



TAKING A STAND  
**TOGETHER**

**MGEU Special Convention**

February 24, 2023

**Delegate Booklet**

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## IMPORTANT INFORMATION

### WELCOME

MGEU Special Convention 2023 is a virtual event – delegates are attending online. To help you, we've created this Delegate Booklet to use and follow during the proceedings.

Information about Convention, including the Agenda, can be found at [MGEU.ca/Convention](https://mgeu.ca/Convention). The entire proceedings will be live streamed there for guests and other members to watch.

### ONLINE TIPS/ETIQUETTE FOR ONLINE DELEGATES



- **Ensure your name** is displayed so that participants can address you correctly. Refer to the [Delegate Guide](#) to show you how to make changes to your displayed name.
- **Set up your camera** so that you are centered, in focus, and visible.
- **Select a neutral background** that does not contain imagery that may be distracting or offensive.
- **Check your sound and mic** to ensure you can hear others and they can hear you.
- **Mute your microphone at all times** unless speaking to reduce background noise.

### CONNECTIVITY AND TECHNICAL SUPPORT FOR ONLINE DELEGATES

- For the best experience, we recommend using a laptop, desktop computer, or Android device, and using Google Chrome as your web browser.
- We encourage you to **log in to Convention 30 minutes prior to the start** to ensure you have time to sort out any technical difficulties.
- Refer to the [Delegate Guide](#) to review the instructions beforehand on how to log in, vote, and participate.
- If you experience choppy video or audio, try these tips to help with an unstable connection:
  - Avoid using virtual backgrounds or video filters in Zoom.
  - Reduce the bandwidth usage on your network by stopping any video streaming (such as YouTube or Netflix), online video games, or music streaming.
  - If necessary, stop sharing your video in Zoom and see if your audio connection improves.

**If you require any assistance with your voting credentials or with logging into the meeting, contact DOTS by email at [MGEUsupport@dataonthespot.com](mailto:MGEUsupport@dataonthespot.com) or by phone 1-833-368-7111.**

### SOCIAL MEDIA

- **Follow the MGEU** on Twitter, Instagram, and Facebook to like  and share  our posts.
- Use **#TakingAStand** and **#MGEUConvention** when sharing your Convention posts.

### **DOES THE MGEU HAVE YOUR UPDATED EMAIL ADDRESS?**

Delegates will receive important information and reminders via email, so it is important to provide a valid personal email and keep it up to date if it changes. Click the "Update Your Information" link at the top of [MGEU.ca](https://mgeu.ca) or contact the [MGEU Resource Centre](#) to update your email address, if needed.

### **VOTING CREDENTIAL**

- **Your voting credential is unique to you and must not be shared with anyone else** - please keep it confidential. Sharing your credential could result in the inability to vote or votes being registered as "invalid".
- Your voting credential will be emailed to you by **February 16, 2023** from Data On The Spot. **This email will contain your Voter ID and Password** to vote during Convention proceedings.
- If you do not receive this email, check your junk/spam folder for an email from [credentials@dataonthespot.com](mailto:credentials@dataonthespot.com).

**For technical support**, contact Data On the Spot: [MGEUsupport@dataonthespot.com](mailto:MGEUsupport@dataonthespot.com) or 1-833-368-7111

### **SPECIAL REQUIREMENTS**

If you require assistance or accommodations to participate in this Convention, please contact the [MGEU Resource Centre](#) in Winnipeg 204-982-MGEU(6438) or Toll-Free 1-866-982-MGEU(6438).

### **ELIGIBLE EXPENSES**

Virtual Delegates' expenses are generally ineligible for claim when members are not in travel status. Should you have any expense questions or an extenuating circumstance to discuss please contact Brent Smith, MGEU Controller, at [Brent.Smith@mgeu.ca](mailto:Brent.Smith@mgeu.ca).

### **ATTENDANCE POLICY**

Long standing MGEU Policy 4.3.4.7, established by the Board of Directors, requires that delegates attend all Convention proceedings. As usual, delegate attendance at Convention will be tracked.

## TREATY LAND ACKNOWLEDGEMENT

In order to demonstrate MGEU's leadership in advancing Canada's Truth and Reconciliation Commission's (TRC's) Calls to Action, the MGEU will open all MGEU Conventions, MGEU conferences and educationals, MGEU Board of Directors meetings, and MGEU All-Staff meetings by reading the following Treaty Land Acknowledgement:

The MGEU operates throughout Manitoba and is located on the traditional territory of the Anishinaabeg, Anishiniwak, Ininiwak, Nehethowuk, Dakota, Dene, and Metis people.

Our primary office is located on Treaty 1 Territory and the homeland of the Métis Nation. Our work extends throughout Treaties 1, 2, 3, 4, 5, 6, and 10. We acknowledge that Winnipeg's water is sourced from Shoal Lake 40 First Nation.

We respect the Treaties made on these territories. We dedicate ourselves to move forward with Indigenous communities in a spirit of reconciliation and collaboration to make Manitoba an inclusive and accessible place for everyone who lives here.

*(Board of Directors October 2021)*

## RESPECTFUL CONDUCT CONVENTION POLICY/PROCEDURE

The MGEU is committed to maintaining a positive, safe, and healthy environment for all members and staff whether we are together in-person or virtually. Solidarity within our Union is based on the principle that we are all equal and deserve mutual respect.

Any behavior that is disrespectful, intimidating, hostile, or offensive will not be condoned or tolerated. This behaviour includes, but is not limited to, harassment on the basis of race, sex, age, ethnicity, religion, sexual orientation, political belief, physical or mental abilities.

If a member, staff person, or guest at the MGEU Convention feels they have been disrespected, they should let the offending individual know that their conduct is unacceptable and unwelcome. If they do not feel comfortable talking with the offending individual or cannot resolve and require further assistance, please contact either MGEU Director, Internal Operations Jean-Guy Bourgeois or MGEU Director, Negotiations Sheila Gordon.

Jean-Guy and Sheila can be reached for this purpose during Convention by e-mail at [conduct@mgeu.ca](mailto:conduct@mgeu.ca) or by calling the MGEU Resource Centre to be connected to them directly (204-982-6438 or 1-866-982-6438).

Please see the Respectful Workplace Policy and Harassment Policy in the MGEU Policy and Procedures Manual for more information.

## AGENDA

### FRIDAY, FEBRUARY 24, 2023

9:30 am	Convention Call to Order Acknowledgement of Treaty Land Invocation - Elder Barbara Nepinak National Anthem Introduction of Head Table Expected Conduct - Convention Policy/Procedure Process Delegate Orientation Briefing Electronic Voting Demo
10:30 am	Break
10:45 am	Announcements Credential Report President's Address: Taking a Stand Together – Kyle Ross, President
11:00 am	Presentation: Updating MGEU's Strike Toolbox – Kimberley Lynn, 2 <sup>nd</sup> Vice President – Jean-Guy Bourgeois, Director of Internal Operations
11:30 am	Questions & Answers – Kyle Ross, President – Kimberley Lynn, 2 <sup>nd</sup> Vice President – Jean-Guy Bourgeois, Director of Internal Operations – Sheila Gordon, Director of Negotiations
12:30 pm	Lunch
1:30 pm	Reconvene Convention Resolutions Credential Report
2:30 pm	Break
2:45 pm	Announcements Resolutions Closing Remarks - Kyle Ross, President Solidarity Forever
3:30 pm	Adjournment

## DELEGATE GUIDE

### Your Role in Determining Our Union's Future

#### Welcome to MGEU Special Convention 2023

This guide explains some procedures and rules, as well as what you can expect as an Online Delegate.

During this Special Convention, you and your fellow delegates will listen, debate, and vote on constitutional and policy resolutions.

Please read on to learn more about your role.



### Getting Set Up - Your Registration and Login Credentials

Data On the Spot (DOTS) will email your voting credential to you before the Special Convention. This email will include your unique **Voter ID** and **Password** that you will need to vote at Convention proceedings. Do not share this information with anyone else.

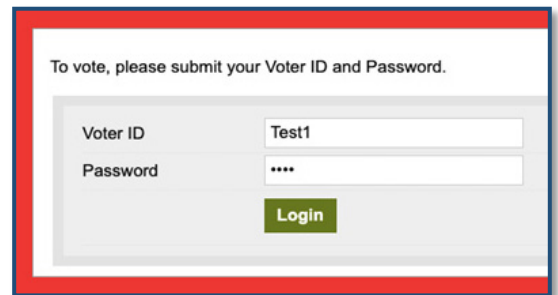
If you didn't receive this message, please review your junk/spam folder for an email from [credentials@dataonthespot.com](mailto:credentials@dataonthespot.com).

**Once you receive the email, review it, and follow the instructions to test your credentials before Monday, February 20, 2023. Here's what you'll need to do to test your credentials:**

1. Go to the MGEU **Secure Voting page** using the link in the email.
2. Enter your Voter ID and Password and select **"Login."**
3. Cast your vote on the test vote question: "Are you looking forward to the MGEU Special Convention?"
4. Select **"Continue"** and **"Confirm"** your vote.
5. That's it! You've RSVP'd and you're set for Special Convention.

At the start of Special Convention, return to that same email from DOTS, select the ZOOM link to join the meeting 30 minutes before Convention begins and follow the instructions in the email.

You will need to open a separate browser tab for the Secure Voting page link and enter your credentials as you did to test your credentials. Throughout Convention you will need to flip back and forth from the ZOOM tab for the meeting and the DOTS tab to vote.



For technical support, please contact Data On the Spot directly at [MGEUsupport@dataonthespot.com](mailto:MGEUsupport@dataonthespot.com) or 1-833-368-7111.

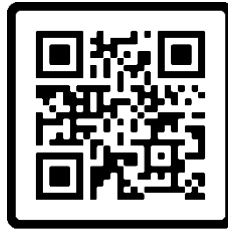


## RULES OF ORDER

Please read and be familiar with the recommendations and resolutions being brought forward to this Special Convention. Weigh the pros and cons of each argument and listen to the speakers as you decide on a position.

A motion to amend the Constitution requires a two-thirds majority vote, and a motion to amend the Bylaws requires a majority vote.

The MGEU conducts Convention business based on Bourinot's Rules of Order. Most of the rules you'll need as a delegate are summarized in the "[Bourinot's Rules At-A-Glance](#)" document found in this booklet or on the Convention Proceedings page at MGEU.ca. You can scan the code on the right to take you to the web page, or go to the print copy in this delegate booklet.



### What's the difference between a Point of Order, Point of Privilege, and Point of Information?

A point of order, a point of privilege, and a point of information are rules of order that are sometimes used during debate. They have specific purposes and should not be misused to continue the debate or make announcements on other issues.

1. **A Point of Order** may be raised if the rules of order appear to have been broken. This may interrupt a speaker during debate if it is a serious issue or if the breach of the rules warrants it. The point is resolved before debate continues. A point of order calls upon the Chair to make a ruling.
2. **Points of Personal Privilege** are appropriate when a delegate feels that some aspect of the meeting is negatively affecting their ability to participate. However, in a virtual setting, personal technical difficulties are not points of privilege and should not be raised during debate. Contact DOTS directly for technical support at 1- 833-368-7111.
3. **A Point of Information** should only be used if the delegate is seeking clarification on the meaning of something a speaker or committee chair has said - not to express an opinion about the debate.

## TIPS FOR ONLINE DELEGATES

Every successful meeting has a few things in common: it runs on time; participants and organizers come prepared and ready to get the job done; and most importantly, everyone feels welcome and treats each other with respect.

Here are a few tips on how to best take part in this Special Convention and ensure you get the most out of our time together:

- **Punctuality is appreciated.** Please try to log in 30 minutes ahead of the scheduled start times, just in case you run into a technical issue.
- When entering your name as an online delegate, **put the letter "D" beside your first and last name.** You are also invited to list your pronouns in brackets after your name. **e.g. D - Jane Public (she, her, hers)**
- **Set up your camera** so you are centered, in focus, and visible (e.g. sitting in front of a window is typically not the best option as it creates a shadow effect).
- Feel free to apply the **Special Convention-themed virtual background** to your video in ZOOM. You can download the image at [www.mgeu.ca/convention](http://www.mgeu.ca/convention) and review ZOOM's instructions there on how to apply it. Please keep in mind, that if your device or your Internet connection is a bit slow, avoid using virtual backgrounds, but most often they work just fine if your system requirements allow.



- If you don't use the Special Convention-themed virtual background, we recommend **a neutral background.** Avoid putting anything in your background which may be potentially distracting or offensive to others.
- **Check your sound** to ensure that you can hear others and that your microphone is working.
  - Try to **avoid multi-tasking**, but if your attention is needed elsewhere, please mute and go off camera to attend to the matter.
  - Use the **"Breakout Room"** button to get on the speakers' list to speak to a resolution (see information on the next page for speaking to a resolution) or to raise a **"Point of Order."** You should also use the "Point of Order" breakout room to raise a point of privilege, a point of information or call the question to vote on a resolution.

## SPEAKING TO A RESOLUTION? JOIN THE SPEAKERS' LIST

If you wish to speak for (Pro) or against (Con) a resolution at the Special Convention, you will need to join a breakout room list once discussion has begun.

To do this, select the **“Breakout Rooms”** button in ZOOM. On a mobile device, you'll find this button near the top of your window. On a computer, you'll find it at the bottom of your window.



Select the **“Pro”** or **“Con”** breakout room of your choice by pressing the appropriate **“Join”** button and then press **“Yes”** to confirm. On a mobile device you will first select **“Pro”** or **“Con”** and then press the **“Join”** button below.



When you join the breakout room, you will be added to the appropriate Pro or Con speakers' list based on the order you joined the queue. You will still be able to hear the meeting's proceedings.

Before it is your turn to speak, a technician will move you to the Speaker-Ready room to check your sound. Once they've checked your sound, they'll return you to the Main Meeting Room where you'll wait to be called on by the Meeting Chair.

When the Meeting Chair calls on you, you'll be unmuted, spotlighted, and asked to speak. You have up to three minutes to speak to a resolution.

Remember to state your full name and your Local's name, your pronouns, and then –

**PRO/ACCEPT:** “I'm in favour of this resolution because...”

**CON/REJECT:** “I'm not in favour of this resolution because...”

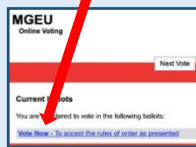
To ensure as many delegates as possible have an opportunity to speak to a resolution, you cannot speak more than once on a motion until all other delegates who wish to speak have had an opportunity to do so.

## VOTING

All voting on resolutions will take place within the DOTS platform. Before Convention begins, you should be logged in and ready to vote. To do this, open a new browser tab using the link DOTS sent you to go to the **Secure Voting page** and enter your **Voter ID** and **Password** you were sent via email from [credentials@dataonthespot.com](mailto:credentials@dataonthespot.com).

When it's time to vote on the first ballot:

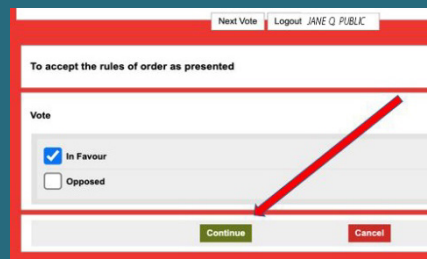
1. Go to the **Secure Voting page** tab.
2. If you do not see an active ballot in the **“Current Ballots”** section, select the **“Next Vote”** button to refresh the page.
3. **Select the hyperlink in the “Current Ballots”** section, for the current vote, make your choice, press **“Continue,”** hit **“Confirm”** and you'll be notified that your vote has been recorded successfully.
4. Once your vote is submitted, go back to the other browser tab to rejoin the ZOOM meeting.



## You're Voting on the Resolution, not the Committee's Recommendation

All resolutions that come to the floor at Convention will receive a recommendation from the corresponding MGEU committee which supports or opposes the resolution.

Remember, you are voting on the resolution, not on the committee's recommendation. If you support the resolution, you will vote to “Accept.” If you do not support the motion, you will vote “Reject.”



**Reporting Back to your Local** - Once Convention has adjourned, it's important that you report back to your Local and inform your fellow members on what happened, particularly the decisions made on the resolutions.

## TAKING A STAND TOGETHER - BARGAINING FRAMEWORK

The next round of collective bargaining is critically important for most MGEU members. After several challenging years at the bargaining table, MGEU members now face the erosion of their pay by the return of high inflation.

Negotiating solid settlements will require a strategic, multi-pronged approach that increases our union's leverage at the bargaining table by:

- Building genuine solidarity among members;
- Demonstrating a willingness to take job action, including strike action, to get a fair deal;
- Fostering public/client support for our members;
- Harnessing our strong internal bargaining capacity; and
- Adopting tactics and positions that address today's new labour market conditions.

To achieve these objectives, MGEU proposes the following 4-pronged bargaining framework, which aligns closely with the MGEU's strategic priorities: increasing our leverage at the bargaining table, engaging members, growing and supporting our activists, and continuous technological modernization.

### 1. DEVELOP AND IMPLEMENT A COORDINATED, UNION-WIDE BARGAINING FRAMEWORK AROUND COLA/INFLATION-PROTECTION

#### A Coordinated Bargaining Framework

Several of MGEU's largest bargaining units - GOLICO, MPI, Post Secondary, Civil Service - are either in bargaining or entering a new round of bargaining in 2022 and 2023. This creates opportunities to build solidarity across the union and increase our leverage. To achieve a coordinated strategy across MGEU bargaining tables, MGEU will:

- Establish a central bargaining coordinating and support committee to develop a shared, union-wide bargaining framework;
- Identify, through this committee, shared bargaining priorities across MGEU tables - priorities around which member solidarity can be built, and priorities that can be communicated through a union-wide communications and outreach plan;
- Facilitate, through this committee, coordination among, and ongoing support for MGEU bargaining tables to maximize leverage around the bargaining framework.

#### COLA/Inflation-Protection as the Central Bargaining Priority

Surging inflation threatens the gains that have been for all MGEU members. MGEU proposes that the centrepiece of this bargaining framework be protecting the value of member wages by negotiating inflation-protection provisions such as COLA.

## 2 DEVELOP AND IMPLEMENT AN AGGRESSIVE BARGAINING OUTREACH AND COMMUNICATIONS PLAN

### A Common Message

With a coordinated, union-wide bargaining framework and with COLA/inflation-protection as a simple shared bargaining priority, a common set of messages can be developed and effectively communicated, both internally and externally. The core message will aim to persuade members that to get a better deal, they need to be willing to take a stand together for it.

### Internal Member Outreach and Communications Campaign

To build support for a strike mandate and job action, MGEU will undertake a major member outreach and communications campaign to:

- Rally support around COLA and other common bargaining priorities; and
- Build support for a strike mandate and potential job/strike action.

This outreach campaign will employ a variety of tools such as member-to-member campaigns, phone banks, workplace tours, webinars, lunch-and-learn events, telephone town halls, email/text updates, and print materials.

### A Disciplined Public Message

Rallying around COLA provides an opportunity to communicate a simple, reasonable, and easy-to-explain message to the public. With a common bargaining priority/message across MGEU tables and a coordinated approach, the number of voices amplifying that priority/message to the public will be much greater and, thus, more effective.

## 3. MODERNIZE MGEU'S STRIKE TOOLBOX

### A Review of Strike Tactics, Strike Pay, Dues During a Strike, and the Defense Fund

MGEU's current policy, bylaw and constitutional provisions regarding strike pay, dues during a strike, and the Defense Fund do not currently support the achievement of strike mandates or effective job action. Strike-related policies are based on the classic unit-wide strike scenario without adequate provision for targeted strikes, rotating strikes, or non-strike job action, such as refusing overtime. In many cases, strike pay is too low for members to risk strike action. The strike pay formula is not designed for the range of strike and job actions. The rigid dues formula for members required to perform essential work during a strike can yield unfair outcomes. And targets for the size of MGEU's Defense Fund need be re-examined to accommodate updates to these policies. For these reasons, MGEU has tasked the Finance Committee with conducting a review of these provisions and making recommendations to modernize them. The overall objective is to facilitate the achievement of strike mandates and build a willingness among members to use strike and job action tools when necessary.

### Modernize the Strike Toolbox ASAP with a Virtual Special Convention Early in 2023

The MGEU Board of Directors will consider these recommendations and propose a comprehensive package of constitutional, bylaw, and policy amendments to a virtual Special Convention at the earliest opportunity. The communication and implementation of these changes will provide a significant opportunity to communicate to members (1) that achieving members' bargaining objectives will require strong strike mandates and a willingness to take job action if necessary; and (2) that MGEU is taking steps to better support members who take job action.

#### 4. CAMPAIGN FOR STRONG STRIKE MANDATES

To bargain robust COLA/inflation-protection provisions, MGEU bargaining committees will need strong strike mandates from members - to show employers that our bargaining committees have the strong backing of members who are willing to take job action to achieve their bargaining objectives.

History suggests that members will not necessarily provide a strong strike mandate, even when they expect a robust collective agreement. This is particularly so in times when the provincial government has forced members into a defensive position through funding cuts, job reductions, privatization, and a general disrespect for public sector workers.

MGEU will need to campaign to persuade members that, to achieve a better deal, they need to be willing to fight for it by taking a stand together. Providing their bargaining committee with a strong strike mandate is a critical way to show that.

##### **Update and Grow Member Contact Information, Identify More Workplace Contacts**

An effective member-focused campaign for a strike mandate requires that MGEU have up-to-date contact information for as many members as possible. It will also require that all member work locations have at least one member contact to disseminate bargaining updates. MGEU will work with bargaining committees and elected activists to obtain/update member contact information and to recruit workplace contacts where necessary. This will include:

- Analysis of member database to identify contact information gaps and optimal opportunities to close these gaps;
- Providing member information, messages, materials, and tools to support elected activists in gathering contact information and recruiting workplace contacts; and
- Organizing member meet-and-greet events (e.g. by providing coffee and donuts during breaks) to engage members, gather contact information, and identify workplace contacts.

This initiative will also provide an opportunity to start talking to members about the fact that if they want MGEU to negotiate a better deal, they will need to fight for it, together.

##### **Organize GOTV Campaigns for Strong Strike Mandates**

To achieve strong strike mandates, MGEU will need to do more than simply schedule strike votes. MGEU bargaining committees will need to actively campaign, including:

- Working closely with workplace activists to undertake get-out-the-vote (GOTV) campaigns; and
- Closely coordinating GOTV campaign efforts with the member outreach and communications campaign - to persuade members that to get a better deal, they need to be willing to take a stand together for it.

Approved by the MGEU Board of Directors on October 20, 2022

## TECHNICAL BACKGROUND ON CR-1, FC-1, AND FC-2 UPDATING MGEU'S STRIKE TOOLBOX

This document provides background and technical information regarding the constitutional and policy amendments proposed at the February 24, 2023 Special Convention to update MGEU's Strike Toolbox.

### THE BARGAINING SITUATION FACING MGEU IN 2023 AND BEYOND

After several challenging rounds of bargaining, employers across Manitoba continue to resist wage increases that keep pace with the rising cost of living. At the same time, surging inflation is eroding the purchasing power of member wages.

To catch up and keep up in the next round of bargaining, MGEU members will need to be willing to come together, take a stand, and harness our leverage as a union. This means supporting our bargaining committees with strong strike mandates, and when necessary, taking job action.

In the past, some bargaining units have been reluctant to provide strike mandates or consider potential job action.

### THE TAKING A STAND TOGETHER BARGAINING FRAMEWORK

In October 2022, MGEU's Board of Directors adopted the Taking a Stand Together bargaining framework, a plan to strengthen MGEU's position at the bargaining table by:

- o Building genuine solidarity among members;
- o Demonstrating a willingness to take job action, including strike action, to get a fair deal;
- o Fostering public/client support for our members;
- o Harnessing our strong internal bargaining capacity; and
- o Adopting tactics and positions that address today's new labour market conditions.

To achieve these objectives, the bargaining framework proposes to:

1. Develop and implement a coordinated, union-wide bargaining framework built on inflation protection;
2. Develop and implement an aggressive bargaining outreach and communications plan;
3. Modernize MGEU's strike toolbox; and
4. Campaign for strong strike mandates.

To fulfill the third part of the bargaining framework, modernizing MGEU's strike toolbox, the Finance Committee was tasked with conducting a review of all strike-related constitutional and policy manual provisions.

The resolutions on the agenda for the 2023 Special Convention were developed through this Finance Committee review.

These resolutions propose amendments and policy changes that better support members when they decide strike action is needed to get a fair deal at the bargaining table.

## **FINANCE COMMITTEE REVIEW OF STRIKE-RELATED CONSTITUTIONAL AND POLICY MANUAL PROVISIONS**

The Finance Committee was tasked with making recommendations to ensure MGEU's constitution and policies:

- Provide sufficient financial support to members taking job action;
- Provide strike pay even during targeted or rotating strikes;
- Ensure all members of the bargaining unit share in the burden of strike action more equitably;
- Provide for a Defense Fund that can sustainably support MGEU's strike policies; and
- Address problems that have been identified in current strike-related provisions.
- The Finance Committee's review included an examination of strike-related policies in other NUPGE unions, including those of BCGEU which recently engaged in successful job action for a new civil service collective agreement.
- Through this review, the Finance Committee made recommendations in three areas:
  - A. Strike Pay
  - B. Defense Fund
  - C. Dues

### **A. Strike Pay**

#### Qualifying for Strike Pay

Current policy requires a member to perform a minimum of 20 hours/week of picket duty in order to receive strike pay.

The picket duty requirement is a minimum. This means that members can either perform at least 20 hours of picket duty in a given week and receive full strike pay, or, if they picket fewer than 20 hours in a week, they receive no strike pay. Strike pay is not pro-rated to the number of picketing hours performed. This applies even during the first and last weeks of a strike when there may be only a partial week of strike activity during which picketing is scheduled.

The picket duty requirement does not currently make allowances for members who are unable to picket due to disability.

Currently, policies determining who qualifies for strike pay do not make any reference to lockouts as a situation when strike pay may be needed.

**The Finance Committee therefore makes the following recommendations regarding the policies determining if a member qualifies for strike pay:**

- **Clarify that the rules determining eligibility for strike pay apply during a lockout as well as a strike;**
- **Maintain the 20 hour/week picket duty requirement;**
- **Maintain the picket duty requirement as a minimum;**
- **Permit pro-rating of the picket duty requirement when a strike begins or ends mid-week;**
- **Permit pro-rating of the picket duty requirement during rotating or targeted strikes that only require a member to be on strike for part of the regular work week; and**
- **Expand the types of duties that count towards the 20 hour/week minimum to include "other MGEU authorized strike/lockout work," such as working in a strike headquarters, serving on the bargaining committee, or other strike-related work.**

### Amount of Strike Pay

Current policy sets strike pay at \$300/week. No income tax is levied on strike pay.

The policy does not clearly specify that members may earn strike pay during a lockout.

Current policy does not provide for pro-rating of strike pay even if the minimum picket duty requirement is pro-rated.

While the current policy commits MGEU to attempt to negotiate a continuation of essential benefits for striking members, it does not specify that this same commitment applies during a lockout.

The amount of strike pay is not related in any way to a member's regular rate of pay.

Even taking the non-taxable status of strike pay into consideration, the current amount of strike pay is below a living wage.

The amount of strike pay may not be increased even during a targeted strike in which a minority of members in a bargaining unit are required to bear a significantly disproportionate share of the strike burden. For example, if during GOLICO bargaining, only the liquor distribution centre was required to go on strike, the current policy does not permit increased strike pay for those members undertaking the strike on behalf of the entire bargaining unit.

While strike pay is structured in a variety of ways, most NUPGE unions provide strike pay in the range of \$200-\$350/week (see [Appendix B](#)). BCGEU pays the highest amount of strike pay at \$500/week or 70% of gross income, whichever is lower. BCGEU may also authorize enhanced strike pay when a relatively small group of members within a bargaining unit is required to take strike action on behalf of the entire unit.

### **The Finance Committee therefore makes the following recommendations regarding the amount of strike pay:**

- **Increase strike pay to \$500/week or 70% of gross pay, whichever is lower;**
- **Enable the Board of Directors, in consultation with the bargaining committee, to approve enhanced strike pay, up to a maximum of 70% of gross pay, when a targeted strike strategy requires a minority of members to undertake a significantly disproportionate share of the strike burden;**
- **Permit pro-rating of the amount of strike pay when the minimum picket duty requirement has been pro-rated;**
- **Clarify that members may earn strike pay during a lockout; and**
- **Commit the MGEU to attempt to negotiate a continuation of essential benefits during a lockout, as well as a strike.**

### **B. Defense Fund**

MGEU ensures the financial sustainability of strike pay and other strike costs by investing in a Defense Fund. Currently, the MGEU Defense Fund has \$37.6 million in assets.

Current policy requires that, when the Defense Fund falls below \$10 million, the Provincial Officers must conduct a review of the level of strike pay and provide a report to the Board of Directors regarding the sustainability of strike pay rates and recommendations for strike pay rates. This provision does not require a reduction in strike pay rates when the Defense Fund falls below \$10 million; it simply requires the Provincial Officers and Board of Directors to begin consideration of such a reduction.



With the proposed increase in strike pay, the Finance Committee believes it is prudent to begin consideration of changes to strike pay rates earlier than when it falls below \$10 million.

**The Finance Committee therefore makes the following recommendations regarding the capacity of the Defense Fund to sustain strike pay rates:**

- **Increase the threshold that triggers a review of strike pay rates from \$10 million to \$20 million.**

**C. Dues**

There are several strike-related constitutional and policy provisions regarding dues rates.

Dues Exemption for Members on Strike

By current policy, members in receipt of strike pay are deemed to have fully paid their union dues. This exempts them from paying dues on strike pay while still maintaining their status as members in good standing.

While the Finance Committee supports this current policy, it notes that the current policy language is somewhat confusing and unclear: “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.” The clause, “which have been deducted at source from their strike pay,” implies that dues will be deducted from strike pay and seems to contradict that dues are deemed to have been paid by members in receipt of strike pay.

This current policy also does not specify that it also applies during a lockout.

**The Finance Committee therefore makes the following recommendations regarding dues on strike pay:**

- **Delete “which have been deducted at source from their strike pay” from policy 4.3.4.3 (1);**
- **Add “or Lockout” to the heading for policy 4.3.4.3.**

Extra Dues when the Defense Fund Falls Below Specified Levels

The MGEU Constitution currently states that the Board of Directors “may increase your current dues by up to 25%” with a two-thirds vote if:

- The Defense Fund drops below 50% of what it was before the strike started; or
- It drops to less than \$1 million at any time; and
- The increase is used only for the Defense Fund”.

The Finance Committee and Board of Directors identified a number of problems with this provision:

1. First, there are multiple possible interpretations of how high the dues rate could be increased under the “may increase your current dues by up to 25%” provision:
  - It could mean that the dues rate itself could be increased by a factor of up to 25%. For example, the current 1.25% dues rate could be increased to as much as 1.56% (because 25% of 1.25 is 0.31).
  - It could mean that the dues rate could be increased by up to 0.25. For example, the current 1.25% dues rate could be increased to 1.50%.
  - It could mean that the dues rate could be increased to as much as 25%. For example, the current dues rate could be increased from 1.25% to 25%.

This lack of clarity is of great concern, particularly given the wide range of potential interpretations.

2. Second, it does not specify how long a dues rate increase approved by the Board of Directors under this provision would continue. This is particularly concerning in light of the impact that potentially significant dues rate increases could have on members.
3. There may be situations where it is not clear how to determine the threshold that the Defense Fund has fallen below 50% of what it was “before the strike started.” For example, there may be more than one strike or lockout under way simultaneously.
4. The \$1 million threshold is much too low. If a significant dues increase were required to sustain a strike/lockout or to replenish the Defense Fund, that decision should be made well before the Defense Funds reaches \$1 million.
5. Enabling the Board of Directors to increase the dues rate, even with the requirement for an elevated two-thirds vote, contradicts a core MGEU principle that the dues rate is set by members at convention.
6. Including a provision that enables the Board of Directors to significantly increase dues without a convention undermines MGEU when working to persuade prospective members to join MGEU. Other unions can and have persuaded potential members that joining MGEU carries the risk that the Board of Directors may significantly hike up dues without a vote by members at convention.
7. It is not clear that this provision is necessary. The Constitution already includes a provision enabling the Board of Directors to call a Special Convention to consider either changes to dues or a special assessment. And technology now enables a virtual Special Convention to be convened at much less expense and with a much shorter planning timeline than was possible when such conventions had to be convened in-person.

The Finance Committee initially recommended improving this provision by:

- Specifying that any dues increase approved under this provision be time-limited;
- Clarifying that any such increase could not increase dues beyond a maximum dues rate of 2%;
- Eliminating the unclear threshold to trigger this provision that was expressed in terms of the Defense Fund falling below 50% of its level before “the strike”; and
- Clarifying that the incremental additional revenue raised by such a dues increase must be deposited into the Defense Fund.

**However, after further deliberation, and in consideration of the fact that a virtual special convention can now be more easily called to address such situations, the Board of Directors decided to recommend instead:**

- **That this provision (C8:2) be deleted from the MGEU Constitution.**

#### Extra Dues during a Strike

Currently, the MGEU Constitution specifies that, when a member works while their own bargaining unit is locked out or on strike, that member will pay additional dues equal to 30% of pay. This provision would apply to both to members who choose to work during a strike and to members required to work during a strike by essential services legislation or an essential service agreement. The additional dues rate is applied in addition to the regular dues rate (currently 1.25%).

This provision further stipulates that the Board of Directors “may” also apply the additional dues rate of 30% to members who work during “an alternate job action,” such as “escalating strikes” or “rotating strikes.” In such situations, the additional dues rate is not automatic.

This provision does not permit any variation in the additional dues rate to be applied in such situations. It must be 30%.

The intent of this provision is to share the burden of strike action among all members of a bargaining unit. It also prevents members who cross a picket line from prolonging the strike and “free-riding” off the efforts of other members of the bargaining unit who are doing their part to support the bargaining committee. And it ensures that all members of a bargaining unit have an incentive to end a strike or lockout by ratifying a new collective agreement.

While the Finance Committee fully supports the intent of this provision, it notes several challenges posed by its current wording:

1. While this provision fixes the additional dues rate at 30% and does not enable any variation to this rate, there are many situations where an additional dues rate would be warranted but a different rate would be more appropriate. In some of these situations, applying an additional 30% dues rate would be inequitable and absurd. For example:
  - In some health care and other workplaces, it is not uncommon for more than 90% of bargaining unit members to be deemed essential. In such situations, MGEU would be receiving significantly more revenue from the additional dues applied to essential workers in the unit than it would be spending on the strike. It would be difficult to defend the union making money from a strike. The appropriate additional dues rate depends on, among other factors, the proportion of members deemed essential.
  - In a rotating strike situation where all members are equally required to undertake strike action, it is not clear why members should be required to pay an additional dues rate when they do work. After all, all members are already sharing equally in the strike burden. And if they are in receipt of pro-rated strike pay (as proposed at this special convention), MGEU would be paying strike pay to members while also levying additional dues on these same members. This would create unnecessary administrative work and be very difficult to justify.
  - In a targeted strike situation, the appropriate additional dues rate would depend, in large part, on the proportion of workers required to take strike action. 30% may not be the appropriate rate, particularly if the proportion of workers required to participate in strike action is low. Again, MGEU could end up earning more from the additional dues rate than it needs to spend on the strike. Determining the appropriate additional dues rate, if any, would also depend on whether or not the Board of Directors, in collaboration with the bargaining committee, decided, as proposed at this Special Convention, to provide enhanced strike pay to members required to participate in the targeted strike action.
  - The current provision treats members required to work by essential services legislation or agreements the same as it treats members who cross a picket line. For members deemed essential, the additional dues rate aims simply to more equitably share the burden of the strike. For members who cross a picket line, the additional dues rate aims:
    - (1) To ensure that such members, who will benefit from the outcome of the strike without otherwise having shared in the burden of the strike, are required to share in the burden of the strike;
    - (2) To disincentivize members from prolonging a strike by crossing the picket line; and
    - (3) To discourage members from undermining bargaining unit solidarity. Both the Finance Committee and the Board of Directors believe a higher additional dues rate is more appropriate for the latter situation.
  - Strike tactics may evolve over the course of a strike. For example, an initial plan to engage in targeted strikes may evolve into rotating strikes. The appropriate additional dues rate for each of these tactics would be different and may need to be changed over the course of a strike. The current rigid 30% additional dues rate does not permit this.
2. In the case of “alternate job action,” it is not clear how to determine whether or not the 30% additional dues rate will be imposed if the Board of Directors and the bargaining committee do not agree.

3. During a strike or lockout, the collective agreement is no longer in force, unless there is an essential services agreement or requirement. Where the agreement is no longer in force, there is no mechanism to collect the additional dues from members who continue to work.

**The Finance Committee therefore makes the following recommendations to amend the provisions pertaining to additional dues for those who work during a strike or lockout:**

- **Set different rules for each of the following situations:**
  - (1) **Members who cross a picket line;**
  - (2) **Members who are required to work during a strike due to essential services legislation or agreements;**  
**and**
  - (3) **Members who work while other members of their bargaining unit participate in targeted strike action;**
- **Permit the Board of Directors, in consultation with the bargaining committee, to vary the additional dues rate, up to a maximum of 30%, for members required to work during a strike due to essential services legislation or agreements;**
- **Permit the Board of Directors, in consultation with the bargaining committee, to vary the additional dues rate, up to a maximum of 30%, for members who continue to work while other members of their bargaining unit participate in targeted strike action;**
- **Fix the additional dues rate for members who cross a picket line at 30%;**
- **Clarify that decisions about additional dues rates will be made by the Board of Directors, in consultation with the bargaining committee;**
- **Specify that money owing from the additional dues rate may be recovered retroactively if they cannot be collected during a strike; and**
- **Specify clearly that all revenue collected through the additional dues rate will be deposited into the Defense Fund.**

**Appendix A - Example Scenarios**

Scenario	Under Current MGEU Rules...	Under the Proposed MGEU Rules...
A strike begins on a Thursday in a workplace with a Monday-Friday work week.	With only two (2) days to picket, a member would not meet the weekly minimum picket duty requirement, and therefore would not receive any strike pay.	The Board could, in consultation with the bargaining committee, reduce the minimum weekly picket duty requirement for the first week of the strike to 8 hours and could adjust strike pay for that week to \$200. A member could receive \$200 strike pay for picketing four (4) hours on each of Thursday and Friday of that week.
A strike ends on a Thursday in a workplace with a Monday-Friday work week.	A member who pickets four (4) hours per day that week would fall short of the twenty (20) hour per week picket duty minimum, and therefore would not receive any strike pay.	The Board could, in consultation with the bargaining committee, reduce the minimum weekly picket duty requirement for the last week of the strike to sixteen (16) hours and could adjust strike pay for that week to \$400. A member could receive \$400 strike pay for picketing four (4) hours/day Monday through Thursday of that week.
A workplace with a Monday-Friday work week engages in rotating strikes where each member strikes two days per week	A member who pickets four (4) hours per day on each of the two days/week they participate in the rotating strike does not meet the minimum weekly picket duty requirement and therefore does not receive any strike pay.	The Board could, in consultation with the bargaining committee, reduce the minimum weekly picket duty requirement to eight (8) hours and could adjust strike pay for that week to \$200. A member who pickets four (4) hours per day on each of the two (2) days/week they participate in the rotating strike would receive \$200/week in strike pay in addition to their regular pay for working three (3) days per week.
A workplace with a Monday-Friday work week engages in a targeted strike where only those members employed in a strategic location go on strike. The targeted strike requires 10% of the bargaining unit to go on strike.	If a member at the strategic location pickets four (4) hours/day Monday-Friday, they meet the minimum picket duty requirement and receive \$300/week in strike pay.  Members who work at other locations may be required by the Board to pay 30% dues in addition to the regular 1.25% dues rate.	The Board could, in consultation with the bargaining committee, approve enhanced strike pay for members participating in the targeted strike action at approximately 100% of their regular net pay.  The Board could, in consultation with the bargaining committee, choose not to apply any additional dues rate.

Scenario	Under Current MGEU Rules...	Under the Proposed MGEU Rules ...
<p>A workplace with a seven (7) day work week engages in a targeted strike where only those members employed in certain strategic locations go on strike. The targeted strike requires 30% of the bargaining unit to go on strike.</p>	<p>If a member at the strategic locations pickets four (4) hours/day for five (5) days/week, they meet the minimum picket duty requirement and receive \$300/week in strike pay.</p> <p>Members who work at other locations may be required by the Board to pay 30% dues in addition to the regular 1.25% dues rate.</p>	<p>The Board could, in consultation with the bargaining committee, approve enhanced strike pay for members participating in the targeted strike actions at approximately 90% of their regular net pay.</p> <p>The Board could, in consultation with the bargaining committee, choose to apply an additional dues rate of 10%.</p>
<p>A workplace with a Monday-Friday work week engages in a full strike.</p>	<p>A member who pickets four (4) hours per day Monday through Friday would meet the twenty (20) hour per week picket duty minimum, and therefore would receive \$300/week in strike pay.</p>	<p>A member who pickets four (4) hours per day Monday through Friday would meet the twenty (20) hour per week picket duty minimum, and therefore would receive strike pay in the amount of \$500/week or 70% of gross pay, whichever is lower.</p>
<p>A workplace with a Monday-Friday work week engages in a full strike.</p>	<p>A member who crosses the picket line is required to pay 30% dues in addition to the regular 1.25% dues rate.</p>	<p>A member who crosses the picket line is required to pay 30% dues in addition to the regular 1.25% dues rate.</p>
<p>A workplace with a Monday-Friday work week and an Essential Services Agreement (ESA) engages in a full strike. The ESA requires 30% of members in the bargaining unit to work during the strike.</p>	<p>Members on strike receive \$300/week in strike pay if they picket twenty (20) hours/week.</p> <p>Members required to work by the ESA must pay 30% dues in addition to the regular 1.25% dues rate.</p>	<p>If members on strike picket twenty (20) hours/week, they receive strike pay in the amount of \$500/week or 70% of gross pay, whichever is lower.</p> <p>The Board, in consultation with the bargaining committee, could choose to set an additional dues rate of 25-30% (and no higher than 30%) for members required to work by the ESA (in addition to the regular 1.25% dues rate).</p>
<p>A workplace with a Monday-Friday work week and an Essential Services Agreement (ESA) engages in a full strike. The ESA requires 70% of members in the bargaining unit to work during the strike.</p>	<p>Members on strike receive \$300/week in strike pay if they picket twenty (20) hours/week.</p> <p>Members required to work by the ESA must pay 30% dues in addition to the regular 1.25% dues rate.</p>	<p>If members on strike picket twenty (20) hours/week, they receive strike pay in the amount of \$500/week or 70% of gross pay, whichever is lower.</p> <p>The Board, in consultation with the bargaining committee, could choose to set an additional dues rate of 8% (and no higher than 30%) for members required to work by the ESA (in addition to the regular 1.25% dues rate).</p>

## Appendix B - Strike Pay in NUPGE Unions

### **New Brunswick Union**

Strike pay is \$50 per day for non-essential workers. Essential workers pay additional dues to equalize their pay with that of members on the picket line.

### **Saskatchewan Government and General Employees Union**

Strike pay is \$50 per day. Members may also take a loan from the Union to a maximum of pre-strike wages. Such loans are repaid via additional union dues after the strike.

### **Health Sciences Association of British Columbia**

Strike pay is \$15 an hour.

### **Nova Scotia Government and General Employees Union**

Strike pay is \$200 per week plus \$25 per dependent, with a minimum requirement of 20 hours picket duty per week. Picket captains receive an extra \$25 per week for strike-related duties.

### **Health Sciences Association of Alberta**

Strike or lockout pay is set at Alberta's minimum wage (currently \$15/hour) up to a maximum of 40 hours per week. Members receive an additional \$40 per week for each dependent. To receive strike pay, members must perform a minimum of 4 hours per day of picket duty, up to a maximum of 7.75 hours per day.

### **Prince Edward Island Union of Public Sector Employees**

Strike pay is \$150 per week or \$30 per weekday. Members receive an additional \$35 per dependent per week. Part-time employees receive pro-rated strike pay.

### **Ontario Public Service Employees Union**

For the first three weeks, strike pay is \$40 per day plus \$10 per dependent per day, up to a maximum of \$250 per week. After three weeks, strike pay is \$60 per day plus \$10 per dependent per day, up to a maximum of \$350 per week. To receive strike pay, members must perform a minimum of 20 hours of picket duty per week.

### **Newfoundland and Labrador Association of Public Employee**

Strike pay is \$300 per week. The Union pays group insurance premiums for striking members. There is, no strike pay during the first week of a strike. After six months, strike pay increases to \$400 per week.

### **British Columbia General Employees Union**

Strike pay is \$500 per week or 70% of gross pay, whichever is less. In targeted strike situations, the Board of Directors can authorize increased strike pay.

### **Manitoba Association of Health Care Professionals**

Strike Pay is \$50 per day. To receive strike pay, members must perform a minimum of 4 hours of picketing or other authorized duties supporting the strike that day to be eligible. Members required to work by essential services agreements are not eligible to receive strike pay on days they work. Strike Pay commences on the member's third day of picketing or other authorized duties.

### **Manitoba Government and General Employees Union (current)**

Strike pay is \$300 per week. To receive strike pay, members must perform a minimum of 20 hours of picket duty per week. Members who work during a strike by their bargaining unit pay an additional dues rate of 30%. The Union is also committed to try to negotiate continuation of essential benefits during a strike.

# RESOLUTIONS

CR-1

## Dues During a Strike or Lockout

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

Current Language	Proposed Amendment
<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>o the Defense Fund drops below 50% of what it was before the strike started or</li> <li>o it drops to less than \$1,000,000 at any time and</li> <li>o the increase is used only for the Defense 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>o the Defense Fund drops below 50% of what it was before the strike started or</del></li> <li><del>o it drops to less than \$1,000,000 at any time and</del></li> <li>o the increase is used only for the Defense 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 Defense Fund. (1996)</p>	<p><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 Defense Fund. (1996)</p> <p><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 Defense 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 Defense Fund. (1996)</p>	<p><b>C8:3</b> <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 Defense Fund. (1996)</del></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 Defense Fund.</b></p>
<p>C8:4 Does not exist - create new</p>	<p><b>C8:4 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 Defense Fund.</b></p>

Submitted by: Board of Directors  
 Finance Committee Recommendation: 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> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn.</li> <li>4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.</li> </ol>	<p>4.3.4.3 Payment of Dues During a Strike <b>or Lockout</b></p> <ol style="list-style-type: none"> <li>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></li> <li>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.</li> <li>3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn.</li> <li>4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.</li> </ol>

Submitted by: Board of Directors  
 Finance Committee Recommendation: 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> <ol style="list-style-type: none"> <li>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)</li> <li>2) If the Defense 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)</li> <li>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)</li> </ol>	<p>4.3.4.4 Payment of Dues During a Strike <b>or Lockout</b></p> <ol style="list-style-type: none"> <li>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></li> <li>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></li> <li>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></li> <li>4) <b>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></li> </ol>

Current Language	Proposed Amendment
	<p>5) If the Defense Fund falls below <del>\$10,000,000</del> <b>\$20,000,000</b>, 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.</p> <p>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>.</p>

Submitted by: Board of Directors  
 Finance Committee Recommendation: Accept

## RULES OF ORDER



### BOURINOT'S RULES OF ORDER AT A GLANCE

To Do...	You Say... <sup>1</sup>	May You Interrupt Speaker?	Must You Be Seconded?	Is Motion Debatable?	Is Motion Amendable?	What Vote is Required?
Adjourn the meeting (before all business is complete)	I move that we adjourn	No	Yes	No	No	Majority
Complain about noise, room temperature, etc.	Point of privilege	Yes	No	No <sup>2</sup>	No	None <sup>3</sup>
Vote on a ruling by the chair	I appeal the chair's decision	Yes	Yes	No <sup>6</sup>	No	Majority
Object to procedure or to a personal affront	Point of order	Yes	No	No	No	None <sup>3</sup>
Temporarily suspend the normal rules of order	I move that we temporarily suspend the rules in order to...	No	Yes	No	No	Unanimous
Suspend further consideration of something	I move we table it	No	Yes	No	No	Majority
End debate on a motion and proceed to a vote	I move that the previous question be now put <u>or</u> I call the question	No	Yes	No	No	Majority
Postpone consideration of something	I move we postpone this matter until... (specific date or indefinitely)	No	Yes	Yes	Yes	Majority
Have something studied further	I move we refer this matter to a committee	No	Yes	Yes	Yes	Majority

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To Do...	You Say... <sup>1</sup>	May You Interrupt Speaker?	Must You Be Seconded?	Is Motion Debatable?	Is Motion Amendable?	What Vote is Required?
Amend a motion	I move that this motion be amended by...	No	Yes	Yes	Yes	Majority
Delay consideration of a motion to an unspecified time	I move that this matter be postponed indefinitely	No	Yes	Yes	Yes	Majority
Introduce business (a primary motion)	I move that...	No	Yes	Yes	Yes	Majority
Request information	Point of information	If urgent, Yes	No	No	No	None
Take up a matter previously tabled	I move we take from the table...	No	Yes	No	No	Majority
Reconsider something already disposed of	I move we reconsider our action relative to... <sup>5</sup>	Yes	Yes	Yes, if original motion is debatable	No	Two-thirds
Cancel or reverse a previous decision <sup>4</sup>	I move we rescind our decision to...	No	Yes	No	No	Two-thirds

**Notes**

- <sup>1</sup> The motions or points below are listed in order of precedence. When any one of them is pending, you may introduce another that's listed above it.
- <sup>2</sup> In this case, any resulting motion is debatable.
- <sup>3</sup> Chair decides.
- <sup>4</sup> Notice of motion should have been served at the previous sitting or in the Agenda of the meeting.
- <sup>5</sup> A reconsideration requires advance notice in writing that a question will be reconsidered at the next meeting.
- <sup>6</sup> When the chair's ruling is challenged, the chair typically steps down and the vice-chair presides over the challenge. The challenging member is given the opportunity to state how the chair did not uphold the Rules of Order and the chair is then allowed to explain their ruling. The presiding officer then asks the membership "shall the decision of the chair be sustained?"

**MGEU**

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## **Need Technical Support for Convention?**

### **CONTACT DATA ON THE SPOT (DOTS)**

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## **Have a Question about Convention?**

### **CONTACT THE MGEU RESOURCE CENTRE**

204-982-MGEU (6438)

Toll Free: 1-866-982-MGEU (6438)

Email: [resourcecentre@mgeu.ca](mailto:resourcecentre@mgeu.ca)

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