

Excerpt

Wajid Ali – The Role of a Strike Fund

A strike fund, financially supported by union dues, provides crucial economic stability, legitimise a more confrontational position towards collective bargaining and emphasizes collective identity during strikes [7]. A strike fund supports strike pay, operational costs, legal fees, and public relations efforts enabling employees to stay resolute and united throughout the strike. It empowers unions to adopt a proactive bargaining stance, using the threat of a strike as a strategic tool rather than a reactive measure. This approach can lead to more favourable outcomes during the collective bargaining process.

In 2017, after failed bargaining, the Ontario Public Service Employees Union (OPSEU) went out on protest and utilized its strike fund to sustain a five-week strike, securing and including academic freedom in the new collective agreement [8].

[7] Messina, Ignacio, and Jon Las Heras. "Union strategies in conflict: A comparative study of strike fund institutionalisation and infrastructural resources." *British Journal of Industrial Relations* (2024).

[8] https://opseu.org/wp-content/uploads/2018/03/thefacultyvoice_march2018_eng.pdf