

**CR-1**

**Dues During a Strike or Lockout**

That the attached amendments to Article 8 of the MGEU Constitution be adopted.

<b>Current Language</b>	<b>Proposed Amendment</b>
<p>C8:2 The Board of Directors may increase your current dues by up to 25% with a two-thirds vote, if:</p> <ul style="list-style-type: none"> <li>○ the Defence Fund drops below 50% of what it was before the strike started or</li> <li>○ it drops to less than \$1,000,000 at any time and</li> <li>○ the increase is used only for the Defence Fund (1996)</li> </ul>	<p><del>C8:2 The Board of Directors may increase your current dues by up to 25% with a two-thirds vote, if:</del></p> <ul style="list-style-type: none"> <li><del>○ the Defence Fund drops below 50% of what it was before the strike started or</del></li> <li><del>○ it drops to less than \$1,000,000 at any time and</del></li> <li>○ the increase is used only for the Defence Fund (1996)</li> </ul>
<p>C8:3 You will pay extra dues if you work when your own bargaining unit is on a lockout or strike. These dues will be deducted from your paycheque. This includes when you are required by law to provide essential or emergency services, as well as when you choose to keep working during a strike or lockout. In these cases, you will pay dues of 30% of your basic pay (before deductions). These dues will be in addition to your regular dues and will be put into the Defence Fund. (1996)</p>	<p><del>C8:3</del><b>C8:2</b> You will pay extra dues if you work when your own bargaining unit is on a lockout or strike <b>when you choose to work contrary to strike actions determined by the bargaining committee.</b> These dues will be deducted from your paycheque. This includes when you are required by law to provide essential or emergency services, as well as when you choose to keep working during a strike or lockout. In these cases, you will pay dues of 30% of your basic pay (before deductions). These dues will be in addition to your regular dues and will be put into the Defence Fund. (1996) <b>The rate of extra dues, over and above the regular dues rate, will be 30% of gross income (in addition to the regular dues rate) earned while working contrary to strike actions determined by the bargaining committee. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defence Fund.</b></p>

Current Language	Proposed Amendment
<p>C8:4 You will pay extra dues if you work during an alternate job action. This could include escalating strikes, when increasing numbers of members go out on strike. This could also include rotating strikes, when different Locals go out at different times. The Board of Directors and bargaining committee may decide together if you will be assessed these dues. In these situations, you may pay dues of 30% of your basic pay (before deductions). These dues will be deducted from your paycheque. These dues will be in addition to your regular dues and will be put into the Defence Fund. (1996)</p>	<p><del>C8:3</del> You will pay extra dues if you work during an alternate job action. This could include escalating strikes, when increasing numbers of members go out on strike. This could also include rotating strikes, when different Locals go out at different times. The Board of Directors and bargaining committee may decide together if you will be assessed these dues. In these situations, you may pay dues of 30% of your basic pay (before deductions). These dues will be deducted from your paycheque. These dues will be in addition to your regular dues and will be put into the Defence Fund. (1996)</p> <p><b>You will pay extra dues when you are required to work during a strike due to an essential services agreement or other essential services legal requirement. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defence Fund.</b></p>
<p>C8:4 Does not exist - create new</p>	<p><b>C8:4</b> You may pay extra dues when you work during a targeted strike action in which you are not required to be on strike. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defence Fund.</p>

Submitted by:  
Finance Committee Recommendation:

Board of Directors  
Accept

**Dues During a Strike or Lockout**

That the attached recommended change #1 (regarding dues during a strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance.

Current Language	Proposed Amendment
<p>4.3.4.3 Payment of Dues During a Strike</p> <p>1) Persons who receive strike pay from the Union will be deemed to be continuing to pay Union dues, which have been deducted at source from their strike pay.</p> <p>2) Persons who are not receiving strike pay must continue to pay Union dues on a regular basis in order to maintain membership in the Union.</p> <p>3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn.</p> <p>4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.</p>	<p>4.3.4.3 Payment of Dues During a Strike <b>or Lockout</b></p> <p>1) Persons who receive strike pay from the Union will be deemed to be continuing to pay Union dues, <del>which have been deducted at source from their strike pay.</del></p> <p>2) Persons who are not receiving strike pay must continue to pay Union dues on a regular basis in order to maintain membership in the Union.</p> <p>3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn.</p> <p>4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.</p>

Submitted by:  
Finance Committee Recommendation:

Board of Directors  
Accept

**Strike Pay and Benefits During a Strike or Lockout**

That the attached recommended change #2 (regarding strike pay and benefits while on strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance.

Current Language	Proposed Amendment
<p>4.3.4.4 Strike Pay and Benefits While on Strike</p> <p>1) Strike pay will be three hundred dollars (\$300) per week and will be paid weekly if the weekly picketing requirement of hours is met. Picket requirements are twenty (20) hours per week. (Board of Directors June 2018)</p> <p>2) If the Defence Fund falls below \$10,000,000, the Provincial Officers have to conduct a review of the level of strike pay. Report to be provided to the Board of Directors on the sustainability of strike pay rates and the Provincial Officers recommendations with respect to strike pay rates. (Board of Directors June 2018)</p> <p>3) The MGEU will commit to negotiate the continuation of essential benefits for striking MGEU members and make every effort to ensure that essential benefits are continued during the period of strike. (Board of Directors September 2007)</p>	<p>4.3.4.4 Payment of Dues During a Strike <b>or Lockout</b></p> <p>1) <del>Strike pay will be three hundred dollars (\$300) per week and will be paid weekly if the weekly picketing requirement of hours is met. Picket requirements are twenty (20) hours per week. (Board of Directors June 2018)</del>  <b>Strike pay per week will be set at the lesser of five hundred dollars (\$500) or 70% of a member's gross pay. A member is eligible to receive a week's strike pay if they perform a minimum of twenty (20) hours of strike duties for a given week. Strike duties include picket duty or other MGEU authorized strike/lockout related work.</b></p> <p>2) <b>During a rotating or targeting strike in which some or all members are on strike for only a portion of their usual weekly hours of work, weekly strike pay and the weekly minimum hours of strike duty will be pro-rated for these members. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.</b></p> <p>3) <b>During a targeted strike situation in which a minority of members in a bargaining unit are required to bear a significantly disproportionate share of the strike burden, the MGEU Board of Directors may, in consultation with the bargaining committee, approve enhanced strike pay for members participating in targeted strike action. Enhanced strike pay will not exceed 70% of gross pay.</b></p>

Current Language	Proposed Amendment
	<p><b>4) During the first week of a strike or lockout that begins mid-week or during the last week of a strike or lockout that ends mid-week, the minimum weekly requirement for strike duty hours and the weekly rate of strike pay will be pro-rated. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.</b></p> <p><b>5) If the Defence Fund falls below <del>\$10,000,000</del> \$20,000,000, the Provincial Officers have to conduct a review of the level of strike pay. Report to be provided to the Board of Directors on the sustainability of strike pay rates and the Provincial Officers recommendations with respect to strike pay rates.</b></p> <p><b>6) The MGEU will commit to negotiate the continuation of essential benefits for striking <b>or lockout</b> MGEU members and make every effort to ensure that essential benefits are continued during the period of strike <b>or lockout</b>.</b></p>

Submitted by:  
Finance Committee Recommendation:

Board of Directors  
Accept