

## **PERSONAL PREPARATION FOR STRIKE ACTION**

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In preparation for strike action there are some actions that you should take to protect yourself:

### **I. E-mail Management**

If you do not have a non-STFX e-mail address, you should set up an alternate e-mail account to receive and send e-mail during strike action or lock-out. Please ensure that your alternate e-mail account has been provided to STFXAUT via the circulated survey. In addition, any e-mails that you have saved in your in-box or other files and addresses in your contact list should be saved in an alternate location so that you can access them using your non-STFX e-mail account.

During strike action you will be able to access information on the STFXAUT website so please ensure that you have your access (i.e., username and password) information available.

### **II. File Management**

During strike action or a lock-out you should not expect to have access to your files on W and H. Consequently, you should take some measures to ensure that files to which you need access are saved in an alternative location (e.g., external and portable hard drive). Also, be sure to remove any hard copies of files and information to which you may need access.

### **III. Financial Management**

It is important to be prudent in financial preparations for a potential strike or lock-out. If a strike or lock-out appears to be imminent, you should consider contacting your bank managers, mortgage consultants, or other financial advisors and inform them of potential strike or lock-out. Some credit card companies and banks offer insurance in case of a strike or lock-out, and can also make alternative payment schedules but you will need to check with your own financial institutions. If you have expenditures that need to be reimbursed by the university, it is to your advantage to submit receipts in a timely manner.

*i. Strike Pay* - During strike action, the strike pay is \$84.00 per calendar day which equates to \$588 per week (\$84 x 7). STFXAUT has requested and received the authorization for strike pay from the CAUT Defence Fund. The first payment for strike pay will be made coincident with the timing of payroll. Following the first payment of strike pay, strike pay will be paid weekly in cheque form and members will need to pick up the cheque at strike headquarters. For Members without access to strike headquarters, strike pay will be made electronically through Interac. Members who require an Interac payment will need to ensure that the STFXAUT Treasurer has your non-STFX e-mail account and the reason for your lack of access to strike headquarters. These non-taxable funds will be distributed by STFXAUT only to those members who perform strike duty (such as picket duty or other equivalent work for the strike headquarters).

To qualify for strike pay, you must withhold your labour from the employer and remove yourself from campus. There are some exceptions in certain limited circumstances for which passes to cross the picket

line need to be provided. All striking members must cease teaching, supervision, coaching, and administrative duties. Members must not hold classes off-campus or ask teaching assistants to take over their duties (both are considered strike breaking activities). You must participate in strike duty as assigned and you must sign in for strike duty each day to receive strike pay.

*ii. Mortgage or loan payments* - All Bank managers of the financial institutions in the local area (RBC, Bergengren Credit Union, Scotiabank, TD Canada Trust, CIBC, BMO) will be contacted to make them aware of the possibility of strike action and the impact on member finances/cashflow. Many financial institutions offer their clients relief during strike action which you can read about and access by financial institution below:

- RBC see [http://www.rbcroyalbank.com/mortgages/skip\\_a\\_payment.html](http://www.rbcroyalbank.com/mortgages/skip_a_payment.html)
- Bergengren Credit Union see (no specific skip a payment mortgage payment option provided) <https://www.bergengrencu.com/Home/ProductsAndServices/YourFinancing/Mortgages/>
- Scotiabank see <http://www.scotiabank.com/ca/en/0,,221,00.html>
- CIBC see (no specific skip a payment mortgage payment option provided) <https://www.cibc.com/ca/mortgages/mortgage-advisor.html>
- TD Canada Trust see <http://www.tdcanadatrust.com/mortgages/flexible-mortgage-tools/payment-pause.jsp>
- BMO see <https://www.bmo.com/home/personal/banking/mortgages-loans/mortgage/renew-mortgage/flexible-mortgage-options>

*iii. Access to emergency funds* – For members who have a financial situation for which strike action is the catalyst and which creates a financial emergency (e.g., car loan payment) for which the member has no cash reserves, the STFXAUT has applied and was approved for funding which can be used, in part, to advance loans to members for emergency purposes. Members who require a loan from the fund will need to apply for such a loan. Application for a loan must be in writing addressed to the STFXAUT Treasurer and must request the amount of the loan required, the payment terms for its repayment, and the reason for the loan and why it constitutes an emergency.

*iv. Benefits* – STFX Administration may allow benefit plans to continue through a strike if STFXAUT covers the cost. If STFX Administration resists the continuation of benefit plans, alternative arrangements are in place through the CAUT Defence Fund and the CAUT. Regardless of coverage, it is to your advantage to purchase eyewear, visit the dentist, stock up on medications, and schedule other routine medical procedures covered by our benefits prior to a strike or lock-out deadline.

*v. Members on Leave(s)* - Members on sabbatical, disability, and parental/maternity leave should be considered as not participating in the strike action, and should continue to receive pay and benefits from STFX. At this point, STFXAUT does not know what STFX's position would be in these circumstances. If the STFX Administration decides to act punitively, STFXAUT will provide financial support at the same rate as those members who can participate in strike duty.