

HOSPITAL STRIKE 1991

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The Union Executive is recommending the following motion to the membership:

In the event of a strike in the hospitals in 1991 which predates strike action which would affect the Cupe 2950 membership as a whole, Cupe 2950 hospital members, who are not deemed essential, be paid 90% of their gross salary after C.P.P., U.I., Income Tax, Long-term Disability, and Union dues from the Cupe 2950 strike fund for the first ten working days of the strike. To qualify for this strike pay, a member must respect hospital picket lines, sign in three times a week at a Cupe 2950 table and staff one of the sign in tables for four hours per week.

This motion is based on the following:

- 1) The Executive believes that if the hospital workers go on strike, their picket line must be respected by Cupe 2950 members.
- 2) Strike Pay: There are two strike funds available to Cupe members: (a) The Cupe National Strike Fund pays each striking member \$20.00 per day but only after the strike has been going on for ten calendar days. (b) Cupe 2950 has a local strike fund of approximately \$200,000. We also have a general surplus fund of approximately \$120,000. These funds may be used to pay strike pay to Cupe 2950 members in any way the membership approves.
- 3) Strike funds would be used in two conceivable strike situations: (a) A strike in the hospital where Cupe 2950 members are not themselves on strike but are respecting picket lines. (as above). (b) A strike at the University by Cupe 2950 or another union.
- 4) We believe that the local Union as a whole should help members who are faced with a possible strike in the hospitals. They have been asked to respect picket lines when they themselves are not on strike. Moreover, strikes in the hospital have been fairly frequent in recent years so these Cupe 2950 members need extra support. Therefore we believe that they should receive strike pay from Day 1 of any hospital strike.
- 5) This strike pay should be 90% of their pay after deductions for 1) Income tax, (2) C.P.P., (3) U.I., (4) Union dues and (5) Long-term Disability. Any other regular deductions, such as dental, pension, bond savings, parking, etc. would not be deducted. The Executive believes this, in fact, will mean that Cupe 2950 members at the hospital will receive their effective net pay. This is a generous proposal which essentially eliminates the hardship on these members.
- 6) This 90% of Cupe net would be paid for ten working days out of the strike fund. There would be no need for a general assessment as occurred last time. If the hospital strike lasted more than ten days (the last strike was ten days), then the Executive would have to call another meeting to discuss additional means of support for our members in the hospitals.
- 7) The payout to hospital workers for ten working days would cost approximately \$90,000. This would leave us approximately \$230,000 combined in our strike and general funds. This \$230,000 would cover the approximate cost of paying a total membership of eighteen hundred (we have fifteen hundred members) \$20.00 per day strike pay for ten days before the Cupe National Strike Fund kicks in.
- 8) There are two other matters which accompany this motion:
 - (1) The Executive will organize starting immediately the necessary structures to provide information to our hospital members in case of a strike in the hospitals. Already the Executive has organized meetings in the off-campus hospitals to discuss our recommendations for strike pay.
 - (2) The question of penalties for those who cross a hospital picket line. Firstly we don't expect anyone to cross. Essential services levels will have been established and those people must work, the others will receive approximately their net pay. People will either respect the picket line out of principle (their long-term interest) the majority we hope, or because it's in their short term interest (they'll get paid). If members who are not essential, insist on crossing a hospital picket line, the Cupe Constitution provides for trials and penalties. These penalties must be reviewed at a Local membership meeting and all potential strike-breakers will be aware that the Executive will be recommending heavy penalties for strike-breaking; including severe fines, loss of union card, loss of job etc...