



January 9, 2017

MEMORANDUM

To: Defence Fund Trustees
From: Thomas Booth, Jennifer Decker, Jeff McKeil
Re: Rotating Strike Daily Benefit Calculation

As per 7.2.1 e)¹ of the Standing Rules & Regulations (SRR), the question of how the Daily Benefit is to be prorated in the case of a rotating strike is outlined below, as determined by the Defence Fund (DF) President, Treasurer and Secretary.

Given the complexity and unpredictability of rotating strikes, the approach outlined below is subject to revision if circumstances warrant. As required by SRR 7.2.1 e), any revision will be reported to the Trustees.

Strikes

For the purposes of this policy, strikes are defined as job action coordinated by a member union (including lock-outs²), which results in the loss of pay by some or all members. It does not include job actions such as information pickets, rallies or work-to-rule campaigns that do not involve the loss of pay.

Rotating Strikes and the Daily Benefit

If a member Union engages in a rotating strike, the amount³ of the Daily Benefit is unaffected. What is affected is the date on which a Union is eligible to start receiving the Daily Benefit and how the number of members on strike each day is calculated (which determines the Daily Benefit).

Prorating

In the more typical complete strike or lock-out, when all dues paying members are off the job all at once, all day and every-day until it ends, it is easy to calculate how much of the Daily Benefit the Union is to receive and when. In such cases, Unions on strike receive the Daily Benefit amount times the number of members reported to the DF each day the Union is on strike, starting on "the fourth (4th) day after the beginning of loss of pay" (SRR 7.2.1.b).

¹ October 15, 2016 AGM amendment to SRR 7.2.1 e) "Due to the complexity of full or partial day rotating strikes, any prorating that is necessary to calculate payment of the Daily Benefit will be determined by the President, Treasurer, and Secretary and reported to the Trustees."

² SRR 7.1 "The provisions of Standing Rules and Regulations 7, referring to strikes, shall apply mutatis mutandis to lock-outs."

³ As per SRR 7.2.1 c), the Daily Benefit shall be \$88.00, effective January 1, 2017.

In the case of partial and rotating strikes though, job action can include strikes that are less than a full day (e.g.: half day walk outs) and involve less than the full membership. As such, it is necessary to calculate the full time equivalent (FTE) for each day.

Three Day Threshold (TDT)

In order to take into account the inconsistent nature of rotating strikes, Member Unions who engage in such a strategy will be eligible for Daily Benefits when the total # of individual member strike days (FTE) equals the amount of days lost if the entire membership went on strike for three full days. This is referred to as the "Three Day Threshold" (TDT).

The TDT is calculated by multiplying the number of members reported by the Union to the DF by 3 as follows:

Total DF reported members: _____ x 3 days = _____ (TDT)

Rotating Strike Worksheet

Member Unions that engage in rotating strikes are asked to accurately complete the attached Rotating Strike Worksheet to calculate the number of FTE person days lost on that particular day, as well as the accumulated total.

Unions will need the date of each strike day, the actual number of members on strike on that day and what portion of that day those members were on strike. Unions will report the time on strike for each particular day in decimal form (e.g.: 0.5 for a half day strike, 1.0 for a full day strike, etc.).

Unions engaged in rotating strike action will fax or email an electronically scanned copy of the Rotating Strike Worksheet to CAUT at the end of each week. Upon receipt, CAUT will advise the Union of their eligibility status for benefits (e.g.: if they have reached or passed their TDT, how close they are to their TDT if they have not passed it yet, and the amount of the Daily Benefit they will be receiving, if any).

Payment

For strikes involving the entire membership on an ongoing basis, Unions receive the first payment of Daily Benefits in the Union's bank account about 10 days into the strike, which includes the 3 day waiting period.

For rotating strikes, Daily Benefits will be deposited in the Union's account approximately 7 days after the day the TDT is exceeded, which is when the Union becomes eligible for benefits based on days lost.

Notice

Any plans to use a rotating strike strategy needs to be included in the information provided when Member Unions "give the Board of Trustees reasonable notice of its intention to strike" as per SRR 7.2.1.g.

Thomas Booth

Defence Fund President

Jennifer Decker

Defence Fund Treasurer

Jeff McKeil

Defence Fund Secretary

Rotating Strike Worksheet

For each day that any members lose pay as a result of a partial or rotating strike, please record the date, the number of members on strike on line "a" and, in decimal form, the amount of time members were on strike on that day (e.g.: 0.5 for a half day strike, 1.0 for a full day strike, etc.). Calculate the number of FTE person days lost and record the amount on both "c" lines. Add line "c" amounts as they are entered to calculate the total # of FTE person days lost. Please be as accurate as possible.

Day 1 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) **# of FTE person days lost** _____ (c)

Day 2 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) # of FTE person days lost + _____ (c)
Total # of FTE person days lost to date = _____ (d)

Day 3 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) # of FTE person days lost + _____ (c)
Total # of FTE person days lost to date = _____ (d)

Day 4 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) # of FTE person days lost + _____ (c)
Total # of FTE person days lost to date = _____ (d)

Day 5 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) # of FTE person days lost + _____ (c)
Total # of FTE person days lost to date = _____ (d)

Day 6 Date: _____

of members on strike _____ (a)
 X _____ (b) Time on strike (e.g.: 0.5 for half day, etc.)
 = _____ (c) # of FTE person days lost + _____ (c)
Total # of FTE person days lost to date = _____ (d)

Day 7 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$

Day 8 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$

Day 9 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$

Day 10 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$

Day 11 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$

Day 12 Date: _____

$$\begin{aligned}
 &\# \text{ of members on strike} \quad \text{_____ (a)} \\
 &\quad X \quad \text{_____ (b) Time on strike (e.g.: 0.5 for half day, etc.)} \\
 &\quad = \quad \text{_____ (c) \# of FTE person days lost} \quad + \quad \text{_____ (c)} \\
 &\qquad\qquad\qquad \textbf{Total \# of FTE person days lost to date} = \quad \text{_____ (d)}
 \end{aligned}$$