



COLLECTIVE BARGAINING: What is Strike Action?

What is a Strike?

- Article 5 of our Collective Agreement “Strike or Lock-Out” covers our right to strike under the Ontario Labour Relations Act.
- UWOSA members have the right to decline to perform the duties of their work (“walk off the job”), have the right to engage in Union strike action, and to maintain picket lines until a fair and equitable agreement is reached between UWOSA and Western Administration.



What is a Lock-Out?

- A Lock-Out occurs when Western Administration decides to stop UWOSA employees from working, and literally stops or “locks out” employees from Western offices, shared drives, and electronic mail.

What is a “No Board” Report?

- A “No Board” report is a letter issued by the Ministry of Labour, Immigration, Training and Skills Development informing the parties at the negotiations table that a board of conciliation will not be appointed.
- A “No Board” report places UWOSA in a strike position and Western in a lock out position (See Article 5: Strike or Lock Out).
- UWOSA notifies the membership of a special meeting and holds a strike vote. A Strike votes demonstrates to Western that the UWOSA members stand in solidarity with their Negotiations Team

What is a Strike Vote?

- A strike vote is a tool that Unions use to give a Negotiations Team more leverage at the table during collective bargaining.
- Voting “yes” during a UWOSA strike vote demonstrates to Western Administration that UWOSA employees stand in solidarity with the Negotiations Team and support their proposals for better compensation and working conditions.

Voting “yes” does not mean that there will automatically be a labor stoppage or a strike.

When Will UWOSA Hold a Strike Vote?

- The Negotiations Team will recommend to the Executive Committee to call a Membership Meeting to inform the membership of the reasons why there is an impasse with Western at the collective bargaining table.

Are There any ‘Essential Workers’ in UWOSA?

- All UWOSA positions are important, but when it comes to the overall operations of Western University, **no UWOSA position is considered ‘essential’**.
- Any UWOSA member who chooses to cross a picket line to carry out any task, duty, or responsibility in their current position will be considered a Strike-breaker or Scab.

What is a Strike-breaker or a Scab?

- A Strike-breaker or a Scab is a current UWOSA employee who makes a conscious choice to cross a UWOSA picket line, or a temporary employee hired by Western to replace a striking UWOSA employee.
- UWOSA members who choose to cross a picket line and continue to perform UWOSA position duties will be considered a Scab per the UWOSA Constitution and will be charged accordingly by UWOSA.
- Our Brother and Sister Unions on campus in recent years have experienced employees in the non-union PMA employee group completing their work during strike action.

What Can I Do to Support the Negotiations Team During Collective Bargaining?

If you are a new or current UWOSA member: Ensure the UWOSA Office has your current address, personal email, and telephone number. This information is required if UWOSA engages in strike action. UWOSA will be unable to contact you regarding strike action without it, as Western will not allow us to use your Western email to contact you.

Stay Informed! Membership information bulletins will become more frequent, both from the Strike Preparedness Committee and the Negotiations Team. Be sure to read the emails or visit the UWOSA website often for the most recent updates. If unsure if you missed a bulletin, reach out to an Area Steward or the office at info@uwosa.ca.

I have questions. I have comments. I have ideas. Who do I contact?

Contact info@uwosa.ca. Your question, comment and/or idea will be read, triaged, and sent to the appropriate person for response.