



Labour Dispute Policy – January 2020

PREAMBLE

Having the courage to take a stand at the bargaining table and go out on strike is one of the most important ways that workers have, to act in solidarity with each other and make gains for themselves, their co-workers and future generations.

In other cases, workers are forced to go on strike to stop demands for concessions that would set them back years.

When workers make the serious decision to withdraw their labour and go on strike, it is often at great personal cost to themselves and their families.

Workers also face the situation of being locked out of their workplace, by an employer attempting to break the spirit of the workforce and lower their expectation of fairness, equitable compensation and respect at work.

Striking and locked out workers are not just taking a stand for themselves, but they are sticking up for all working people by not allowing our collective needs to be diminished.

It is essential that as a labour movement, we support workers involved in a labour dispute – whether they are striking or locked out.

The Ontario Federation of Labour will take a leadership role in helping to co-ordinate affiliates to support striking and locked out workers. This will happen through bringing together representatives of unions and labour councils to ensure that as a movement, we are aware of the issues facing workers and how we can best help them to win their fight.

POLICY

1. A bargaining unit involved in a strike or lock-out or on the verge of such a labour dispute should notify the Ontario Federation of Labour by email, or through the OFL's Strike / Lockout registry, as soon as possible, through their national/ provincial union.
2. Affiliates must complete the labour dispute document and send it along before any meeting will be called.
3. Within 72 hours of learning of an imminent or already occurring strike or lock-out, the OFL will communicate details of the labour action to the OFL Executive Board and, convene a meeting or conference call of all union labour dispute coordinators or designates, the area labour council and the local union involved in the dispute. All other area labour councils will be invited to attend.
4. During this meeting, labour unions and the local labour council will be briefed on the dispute and a strategy will be put in place as to how to best support the workers involved, as well as how to deal with the situation where multiple unions who are not involved in the dispute may represent workers in the same workplace.

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5. Following the meeting, the OFL will send out a summary from the office of the President. This summary will include picketing information, an explanation about the labour dispute and ways to support the striking or locked out workers. A story about the dispute and how to support the workers will subsequently be posted on the OFL's website and included in regular digital and print communications.
6. Financial support shall be drawn, when available, from any surplus funds remaining in the Strike Appeals Fund, as established at the biennial convention.
7. At any time during the first 30 days of a strike or lockout, and upon consideration of mitigating factors such as, number of members impacted, duration or hardship, the OFL may draw from the Strike Appeals Fund, discretionary resources to support the bargaining unit involved in the strike or lock-out. These resources may be utilized for picket-line logistics and interim solidarity support.
8. When a strike or lockout enters its 30th day, the OFL will, in consultation with the national / provincial union and considering the mitigating factors, where appropriate, offer financial support from the Strike Appeals Fund to the bargaining unit involved in the strike or lock-out. Unless with approval of the Executive Committee, the amount of this financial support shall not exceed \$5,000.
9. Once the labour dispute enters its 60th day, the union should notify the OFL and the OFL will send out an appeal for financial support from the office of the Secretary-Treasurer. This appeal will also be posted on the OFL's website.

The national/ provincial union is responsible for communicating any changes or updates on the status of the strike or lock-out, including but not limited to a new collective agreement and settlement.

Adopted, as amended at OFL Executive Board, January 30, 2020.





Labour Dispute Information Sheet

In order to help us best facilitate support for workers involved in a labour dispute, please provide the following information.

Name of Union: _____

Name of primary contact(s) for dispute related issues:

Contact 1 – Name: _____

Cell Phone: _____ Email: _____

Contact 2 – Name: _____

Cell Phone: _____ Email: _____

Name of employer: _____

1. What are the reasons for the labour dispute?

2. Is it a strike or lock-out? _____

a) Date of strike or lock-out commencement: _____

3. What are the key messages the union is using to communicate about the labour dispute?

4. Picketing locations: (please indicate those sites with multi-employers)

a) _____
b) _____
c) _____

5. Please provide a list of known employers and unions that may be impacted by picketing actions:
- a) _____
 - b) _____
 - c) _____
 - d) _____
 - e) _____

6. Under which legislation is the picketing taking place?
Details: _____

7. Are there any essential services involved? Yes No
Details: _____

8. Is there an agreement/order regarding third-party access? Yes No
Details: _____

9. Is there construction being conducted at the picketing locations? Yes No
Details: _____

10. Do you believe that the employer will attempt to continue operations in the event of picketing? Yes No
Details: _____

11. Who are the service providers at the picketing locations?
- a) Telephone: _____
 - b) Cable: _____
 - c) Courier: _____
 - d) Mail: _____
 - e) Catering/Food Services: _____

12. Will there be roaming pickets? Yes No
If yes, please list locations: _____

13. Are there secondary picketing locations being planned? Yes No

If yes, please list locations: _____

14. Is there any additional information we should be aware of? Yes No

Details: _____

15. How would you like others to describe the labour dispute?

Details: _____
