



A culture of recognition and mutual respect where the MRSA is an equal and valued partner in the MRU community.

Strike Pay Policy		
First draft:	13/07/2021	Sponsor: Audit & Finance Committee
Current Version:	1.02	
Last Amended:	NA	Approved by: Executive Board
Next Review:	Spring 2024	

Purpose:

This policy provides direction to the Mount Royal Staff Association (MRSA) and MRSA members (members) regarding Strike Pay, if and/or when the MRSA engages in legal strike action or employer-initiated lockout.

Definitions:

Eligible member: An MRSA member who actively participates in job action on the picket line or through other acceptable roles as outlined in the Job Action Manual.

Essential Services Designated Workers (ESDW): MRSA members who are formally designated as required to work during a business closure in order to meet operational, safety and security requirements. An Essential Services Agreement (ESA) may be negotiated between the MRSA and MRU for each round of collective bargaining, and is required in order to enact legal strike or lock out action as per the Labour Relations Code. ESDW will work only the minimum amount of time to provide for the essential services of Mount Royal University, as per the ESA.

Job Action Reserve: The savings account established solely for MRSA members in the event of job action (strike or lockout).

1. Accessing the Job Action Reserve

The Job Action Reserve may only be accessed in the event of a strike or lockout, but not work-to-rule, information pickets or any illegal job action.

2. Member Rights, Earnings, Pension and Benefits

A member is not entitled to employment earnings or any other provisions of the collective agreement during a strike or a lockout. However, under Section 155 of the ALRC, the Employer is prohibited from preventing the payment of pension, insurance premiums, and other insurance plans.

Benefit and insurance premiums may be paid by the MRSA to members who participate in legal job action. The University is obligated to forward payment for benefit and insurance premiums to providers regardless of job action. Payment of benefits and insurance premiums will be a priority for the MRSA in order to retain the group contracts for members who experience strike or lockout conditions.

The MRSA will endeavour to provide financial support to members in the event of strike or lockout in the form of strike pay and/or payment of benefit and/or insurance premiums, wherever possible.

3. Strike Pay

The Job Action Reserve shall be used for the allocation of strike or lockout pay and/or payment of benefit and/or insurance premiums for eligible members. Strike pay is only allocated to members who are actively participating in job action on a picket line or through other acceptable roles as outlined by the Job Action Manual (to be finalized).

Strike Pay will be determined by the MRSA Executive, based on the available funds at the time of the strike application. The MRSA Executive shall clearly communicate the amount and availability of funds to the members prior to a Strike Vote being conducted. All efforts will be made to provide the greatest opportunity for successful job action, and ongoing stability of the organization, for all members' benefit.

The MRSA has established a separate operational reserve for overhead costs during a strike or lock-out for expenses such as renting office space, MRSA employee pay and administrative costs.

4. Essential Services Designated Workers

Essential Services Designated Workers (EDSW) must participate in the strike to be eligible for strike pay during non designated working hours.

Related Documents:

Job Action Policy

Job Action Manual (to be finalized)

Version Number	Date Approved	Approved By	Description
1.02	June 28, 2023	MRSA Executive Board	Creation of MRSA Strike Pay Policy