effective as possible.

## CAN I BRING MY CHILDREN TO THE PICKET LINE?

Please check with your Picket Captain before inviting friends, family or pets to the picket line. There may be days/times or picket lines that are designated as family pickets, and they can be a lot of fun!







## TALKING TO YOUR STUDENTS

Undergraduate students suffered a lot during the pandemic. It is thus very possible that U of T will be more aggressive than usual in attempting to turn your students against us as strike actions mount, and they become further inconvenienced. It's important to talk to students so they support you and not allow the University to pit them against you. We've developed a guide on how to talk to your students.

## IS A STRIKE STILL AVOIDABLE AT THIS STAGE??

Yes, it is definitely possible to avert a strike. In fact, the best deals are often achieved close to a strike deadline because our power as workers is at its strongest when members are mobilized and job action is imminent. Your Local has a low number of strikes because we have consistently high strike mandates and we show the University we're prepared to strike.

For further questions get in touch with:

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