

Excerpt

### **Rebecca Innes - Increasing Equality in the Bargaining Process**

Another factor creating equality in the bargaining process is the presence of a strike fund. Employees need to maintain living expenses while striking which is provided by the strike fund<sup>5</sup>. This allows for employees to pay for living expenses while negotiations take place<sup>5</sup>. In addition, having a large strike fund also acts as a bargaining advantage, because it increases the threat of employees striking for a longer period of time<sup>5</sup>. ...

The federal protection of the right to strike and the presence of a strike fund allow for effective current and future bargaining with employers. It provides an equality to the bargaining process that allows employees to hold their employers accountable for their safety, wellbeing, and fair treatment in the workplace. This can be seen in several successful negotiations, including the 2022 threat to strike by the Ontario Public Service Employees Union<sup>3,8,11</sup>, 2009 Vale Inco strike<sup>1</sup>, and the 2020 Ontario teachers' strike<sup>7</sup>. These examples demonstrate how the right to strike and the presence of a strike fund allows for fair negotiations, ultimately resulting in a successful resolution.

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5. Gibney, R. (2023, Sept 12). *What are strike funds? A labor-management relations expert explains*. The Conversation. <https://theconversation.com/what-are-strike-funds-a-labormanagement-relations-expert-explains-213212#:~:text=When%20people%20go%20on%20strike,through%20payments%20from%20strike%20funds>
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11. Westoll, N. (2022, March 15). *Union representing facult at Ontario's 24 colleges in strike position as of March 18*. CityNews. <https://toronto.citynews.ca/2022/03/15/ontariocollege-faculty-strike-opseu/>