Acknowledgment of Territory and Commitment to Truth and Reconciliation

PSAC - Indigenous Issues

Learn more about Indigenous issues and campaigns at PSAC.

https://psacunion.ca/indigenous-issues

Learn which Indigenous territory you are on

- native-land.ca
  Native Land is an app to help map Indigenous territories, treaties, and languages.
- Guide to Acknowledging First Peoples & Traditional Territory, Canadian Association of University Teachers (CAUT)
  Offers the Canadian Association of University Teachers (CAUT) recommended territorial acknowledgement for institutions where our me mbers work, organized by province.

Truth and Reconciliation Commission (TRC)

Calls to Action 57 and 92

Action #57 calls upon federal, provincial, territorial, and municipal governments to provide to public servants:

Action #92 calls upon the private sector in Canada to provide to management and staff:

Education on the history of Indigenous people, including

- the history and legacy of residential schools,
- the United Nations Declaration on the Rights of Indigenous Peoples,
- Treaties and Aboriginal rights,
- Indigenous law,
- Aboriginal–Crown relations.

Skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PSAC Statement on Harassment

Our union is made strong by members working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution confirms that every member, staff person and non-staff support people (e.g. technicians, interpreters, etc.) are entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members, staff, and non-staff support people are also entitled to be free from psychological harassment.

Should you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation. Early and informal resolution processes are strongly encouraged. Whenever possible, members are expected to engage in a respectful dialogue to resolve the matter. The Anti-Harassment Resource Person is available to facilitate this discussion. If this conversation is neither successful nor possible, the appropriate process as outlined in harassment policies, guidelines, collective agreements, the Constitution and/or regulations will be fully and quickly engaged.

Harassment in all its forms, detracts from our common purpose and weakens our union. May each one of us treat each other with kindness, compassion, dignity and respect.

PSAC Statement on Scent-Free Environments

(Excerpt from the Policy adopted by
National Board of Directors January 2006)

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to effectively participate in order to contribute to the organization's mandate. In this regard, the PSAC recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of those who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

By working together we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.

Maximize Learning

Proposals to help to maximize everyone's learning during this course and to share needs and priorities everyone here may have.

- Participate when you can.
  As facilitators we are counting on your participation and energy to keep us all going.

- Leave space for others.
  If you know you are someone who talks a lot, try to make an effort to leave space for others to be able to participate.

- Remember that participation looks a lot of ways – listening, small group discussion, contributing to group work, speaking, etc.

- Turn your device off or to vibrate

- Be aware of your energy levels
  Stretch, get your blood flowing, move around when you need to, etc.

- Impact vs intention
  Remember that impact is more important than intention – if you someone suggests that a statement or idea is hurtful or derogatory, take the time to:
  - listen and consider their perspective
  - consider that multiple truths may exist in the same space at the same time
  - consider that while we may not intend to cause harm, sometimes we might do so without realizing it.
  - All we have to do is recognize that a mistake and do better next time.

Treasury Board Bargaining: The Process at a Glance

Setting the stage for bargaining

psacunion.ca
syndicatafpc.ca

Bargaining Input

Members are asked to submit bargaining input in advance of negotiations.

Audit of the collective agreements by PSAC elected officers, staff and previous bargaining teams (e.g. the Program of Demands).

Bargaining Conference

The bargaining conference provides a forum to bargaining unit members for discussing bargaining input, provide feedback on bargaining priorities and develop initial mobilization strategies.

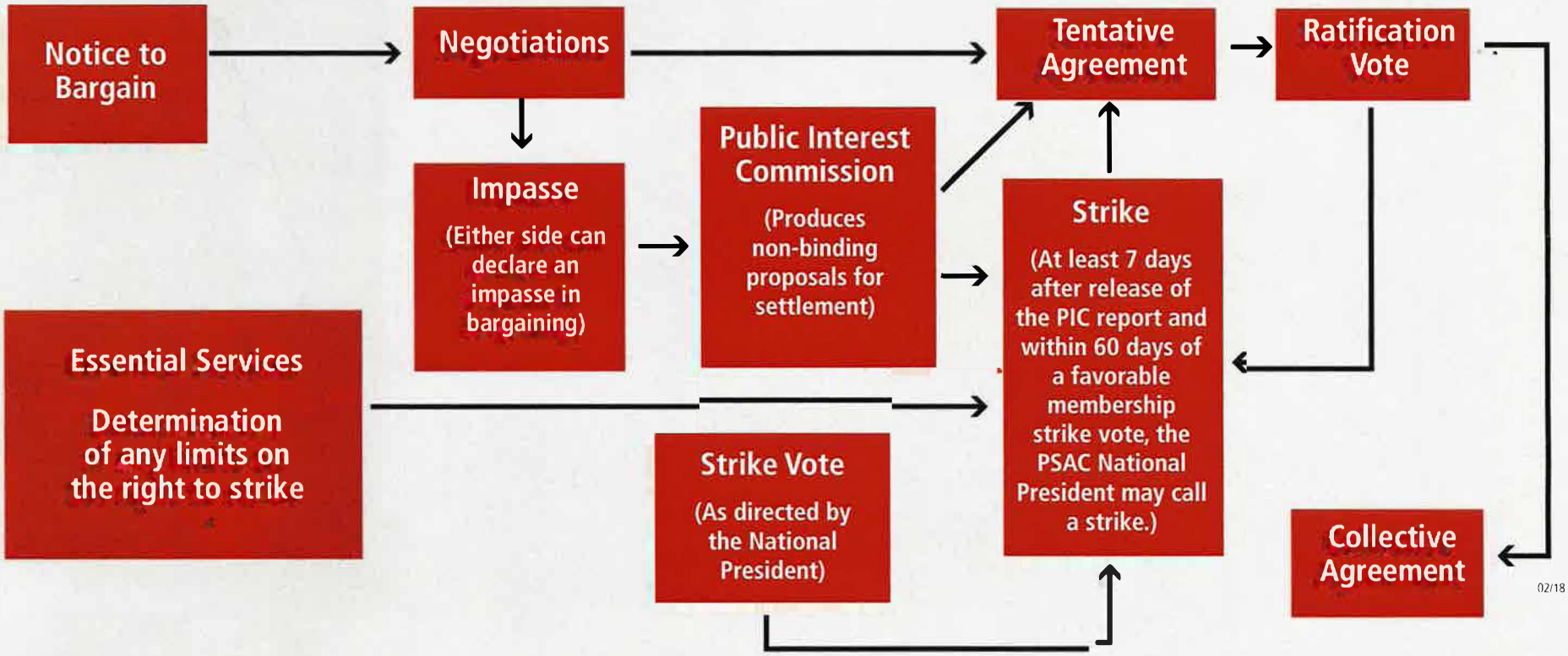
Election of Bargaining Team

The bargaining teams are elected from the membership by the member activists from the bargaining unit at the national bargaining conference.

Finalization and Prioritization of Demands

Bargaining teams review the bargaining input and feedback from the national bargaining conference and compile a list of bargaining proposals to bring to the negotiations table.

Negotiation process at a glance



02/18

How does the Public Interest Commission (PIC) work?

Under the law that governs contract negotiations in the federal public service, a PIC is established to help the parties reach an agreement once impasse is declared at the bargaining table.

The PIC is a panel of three people — a chairperson appointed by the Labour Board and nominees appointed by the union and the employer. Each side presents briefs to explain their positions on the outstanding issues at a hearing and the PIC issues a report with non-binding recommendations for reaching a settlement.

Once the PIC releases its report, the union will meet to discuss the recommendations at which point the parties typically return to the table to resume negotiations with the employer. The timeline is largely dependent on availability of the three parties.

WHAT IS A STRIKE?

WHAT IS A STRIKE? WHAT MEANING DOES IT HAVE FOR YOU?

- some kind of job action by employees - a walk-out, slow-down, etc., taken in accordance with a common understanding designed to pressure an Employer;

- A strike is a cessation of work, a refusal to work or to continue to work by employees in combination or in accordance with a common understanding, or a slowdown, or other concerted activities by employees for the purpose of compelling an employer to agree to worker demands.

Another perspective is…

A strike happens when unionized workers withhold their labour in an effort to pressure their employer into meeting their demands. Workers go on strike after negotiations have broken down or stalled. The goal is to compel the employer to return to the bargaining table and address workers' demands. (Ref: PSAC Strike Manual p. 11)

WHAT ARE WORKERS HOPING TO ACHIEVE WHEN THEY CHOOSE TO GO ON STRIKE OR TAKE JOB ACTION?

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-
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WHAT IS THE PROCESS THE LEADS TO A LEGALLY SANCTIONED STRIKE?

1. the collective bargaining process: has reached an impasse;
2. PUBLIC INTEREST COMMISSION (PIC) process has taken place (e.g. Treasury Board and Canada Revenue Agency members);
3. a strike vote has been taken (its' a democratic decision) and the majority agree to strike (this sends a strong message to the employer);
4. if the impasse persists the bargaining team may recommend a strike the PSAC National President makes the final decision authorizing the strike.

HOW MANY DIFFERENT TYPES OF STRIKE ARE THERE?

HOW DO THEY WORK?

- Refer to page 11 of the **PSAC Strike Manual** — where 10 types of strike are identified;

- Note that there may be an escalation in the type of strike — starting from work-to-rule to perhaps eventually a general strike (or possibly a sector-wide strike, depending on the context).

The National Strike Coordinating Committee (NSCC) decides on the type of strike that national PSAC units will embark on. For regional units **the Regional Strike Coordinating Committee** (RSCC) determines the type of strike.

WHO GETS TO PARTICIPATE IN A STRIKE?

All members of the bargaining unit except for those who are designated as "essential."

Those who choose not to support the strike — scabs — are not honouring the union principle of not crossing the picket line.

WHEN AND WHY DO SOME PEOPLE CROSS PICKET LINES?

- When they do not subscribe to or understand the union principle to respect picket lines.
- When they believe the picketers are wrong.
- When they are concerned about losing money if they don't report for work.
- When they are afraid of losing their job if they don't go to work, or harming their relationship with management, or breaking the law.
- When the picket line is too weak.
- When they are escorted across by the police.
- When legislation has designated certain workers "essential" during a strike.
- When an arrangement has been made with the striking workers to allow certain people to cross the line. Often a protocol will be in place to address this and lay out the procedures to follow.

WHY DO PEOPLE HONOUR PICKET LINES?

- It is a fundamental trade union principle not to cross a picket line—people act out of their convictions.
- Through fear—people may be afraid of the consequences of crossing a line being abused, called scabs, threatened with physical violence.
- Because of convincing arguments—people may be convinced not to cross by the justice of the picketers' cause, or by the logic of their arguments.

Different Kinds of Strikes

A **work-to-rule** is when workers obey all the laws and rules applying to their work but perform their work more slowly or follow “the letter of the law” in an effort to stall productivity.

A **sit-down strike** is a strike in which the workers refuse to work but stay inside the employer’s place of business.

A **sympathy strike** is a concerted work stoppage by workers in one bargaining unit to express solidarity with striking workers in another bargaining unit.

A **study session** is a short “practice” strike that demonstrates to management what the consequences would be of a more prolonged strike.

A **secondary strike** is a strike called against one employer with the aim of influencing another.

Whipsawing describes a series of successive surprise strikes by a union against the various employers in an industry or in an employer’s association, one after another, so that no employer knows which one will be “sawed off” next.

At PSAC **general strike** is a cessation of work by all PSAC members in a particular bargaining unit. (General strike pay provisions apply.)

A **rotating strike** is a series of surprise, up to day-long work stoppages of all bargaining unit members at various strategic geographic locations (i.e.- Ontario members on Monday, Quebec members on Tuesday, etc.). (General strike pay provisions apply.)

A **strategic strike** is a work stoppage by limited number of members of a bargaining unit at a specific number of locations. For PSAC this is 10 per cent of the members of the bargaining unit and is governed by the Alliance Executive Committee. (Strategic strike pay provisions apply.)

A **sector-wide strike** (or industry-wide strike) is a strike by all of the organized workers in a particular sector or industry.

Public Service Alliance of Canada

ESSENTIAL SERVICE SCENARIOS

1. You work in a position that has been designated as an essential service. You know this because a list of essential service positions has been posted. You do not know what this means, except that in the event of a strike, you will be required to go to work. What will you do to find out more about your situation?

   Things to consider:

   - Management must provide clear notice and information to essential service workers. If management does not comply, then the member should call the union so they may deal with management directly.

   - You need to know if you are a full time essential service designate or alternate to someone else who has been designated, full-time essential, or if your reporting to work is conditional upon certain criteria (i.e.: weather conditions, specific emergency; a significant increase in demand for services, etc.)

   - You need to know what specific duties are to be performed and who to contact when a question/issue comes up during a strike.

   - You need to know where and what time you will be reporting to work, how you will be identified by the picketers, and what protocols are in place between the parties.

2. You work in a position that has been designated as an essential service. 6 of the 10 colleagues in your section, performing essential service duties, have been designated as being in essential service positions. You want to be on the picket line with your union Sisters and Brothers in the event of a strike. You have a colleague that does

the same job as you, is not in one of the six designated positions, and who, for health reasons, would rather not picket. What can you do?

Things to consider:

- Depending on what the criteria for selection was and how it was carried out, a request could be made to the Union that a switch be negotiated with the employer. However, under the jurisdiction of the Public Service Labour Relations Act, it is unlikely that this will happen if the essential service agreement has been signed and forwarded to the Public Service Labour Relations Board.

- If a negotiated change is not possible, your colleague's health problems will have to be accommodated by the union during the strike.

3. You are an essential service employee working in a small section with three other members. All three of you are responsible for the same essential duties. On the second day of a strike, your Supervisor is assigning filing duties to two of your colleagues due to a lack of essential job functions to keep you all busy. Your colleagues have agreed to do this work. What, if anything will you do about this?

Things to consider:

- In a situation where a direct order to do work has been given by a Supervisor/Manager, members must comply with the direct order (unless it is harmful to their health and safety) and grieve later.

- Members can be encouraged to follow up with an inside Union Representative to be left in his/her hands to follow upon.

- It is best that someone contact the Component Office or PSAC Headquarters so that the matter can be dealt with nationally, if necessary.

4. You are in an essential service position and felt somewhat relieved that your position was designated as essential. It is the first pay day since the strike has started and you are very aware of your Sisters and Brothers outside on the picket line. You also feel the pressure to make ends meet and your rent for the month is due. At prior strike meetings everyone was informed of the PSAC constitution stating that essential service workers are required to remit 25% of their net pay to the Hardship Fund (Section 24 — sub section (7)). This is in support of the strike and to support strikers in financial crisis. You feel your own day-today financial pressures. What do you do?

Things to consider:

- While you feel the day-to-day financial pressures — the members on the picket line are sacrificing much more to make gains such as wage increases that will support all bargaining unit members.

- Contributing 25% to the National Hardship fund is an act of solidarity and will only serve to make the strike stronger. A strong strike increases the likelihood of a victory and shorter strike.
  “sharing the pain to achieve a gain”

- A strong strike will serve your personal interest as well because you will gain from the benefits of a stronger collective agreement.

- Money collected in each region will be dispersed in that region. And, perhaps more importantly, decisions on how these funds are distributed will be made by Regional Hardship Committees set up in each Regional Council.

5. You are in an essential service position. It is day 3 of a strike and tensions are running high. You arrive at the picket line to find that the Picket Captain has ordered the building shutdown and picketers will not allow anyone to cross the line. Your Supervisor comes to the door with three security personnel to escort you across the line. Your union Sisters and Brothers are shouting at you to stay outside and your Supervisor is giving you a direct order to go to work as outlined in the essential service agreement signed by both parties. What will you do?

Things to consider:

- Legally, an essential service employee must report to work.
- If the situation cannot be resolved and your Supervisor/Manager remains adamant, you are entitled to ask for, or make use of, an escort to get through the picket line.
- Understand, however, that refusal to cross the picket line if you are an essential service employee, or barring an essential service employee from going to work if you are a picketer, can put you, and the union at risk of an injunction, sanctions and/or fines. In fact, barring access to a building during a strike is also grounds for an injunction or a sanction against picketers.
- Demonstrating support of the strike is necessary and can be done legally. Activities such as wearing buttons of support, walking the picket line outside of working hours and joining a strike committee are all effective ways of supporting your Sisters and Brothers.

CHALLENGES OR OBSTACLES MEMBERS MIGHT FACE APPROACHING AND DURING A STRIKE

ISSUES STRIKERS MAY FACE:

- Financial
- Communication
- Accessibility
- Essential service
- Picket line
- Personal
- Others

WHAT KINDS OF PROBLEMS AND CHALLENGES MIGHT THE MEMBERS FACE AS INDIVIDUALS AND AS A COLLECTIVE GROUP?

- Can’t pay mortgage payment
- Family/friend doesn’t support strike
- Accommodation requirements such as disabilities, childcare, elder care, etc.
- Being designated as essential
- Harassment on the line — public, management, police, etc.
- Not getting information from the union
- Low morale
- Doubts about the value of striking
- Negative media coverage
- Public backlash
- Lack of solidarity/ significant numbers of scabs

Public Service Alliance of Canada

INDIVIDUAL PRE-STRIKE FINANCIAL PREPARATION

RESOURCE SHEET #1

FOOD

- If you can build up a supply of food, you can considerably reduce your costs during a strike. This will free up your limited cash income during a strike for things like rent or mortgage payments.

- Within your workplace/ local, a group might want to do this on a cooperative basis and enhance the savings by bulk buying.

- Approach a local supermarket and see if you can get a deal by buying in bulk.

- If you belong to a food cooperative, it might be worthwhile to contact the executive, explain the situation, and see if something can be worked out between the cooperative and the local.

- You might want to set yourself a target such as having one month's food supply in the house. Then at strike time your food expenditures can be limited to perishables like bread and milk.

- Growing your food in your garden or belonging to a community garden is another way of saving costs; however, this may be more of a long-term project and is dependent on the seasons.

Public Service Alliance of Canada

INDIVIDUAL PRE-STRIKE FINANCIAL PREPARATION

RESOURCE SHEET #2

LOANS

- Approach your credit union or other financial institution and ask about consolidating your loans. This can often result in a reduction in payments.

- Consider requesting interest relief for loans and mortgages from your financial institution during the period of the strike. You can also renegotiate the terms of your loan. This may be all you need to get you through the immediate crisis of the strike, and once you are on your feet again after the strike, you may be able to reduce the term of your loan again.

- If you renegotiate your loans, see if you can arrange to start payments the next month so you have a month where you make no payments. This extra cash may solve your immediate cash-flow problems.

- Some credit unions, financial institution and community-based organizations have free credit counselling services. It will be in your best interests to go to one of these agencies for support and help.

Public Service Alliance of Canada

INDIVIDUAL PRE-STRIKE FINANCIAL PREPARATION

RESOURCE SHEET #3

SAVINGS

Not everyone saves in the same way. Here are some ideas:

- Establish a fixed budget for while on strike
- Reduce the amount of cash you take out of your account by a fixed weekly amount.
- Save all your overtime cheques.
- Save your travel expenses cheques.
- Save all the change you have at the end of each day.
- Save every “loonie” or “toonie” you receive.

Public Service Alliance of Canada

INDIVIDUAL FINANCIAL PROBLEMS DURING A STRIKE

RESOURCE SHEET

When faced with a payment, ask the four following questions:

1. Can I avoid payment?
   Can I do without the thing I'm buying?
   Can I trade, or pay in kind?
   Is there an alternative?
   Can I walk or use my bicycle instead of taking the bus?
   Can I carpool, take the bus or use my bike instead of using the car?

2. Can I reduce the payment?
   Can I reduce my food costs by not eating out?
   Can I send an email instead of making a long-distance phone call?
   Can I use my cell phone less?
   Can I pay for my home insurance for six months instead of a year?

3. Can I postpone the payment?
   Can I put off out of province vacation?
   Can I get the landlord or mortgage company to agree to skip paying this month?
   Can I put off home improvement projects?

4. Can I raise some money for the payment?
   Can I get a temporary job?
   Can I sell something?
   Can I get a loan?

PSAC STRIKE PAY

PSAC Regulation No. 6 outlines the schedule of strike benefits. It says:

a) The qualifying period for benefits takes effect the first day of the strike.
Using attendance lists provided by the Locals and Branches, strike pay will be paid retroactively for the full period to each member participating in the strike.

b) Only members on the active payroll of the Employer with whom the bargaining agent is in dispute shall be eligible for benefits.

c) Members are expected to carry out duties as assigned by duly—recognized officers for a minimum of four hours per day.

The amount of strike pay each member is entitled to is:

a) $100 for each day to a maximum of $500 per calendar week; for members in the three Northern Territories the rates are $137.60 - $188.00 for each day to a maximum of $940 per calendar week.

b) For a member who normally works fewer than twenty (20) hours per week, $70.66 for each day to a maximum of $353.30 per calendar week; for members in the three Northern Territories the rates are $96.32 -$131.60 for each day to a maximum of $658.00 per calendar week.

c) Where members are requested to and scheduled to picket seven (7) days per week, $100 per day to a maximum of $700 per calendar week for (a) above, and $70.66 per day to a maximum of $494.62 per calendar week for (b) above. For the three Northern Territories, the rates are $137.60 - $188.00 per day to a maximum of $963.20 - $1,316.00 per week (a) above, and $96.32 - $131.60 per day to a maximum of $674.24 - $921.20 per week (b) above.

Who is eligible for benefits?

a) Members who are involved in a legal and authorized strike action.

b) Members or their representatives who incur expenses beyond the normal costs of collective bargaining in conjunction with approved third-party actions.

c) Members must carry out four (4) hours each day of picket duty, or other approved activities.

Non-Eligibility in the Event of Strike

Members will not be eligible for benefits under the following circumstances:

a) Members unemployed or on lay-off at the beginning of the strike.

b) Members on paid vacation, sick leave, injury on duty leave, compensation benefits or other paid leave.

For more detailed information on the Strike Fund, please see Regulation No. 6 of the PSAC Constitution.

Public Service Alliance of Canada

PSAC STRIKE ROLES

ROLE OF PICKETER (STRIKING MEMBER)

- Participates in strike shifts
- Signs in when attending the picket line
- Receives strike pay
- Is accountable to strike protocols
- Strikes only in designated areas
- Respects union and employer policies while on the picket line
- Does not engage in discriminatory activity or harassment
- Refrains from participating in any mischief that may adversely impact the bargaining process or the integrity of the picket line
- Is subject to criminal charges and disciplinary actions, up to and including termination if conduct warrants it

ROLE OF THE PICKET CAPTAIN

- Appointed by and reports to the Strike Captain
- Is responsible for a group of strikers at a worksite
- Maintains the picket line
- brief picketers on rights and duties/ distributes “information sheets”
- keeps the line moving,
- check signs and placards
- watches strangers
- keeps telephone numbers for emergencies
- takes pictures (to record incidents, for documentation of activities)
- Maintains an accurate record of attendance of picketers.
- Follow-up with members who do not report for picket duty.
- Keeps an eye out for irregularities/ problems on the line
- Immediately files reports of any picket line incidents with the Strike Captain
- Deals with the public and the news media

ROLE OF THE STRIKE CAPTAIN

- Appointed by and reports to the Area Coordinator
- Coordinates all strike activity at the worksite through a strike committee
- Establishes a strike committee for the worksite which usually includes the Strike Captain, Picket Captains and chairperson of appropriate committees
- Together with the strike committee develops a strike plan that meets the needs of the members at the worksite
- Works with the picket captains to establish an effective picketing system for the worksite
- Ensure the necessary committees (communications, picketing, finance and welfare, accommodations, essential service) are set up and tasks delegated amongst activists and members
- Where applicable, ensures members in non-striking units and essential service workers are fully integrated into the strike plan for the worksite
- Informs Picket Captains, chairs of committees and other strike leaders of the resources they need to carry out the tasks assigned to them
- Makes contact and maintains liaison with the local police authority

ROLE OF THE AREA COORDINATOR

- Liaise with the regional strike coordinator, strike captains and local officers, to make sure that strike actions in a particular area are well coordinated

- Serve as members of the **regional strike coordinating committee**, which prepares a regional strike plan, oversees coordination of strike activities and ensures good communication amongst everyone involved. This committee includes the Regional Executive Vice-President in their jurisdiction and is chaired by the regional strike coordinator.

ROLE OF THE REGIONAL STRIKE COORDINATOR

- This role is occupied by the PSAC Regional Representative assigned to the strike

- Coordinates strike training

- Ensures appropriate strike support if available through the Regional Office

- Keeps the Area Coordinator informed about strategy and direction of the strike

- Establishes effective communication systems with the capacity for quick information flow

ROLE OF THE NATIONAL STRIKE COORDINATOR

This role is occupied by the Director of Regional Offices Branch or the Strike Mobilization Officer

- Reports to the National Strike Coordinating Committee
- Oversees the entire strike communications network
- Resolves strike network problems
- Ensures that regional strike structure is operating effectively

REGIONAL STRIKE COORDINATING COMMITTEE

- Chaired by the Regional Strike Coordinator
- Includes the Regional Executive Vice-President
- Prepares a regional strike plan
- Oversees coordination of strike activities
- Ensures good communication flow amongst everyone involved

NATIONAL STRIKE COORDINATING COMMITTEE

- Coordinates all PSAC resources and activities in support of the negotiating team and the strike

- Develops mobilization and strike support strategies at the national level

- Makes recommendations to the National President, the Alliance Executive Committee and the National Board of Directors on these matters

- Committee makeup varies, depending on the scope of the unit on strike and the number of components involved

With smaller bargaining units, some roles are consolidated.

Public Service Alliance of Canada

Various Strike Committees

PICKETING COMMITTEE

This committee works with the strike captain and picket captain and is responsible for developing a picketing plan & preparing the members for the upcoming responsibilities by:

- organizing checklists of tasks and information sheets for the members
- developing schedules and picket sites
- organizing logistics of the picket lines such as food, transportation, toilet facilities, etc.
- working with the accommodations committee to implement accommodation requirements such rental of scooters, transportation, alternative duties, etc.
- conducting information sessions for the members
- motivating members and working to maintain morale
- mobilizing support for the strike by involving other unions and labour councils
- working with the communications committee to keep the members informed about picket line plans and activities

COMMUNICATIONS COMMITTEE

This committee will be responsible for developing the internal and external communications plan by:

- setting up a “telephone tree” for the quick contact of all members
- setting up a system for the quick distribution of written material
- writing flyers, newsletters, notices and other information materials for distribution to members
- writing materials for external groups that deal with the employer or who support the strike such as the public, businesses, contractors, volunteers, unions, social partners, etc.
- responding to any written material of the employer or the media
- contacting groups, such as unions and community partners, to support the strike by attending the picket line or special events such as mass rallies
- establishing contact with the local media
- any other activities that deal with information

FINANCE COMMITTEE

This committee will be responsible for administering all financial matters related to the strike by:

- administering the strike pay by verifying the names of members who participated in the strike and preparing a weekly report
- where applicable, preparing strike pay cheques for the necessary signatures of approval
- administering donations that are received by other locals and unions
- paying for expenses that are not covered by the PSAC and developing guidelines for such payments
- arranging loans or donations to members from the local hardship fund based on the recommendation of the _____ Committee
- dealing with other financial matters related to the local's strike

HARDSHIP COMMITTEE

This committee will work to help members who may have difficulties during the strike by:

- developing guidelines for the administration of a local hardship fund (this fund will receive money either from the local or by donations from other individuals/ locals)

- develop guidelines for meeting other specific needs such as daycare subsidies, etc.

- meet members privately to discuss hardship cases and determine if they are eligible for loans or donations from the hardship fund

- receive and remit the 25% remittances from essential service workers to the National office or REVP's office

- explain the eligibility criteria for the PSAC Hardship Fund or a Component fund and determine the eligibility of members

- refer members to social agencies for help such as food banks, financial counselling, etc.

- make recommendations to the finance committee for loans or donations to members

- work closely with other committees

- organize fundraising events

ACCESSIBILITY COMMITTEE

This committee will be responsible for developing accommodation plans for the various needs that members will have by:

- developing a checklist of questions to ask the membership while surveying for accessibility requirements

- meeting with the members to establish various requirements that are needed to support participation

- meeting with the members with disabilities to identify mechanisms to support their participation on the picket line such as the rental of scooters, transportation, etc.

- developing and implementing alternative strike duties for members who require it

- establishing supports for members that have caregiving responsibilities such as child care, children/dependents with disabilities and or requirements related to their disability, elder care…etc.

- referring members to community support services

- working closely with other committees to keep all of the members working collectively despite the different duties

ESSENTIAL SERVICES COMMITTEE

This committee will be responsible for working with and coordinating the activities of essential service workers by:

- meeting regularly with essential service workers to maintain ongoing communication

- developing and implementing duties that essential service workers can do to support the strike

- developing strategies that can be implemented on the inside to further pressure the employer

- elect or appoint “inside reps” to coordinate and assist in inside actions and activities

- working closely with the finance committee to inform essential service workers about the process for remitting 25% of their net wage to the hardship fund

- working closely with the finance committee to collect and process the
- 25% remittance

- working closely with the communications committee to inform the members about ongoing support from essential service workers such as publishing the names of those contributing 25% of their net wage

PICKETING "DO'S" AND "DON'TS"

- ✓ **DO** keep moving and remain visible.
- ✓ **DO** ensure that all entrances are picketed.
- ✓ **DO** ensure that all picketers wear placards or carry signs that identify the union.
- ✓ **DO** keep a camera available.
- ✓ **DO** refer all media enquiries to the Picket Captain or Strike Captain.
- ✓ **DO** make sure the picketers are in sight of each other.
- ✓ **DO** follow any instructions from the police, but record the name of officer(s) and details of the instructions.
- ✓ **DO** picket on public property.
- ✓ **DO NOT** respond to any situation with violence. Walk away from anyone seeking to cause trouble. If you sense trouble, call your Picket Captain or Strike Captain.
- ✓ **DO NOT** get into debates with passers-by. Answer questions civilly and give out information about the issues, but DO NOT get into arguments.
- ✓ **DO NOT** allow alcohol consumption or recreational drug use on the line and send home any picketer who is "under the influence." A strike is a time for cool heads.
- ✓ **DO NOT** spread rumours. Your union will be doing everything possible to keep you informed and up-to-date on strike developments. Before spreading any rumour, check it out before adding to the confusion.

Sample Strike Protocol

The following agreement seeks to ensure that, in the event of a labour dispute, the possibilities for personal injury to staff and damage to property are kept to an absolute minimum and that the respective rights and responsibilities of the parties are exercised and discharged in an orderly fashion with a minimum of conflict and acrimony.

Essential Service Workers

All essential service staff will report to the _____entrance. Likewise, for students, casual, contract employees and staff represented by other bargaining agents. Upon provision of appropriate identification and documentation these employees will be given priority to enter. Those without proper identification will be directed to call their manager and arrange an escort across the line. Others, such as employees in the special program that are individuals with disabilities will also be admitted on a priority basis. Arrangements will be made such that they are minimally disrupted. To ensure that this is done in a relatively safe manner the picket lines on _____ street will be moved to _____street.

Access Exceptions

As much as possible vehicular traffic will be directed to the _____ Avenue entrance where access will be provided to military personnel in uniform, Commissionaires and employees that require accommodations (such as pregnant women, those with mobility issues and the like). One car will be given access every three minutes once documentation and identification are established. Emergency vehicles such as fire trucks, ambulances and police cars will be admitted without delay subject only to clearing the lines to ensure their safe passage.

Union & Management Representatives

At least one management representative and one union representative will be assigned to each entrance. A communication network will be established so that any problems which may arise are addressed and resolved quickly. At least one management and one union representative will have responsibility to communicate with and otherwise deal with the police.

Public Transportation

No buses or taxi cabs will enter. The exception will be for those who have mobility issues. Individuals requiring such consideration should self-identify beforehand as much as possible. They will be able to enter through the _____ entrance upon verification of their status.

Child Care Centre

Upon provision of appropriate identification all staff, parents and children of the on-site childcare centre will be able to enter the building for the purposes of dropping off and picking up their children. The staff that are members of Local_____ will support the picket line on their breaks.

10 THINGS we have done as a union!

1 Stronger contracts



We negotiated stronger contracts for thousands of workers in the federal government, provincially regulated organizations, in territorial governments and with other employers, so PSAC members can benefit from job protection and decent working conditions in these tough economic times.

2 Job security



We defended - and continue to defend - job security provisions in our collective agreements so that PSAC members are not booted onto the street with two weeks notice, but given strong transition support measures. With the job cuts and workforce adjustment, we deployed our team across the country to explain members' rights and created extensive on-line tools about workforce adjustment provisions.

3 Billions of dollars in pay equity



Our pay equity complaints have gained literally billions of dollars for PSAC members. With a few exceptions, employers have done everything they can to avoid paying but we persist and we succeed. In 2011, the Supreme Court ruled directly from the bench upholding the Canadian Human Rights Tribunal decision that said Canada Post owed retroactive pay equity payments plus interest.

4 Legal advocacy



Our legal team has defended the rights of individual PSAC members and fought back discrimination for family status, racial discrimination and other violations in the workplace. We won a court decision that means employers must try to find a workable solution to accommodate workers with childcare obligations.

5 Justice for members



Our negotiated grievance procedures mean the union can defend members who are unjustly disciplined or fired, or who are denied money or benefits they are entitled to receive. Each month PSAC reviews over 100 new cases after the final level of the grievance process. Over 85% of the grievances we take forward are either settled or won before a third-party arbitrator.

6 Jobs and the economy



We commissioned and publicized independent reports in British Columbia, the Atlantic and nationally that demonstrated the negative economic consequences of cutting government programs and services. Nationally, we continue to press the government for transparency around how cuts are impacting services and the economy.

7 Healthy members and safe workplaces



We have successfully campaigned for health and safety protection for PSAC members and prepared tool kits, hazard prevention guides and background information on diseases and illnesses to help protect members at work. We called for a national mental health strategy to push the government to take the current mental health epidemic seriously and deal with its root causes.

8 Taking care of families



We were one of the first unions to gain paid maternity leave. Since then we have negotiated payment of the difference between EI or QPIP benefits up to 93% of pay for most PSAC members who take maternity or parental leave. Last year in one of our bargaining units we achieved a breakthrough - a 93% top up for members who take compassionate care leave to look after a relative or friend in palliative care.

9 Walking the talk on justice and human rights



We actively sought and won benefits for same sex couples at the bargaining table. We were also fully engaged in the work to change the Canadian Human Rights Act to prohibit discrimination on the basis of sexual orientation. With our Aboriginal, Inuit and Métis members, we created the Justice for Aboriginal Peoples initiative to raise awareness and put pressure on the federal government.

10 Community partners



We have partnered with municipalities, provinces and other stakeholders to stand up for strong federal public services across Canada. We sponsor community events and local fund-raising initiatives like runs and food drives.

PSAC AFPC
Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

Sign up for our e-newsletter. Visit www.psac.com/signup for more information on union services and how we can work together for a better workplace.

You have political rights

(https://psacunion.ca/you-have-political-rights)

One of the hallmarks of a healthy democracy is the ability of citizens to participate freely and actively in determining who they elect to govern and make decisions on their behalf.

PSAC members are encouraged to take an active role in exercising their democratic political rights by:

- Wearing a party or candidate button in public.
- Placing an election sign on your property.
- Giving political opinions in public or elsewhere.
- Working as a canvasser for a political party or candidate.
- Working in a campaign office.
- Participating in the formation of party or candidate policies.
- Taking part in election-day activities on behalf of a party or candidate.
- Attending peaceful demonstrations on political topics.
- Soliciting funds from the public for political campaigns and parties.
- Attending a political convention as a delegate.
- Writing letters to the editor endorsing a candidate or party.

For some PSAC members – those covered by the Public Service Employment Act – some restrictions apply. None of the activities listed above should be carried out during your working hours.

There are also separate and special rules that apply if you wish to be a candidate in a federal, territorial, municipal or provincial election.

When determining how you want to exercise your democratic rights, follow some guiding principles.

- Don't conduct any political activity on the job.
- Don't identify yourself as a federal public sector worker when working on a campaign, e.g. canvassing, making phone calls, etc.
- Don't identify yourself as a federal public sector worker when communicating opinions about election issues, political parties and politicians through blogs, Facebook, Twitter or other social media.
- Don't wear your uniform or government identification at public meetings such as candidates' meetings.
- Don't drive a government identified vehicle when participating in election activities.

If you are unsure of whether a specific political activity would be appropriate, contact your PSAC regional office.

If you are disciplined in any way for participation in a political activity, this can be grieved. Contact your Local or Component for representation and advise your PSAC regional office.

Union activity in the workplace: The real rules

PSAC members have the right to promote and build our union in the workplace. Members have the right to be kept informed on the employer's premises during non-work time, before or after shifts and during paid or unpaid breaks and lunch periods. This is the law.

Members have the right to:

Read union literature. Members can also sign petitions and share information about the union's campaigns during non-working time.

Talk union. Members can talk to co-workers about the union at work as they would any other subject – and help keep everyone informed about PSAC activities.

Hand out leaflets before and after work. Members can distribute materials outside or inside the workplace. Even if the entrance is in a commercial area, members have a legal right to engage in this activity. The employer is prohibited from interfering with these lawful union activities.

Desk drops. Members can "drop" information at members' work stations, providing they have permission from the employer. With the employer's permission, the union may distribute publications that reflect the union's perspective on workplace issues, as long as the information is accurate and non-defamatory. This is a great way to invite members to information sessions, provide updates on union business and recruit new volunteers.

Union activity in the workplace: The real rules

Post information on union bulletin boards. Collective agreements generally allow members to use workplace bulletin boards for union purposes. Make these boards “communication central” for the union by keeping them up to date. Remember to include contact information for local representatives.

Wear the union message. Members can wear buttons, lanyards, stickers, t-shirts and other items that communicate the union’s message. Even if members wear a uniform, there are ways of wearing a union message!

If management interferes with the rights of members or discourages them from participating in our union in any way, **stewards must take action**:

- get information from the affected member(s)
- contact their supervisor to resolve the issue
- if there is no satisfactory response, file a grievance
- if management insists on interfering, advise the member to comply and then grieve.

If management interferes with your rights or discourages you from participating in our union in any way, contact your steward, local officer, component or PSAC regional office.



TEN QUESTIONS TO ASK WHEN MAPPING YOUR WORKPLACE

1. **Grapevines.** What paths do people travel? Who can walk freely through the whole workplace? How does news travel?

2. **Bottlenecks.** Are there spots where the flow of work gets bottlenecked? These could be important pressure points. Who works there?

3. **Work groups.** What work groups can we identify on this map? Consider the factors that determine who works together in your workplace, such as job, work area, and shift.

4. **Relationships.** Which work groups have contact with each other through their jobs? Which groups are hard to reach?

5. **Social groups.** What social groups can we identify on this map? For instance, who carpools together? Who speaks the same language? Who socializes at lunch or outside work? Who's related? Who are all the smokers?

6. **Group concerns.** For each work or social group, how does this group relate to management? What are the biggest problems affecting this group?

7. **Water coolers.** Where do people congregate? These could be good places for outreach conversations, or group gatherings.

8. **Broom closets.** Where can you talk out of sight of the boss?

9. **Hangouts.** Where do people go after work?

10. **As time goes by.** What on this map changes at different times of day, and at night if your workplace hasa night shift? How about on the weekends? Different seasons of the year?





Your name: _____

Your Component/Local: _____

Main Work Location: _____

Approx # of Members at main location: _____

Where else are your members located? (approx. #'s, community/town names)

Primary location of work: _____

_____

_____

Location 2: _____

_____

Location 3 : _____

_____

Location 4 : _____

_____

Location 5 : _____

_____

Location 6 : _____

_____

Location 7 : _____

_____

Location 8 : _____

_____

Location 9 : _____

_____

Location 10 : _____

_____

Location 11 : _____

_____

Public Service Alliance of Canada

ACTIVITY/TACTIC PLANNING SHEET

A. TACTICS TO USE EARLY IN THE STRIKE (BEFORE OR IN THE EARLY STAGES OF THE STRIKE)

_____
_____
_____
_____

B. TACTICS TO USE LATER (DURING THE STRIKE)

_____
_____
_____
_____

C. TACTICS TO USE WHEN WE REALLY WANT TO PILE ON THE PRESSURE

_____
_____
_____
_____

ACTIVITY/TACTIC : STRENGTHS & WEAKNESSES

TASK : For each tactic you have been given:

1. List the strengths and weaknesses

Strengths:

_____
_____
_____

Weaknesses:

_____
_____
_____

2. Describe the circumstances under which this tactic would likely work

_____
_____
_____
_____

3. Detail any potential challenges you might face using this tactic

_____
_____
_____
_____

4. Propose a solution to the challenges in # 3

_____
_____
_____
_____

BE REALISTIC: YOU MAY BE USING THESE TACTICS

Tips for Successful Picket Signs

How to design appealing posters, signs and banners

Posters and signs are an important part of most campaigns. They tell the public and the press why you are taking action and what it is you want.

Your message can be depicted either in words or by illustration. Either way, it is important that your message is brief, consistent and to the point.

Your message should be something anyone and everyone can understand. While “inside jokes” or innuendo can be an effective way of mobilizing activists, they can prove confusing to the public.

Your message must be effective but not offensive. Using humour, sarcasm and wit are fine — unless it alienates others. Keep in mind the diversity of your community and be sure your messages and images are culturally sensitive.

Short, to-the-point slogans are better than long statements. Slogans that rhyme or include a clever play on words, or those that would be suitable for chants make the best poster slogans.

Art is good, but it should not be complex. A symbol or stick figure can be more identifiable than trying to illustrate a person or a complex design.

If you have a logo or motto, it is important to make this clearly visible.

Putting it together

- Make sure the print on your signs is large, with tall lettering that is easy to read at a distance.
- Use both sides of your sign, poster or banner. It is okay to create two different messages, one for each side.
- Use a dark colour for lettering against a light background or light lettering against a dark background.
- Choose script that is easy to read. Lower case letters are easier to read, especially from a distance.

Be prepared

Plan in advance for inclement weather. Choose materials that are waterproof or find a way to make them so by using a plastic covering, laminating and/or by using rainproof fabric for banners.

Whether you use a pole or a string around the neck or you carry your sign with your hands, choose your method of display based on what will be the most effective under the circumstances. Signs attached to poles or sticks are difficult to carry on a windy day and can get heavy after a while. Still, they are more easily seen in a crowd than signs draped from a string around the neck.

***(Please be aware that** to reduce the chance of accidental injury to other picketers or to people who may try to force their way through a picket line, be sure when building picket signs to use suitable cardboard for the message, and relatively thin pieces of wood (e.g. nailing boards) or light plastic for the handle. Suitable items can be found at most office supply and/or building supply/hardware stores, inexpensively. Our experience teaches us that picket signs should be sturdy enough to be re-useable and to withstand wind, rain and snow, but that they should not be constructed of materials so heavy, solid or stiff that they could cause injury if someone were accidentally bumped by a sign, or that a sign could be perceived by police as a potentially threatening "weapon.")*

Banners are best carried by hand — one person at each end — in a long march but are best displayed using poles during a rally.

Banners are effective when used as a backdrop for speakers and/or chants, songs and theatre. Where possible, banners can be hung in central locations.

It is not essential for everyone in a large group to carry a sign or banner. This task can be shared by the participants while others are handing out leaflets, leading chants and so forth.

Remember, it's all about the message. Keep it simple, be creative, and have fun!



Public Service Alliance of Canada

Injunctions

1. WHAT IS AN INJUNCTION?

An injunction is an extraordinary civil remedy by which **a court orders** a party to cease engaging in certain activities or compels them to take certain steps.

Picketing is constitutionally protected activity under Canada's Charter of Rights and Freedoms, but that protection is not absolute or unlimited.

During a labour dispute the Charter protects the right of employees to erect picket lines for the purpose of communicating with people who attend at the premises of a struck employer (or one who has locked out employees), but the protection of picketing activity does not extend to an entitlement to block or shut down an employer facility.

2. DO COURTS GENERALLY BLOCK ALL PICKETING ACTIVITY THAT IMPACTS THE EMPLOYER'S OPERATIONS?

No. Courts have found that some reasonable degree of impedance, delay and inconvenience when entering the employer premises is to be incidentally expected as a result of the entitlement of picketers to communicate with the public.

3. WHAT DOES AN INJUNCTION TYPICALLY SET OUT RESTRICTIONS ON?

- restrictions on the number of picketers
- restrictions on the types of activities they may engage in
- restrictions on the amount of delay that picketers may cause to those seeking to enter an employer premises

It is important to remember that an **injunction is an order of the court**. The courts typically take a conservative, law-and-order approach to this issue that favours minimal disruption of employer operations.

4. IF YOU DISOBEY AN INJUNCTION WHAT HAPPENS?

Answers should be:

- Violation of such an order may be found to constitute contempt of court and attract a harsh response from the judge who issued the order.
- Where there is knowing and deliberate violation of the court's order, penalties may include fines or even imprisonment.

When an injunction order is in force, it is important that it be complied with.

5. WHEN DO YOU THINK INJUNCTIONS OCCUR?

- When the employer's operations are being stymied by strike activity
- Where unlawful or disorderly conduct is occurring on the picket line
- Then the employer requests an injunction from the courts

6. WHAT IS A TYPICAL AMOUNT OF TIME BEFORE AN INJUNCTION IS SOUGHT BY THE EMPLOYER? AND WHAT VARIABLE DOES IT DEPEND ON TYPICALLY?

- there is no typical amount of time for this to occur — it could be days or it could be months
- it all depends on the unique variables at play
    - nature and extent of delays being caused for entry to the facility
    - tone of the line, nature of employers' counsel
    - public's frustration
    - extent and nature of the police response to the strike

7. HOW DOES PSAC RESPOND TO INJUNCTIONS

PSAC normally offers strenuous resistance to requests for injunctions, and seeks to protect the Charter rights and freedoms of its members to engage in effective picketing activity to the maximum extent possible.

Read highlights from sample injunctions (end of these notes) to provide participants with a more precise understanding of what employers seek.

Request For Accommodation During A Strike

Please return completed form by **email: _____**

Deadline to Return Accommodation Form: _____

PSAC is committed to creating an inclusive and accessible union to ensure that all members can participate and meaningfully contribute fully in the union and at all union events.

PSAC strives to proactively address barriers to ensure that picket lines and other strike related activities are inclusive and accessible and by accommodating individual members. Accommodation is provided to members who fall in one or more of the protected grounds such as disability, family status, religion, age, gender identity or expression or other grounds found in applicable human rights legislation.

The PSAC requests that members who need accommodation fill out this form by the deadline so reasonable accommodation measures can be determined before the strike.

Name:
Personal Email:
Contact number (cell or home phone?):
Home address:
Employer:
Workplace location:
PSAC ID (if known):
Regional office:
Region:
☐ I require accommodation based on a disability.
☐ I require accommodation based on family status.
☐ I require accommodation based on religion.
☐ I require accommodation based on another human rights ground.
Please specify _____

If **YES,** to any of the above human rights grounds for accommodation, what are the limitations and restrictions arising from your prohibited ground(s)? Examples include requiring time to pick up a child after school, requiring time for religious observances, needing to accompany a dependent to an appointment etc.

Should you require accommodation on the ground of disability, what are the *functional* limitations and restrictions you require. Note, you are not obliged to disclose your diagnosis, only your functional limitations. Functional limitations include being unable to walk or stand for four hours, being unable to participate in large gatherings, etc.

Please list suggestions for accommodating your functional limitations.

Other comments:

There may be further follow-up with you to assist us to respond to your request.

This form is confidential and the information contained within will not be disclosed except where necessary to respond to your request for accommodation.