



IMPORTANT: We are not on strike.

Members of the UNBC Faculty Association (you) have given the Executive a mandate to call a strike **should it become necessary**.

Should the Executive, in consultation with your Bargaining Team, decide that there is no alternative to a strike, you and the rest of the UNBC community will be given 72 hours' notice prior to the start of the strike. Negotiations may continue even during those 72 hours.

For more information, read on.

1. Why A Strike Vote Now?

Why do the Executive Committee and Negotiating Team need the FA members to vote in favour of strike action?

A strike vote was held because the negotiating team had exhausted the other avenues available to negotiate the outstanding articles. The Executive Committee has been in close contact with the team throughout the negotiations and is convinced that we will not be able to achieve our negotiation goals without the added force of a strike mandate.

Why take a strike mandate vote?

The only way for a strike to occur is after a majority of votes cast by the Faculty Association membership are in favour of a strike mandate. This decision would then give the Faculty Association Executive the power to call a strike within 90 days of the vote.

Would a positive strike mandate vote necessarily result in a strike?

A strike mandate is not a strike. Historically at Canadian Universities, most strike mandates result in accelerated negotiations that avert strike action. This is our hope and expectation; however there are no guarantees.

How would a positive strike vote be used?

A strong mandate expresses your support for the team and gives them more leverage at the table during subsequent negotiations, because it provides the Association with the ability to call a strike, and hopefully allows them to conclude negotiations without an actual strike. The negotiating team and the executive committee believe that more intensive negotiations will occur prior to a strike action.

Is there a second vote to go on strike?

No. A positive strike vote delegates authority to the FA Executive to decide on strike action and timing, based on the recommendation of the negotiating team.

2. What If A Strike Were Called?

When would the strike happen?

A strike would only happen if and when the Executive calls for strike action. We would be in a legal strike position 72 hours after a positive strike vote by the Executive. The strike mandate lasts for 90 days after the vote, so there is room to negotiate after the vote occurs.

Does bargaining stop once we are on strike?

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No, bargaining continues at any time that the parties agree it would be constructive to meet. Many strikes are averted at midnight prior to the strike taking effect.

What form would a strike take?

There are a variety of possible actions that could be taken at this point. These range from selectively refusing to perform part of work duties, short (less than one day) work stoppages, one day walkouts, rotating walkouts and ultimately a full walkout. How and when to deploy these would depend on the progress of continued negotiations.

If we go on strike, would we be alone?

If we were to go to a strike, the CAUT Defence Fund would bring in “flying pickets” – our colleagues from Universities across the country – as a show of solidarity and a means to bring national attention to our situation. Also, CUPE and other unions generally show solidarity and would refuse to cross the picket lines. In 2015, many other local unions joined us on the picket line.

Could the Employer lock us out?

Yes, the Employer could lock us out under the provisions of the BC Labour Code.

Would all FA members have to walk the picket line?

In general yes. Members who are on sabbatical would not be expected to walk the picket line. Members who are unable to walk the picket line would make special arrangement with the strike committee.

Would I get paid during a strike?

Yes, all members who work on assigned picket or other strike duties will get strike pay of \$88 per day (not taxable), seven days per week. Your UNBC pay could be suspended during a strike; the Employer will also cease to pay for benefits, which the Association will have to pay for during the term of any strike. Strike pay begins on the 4th day of strike action, as this is the policy of the CAUT Defence Fund, of which we are a member.

Does strike pay come from our own FA funds and dues?

After the UNBCFA certified, we also joined the CAUT Defence Fund <http://defencefund.caut.ca> and part of our dues are used to have access to this \$33 Million fund. Strike pay and some other strike and mediation related expenses will be paid by the Defence Fund.

What if I want to continue working during a strike?

Any work duties performed would undermine the strike. This includes all teaching and supervisory duties as well as participation in conferences and workshops. This includes online and distance delivery courses- all work that is performed as part of your University work duties.

Would regional campuses be affected?

The strike would be in effect at all UNBC campuses. Local strike committees will coordinate with the central strike committee to arrange the local actions.

What about part-time instructors?

As an FA member, you can elect to participate in the picketing and receive strike pay the same as all other members.

How will I stay in contact with the FA during a strike?

The FA will set up an off-campus strike headquarters, and will communicate with members through email and the web page. Contact will also be maintained through “picket captains” as part of the strike organization

What about essential services (maintaining live collections etc.)?

In most strike or lockout situations, the parties negotiate a “goodwill” agreement to allow ongoing biological or other sensitive research projects to be maintained, but this is not guaranteed.



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Would I still have my UNBC email and access to online systems?

The Employer could choose to restrict or remove access to all online services. It is essential that all FA members provide non-UNBC email and off-campus contact info to the FA as soon as possible if you have not already done so.