

# ULFA Job Action Committee

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**CO-CHAIRS: KRISTINE ALEXANDER & ROB KOSSUTH**

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# What is job action?

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- Lockout or strike
- Strikes cannot be called without approval of the membership

# What happens during a lockout/strike?

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In the **unlikely event of a Lockout/Strike**, you withdraw your labour from the university and they suspend your pay/benefits/privileges

- No teaching, no service, no reporting
- No services from employer (e.g. email, financial services, gym or library access)
- Only negotiated access to university land and buildings
  - Essential services (life and limb only)
  - ULFA will provide passes to approved Members for minimal support of time-sensitive or nature-sensitive research activities

**The goal (on both sides) is to inconvenience the other.**

# Lockouts & strikes don't just happen

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Lockouts are preceded by:

- Advance notice
- Mediation
- Decision by the Board to take action

**Nobody ends up in a Lockout or Strike by accident.**

# Strikes can only be called by the membership

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- The ULFA executive can recommend a strike, but **only the membership can approve**
- They are preceded by advance notice and mediation
- There must be at least 72 hours between a strike vote and job action
- **If we go on strike it will be because a clear majority of our members believe it is necessary.**

# Preparation is key

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- The better prepared we are, the less likely we will need to call on that preparation
- And if we do have to call on it, the more likely we are to limit time off the job

# Preparing for (highly unlikely) job action

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- We have been building a lockout/strike fund
- We have developed protocols governing what is to happen in the **unlikely event** that we are locked out or the membership calls a strike
- We have access to insurance, lines of credit, and other money to supplement our lockout/strike fund
- We give (and would receive) support from other Faculty Associations across the country.
- Job Action Committee (JAC)

# What is the JAC?

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- Committee responsible for organizing and administering any lockout or strike action
- Work under the guidance of the ULFA Job Action Policy
- The JAC makes preparations during bargaining, and operates fully only IF there is a lockout or strike



# Who are we?

- 2 Co-Chairs: Kristine Alexander (History) & Rob Kossuth (Kinesiology)
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- Committee members:
    - Andrea Amelinckx (Business), ULFA executive appointee
    - Chris Churchill (History), sessional lecturer representative
    - Robbin Derry (Business), Calgary campus representative
    - Heather Ladd (English), ULFA gender, equity, & diversity committee representative
    - Chad Povey (Physics & Astronomy), representative of joint ULFA handbooks & economic benefits committees
    - Ying Zheng (Chemistry & Biochemistry), ULFA grievance committee representative

# 2018-2019 ULFA Job Action Committee

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# What have we been up to?

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- Meeting bi-weekly since September 2018
- Defining the terms/responsibilities of sub-committees, including Finance, Administration, Logistics, and Communications
- Working through and revising the JAC Policy; planning and implementing (staffing of committees, etc.)
- Creating a budget to enable us to meet expenses in case of lockout or strike
- Communicating with ULFA membership
- Getting information from other faculty associations about best practices, etc.

# What is the function of the JAC?

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- Working closely with the bargaining team, but are not responsible for negotiations
- Promoting solidarity among ULFA membership
- Only becomes active IF we are locked out or a strike vote results in ULFA going on strike
- In case of lockout or strike, the JAC manages all aspects of the job action

# Thank you!

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ULFA Bargaining Blog: <https://www.ulfa.ca/bargaining/>

ULFA on Twitter: @ULFAssociation

ULFA on Facebook:

<https://www.facebook.com/ULFacultyAssociation/>

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