

STRIKE FAQ

February 14, 2018



Frequently Asked Questions in the Event of a Strike:

1. Are we going on strike?

CUPE 2424 members voted 93% in favour of job action up to and including a strike. We have continued to negotiate over several dates since the strike mandate vote in hopes of reaching a settlement, including five dates with a Conciliator from the Ministry of Labour, but significant issues surrounding pensions and job evaluation remain unresolved.

On February 12, our 18th day in bargaining, we reached an impasse and notified the Conciliator of our request to file a No Board Report, a formal procedural step that opens a 17-day window for possible strike action. The Union is prepared to continue negotiating in advance of a strike deadline.

2. What do I receive for pay if we go on strike?

CUPE National provides strike pay of a maximum \$300.00 per week. CUPE 2424 pays an additional \$75 per week. Normal picket schedule is 5 days a week, 4 hours per day.

You will also receive any pay owed to you by the Employer up to the date of a strike.

3. How can I be eligible for strike pay?

You are eligible to receive full strike pay if you have performed 20 hours of picket or other strike-related duties. Accommodations will be available to perform other duties if you are unable to picket.

4. What happens to my benefits?

Where the employer refuses to continue coverage for group life and group extended health premiums for the members, CUPE will ensure members do not suffer any break in insurance coverage for the duration of the strike. Still, members are encouraged to get their prescriptions filled before commencement of strike. Any dental work or any type of medical appointments (psychologist, acupuncture, chiro, etc.) should be taken prior to commencement of strike.

5. Is strike pay the same for everyone?

Yes, all members, whether full-time or part-time, casual or continuing, all receive the same rate of strike pay as long as they fulfill the eligibility requirements.

6. What happens if I cross the picket line?

You only collect strike pay if you perform picket or other strike related duties.

Members who cross the picket line and continue to work no longer have the rights, benefits, and protections of the Union or the Collective Agreement, which is no longer in effect during a strike.

Furthermore, this usually leads to substantial deterioration of morale and often causes resentment between colleagues upon returning to work.

The strength of a picket line often determines the length and outcome of job action, so more people on the line can lead to shorter strikes.

7. I am taking courses. Can I cross for class or use the library?

Yes, you can go to your classes. However, if you need to use other services on campus, please ensure that you are not using services normally supplied by CUPE 2424 members. If you are not sure, please speak to your Picket Captain for advice.

8. What if I am on Maternity or Parental Leave?

You will continue to receive your benefits from EI. If you prefer, you may cancel your EI benefits, sign up for picket duty, and collect strike pay. You cannot collect both EI and strike pay.

9. What if I am on WSIB, EI, STD or LTD?

If a member is on WSIB, EI, STD, or LTD leave when the strike commences, the leave continues for its duration.

10. What happens to my holidays?

The Union cannot speak to how pre-booked annual leave will be handled by departments and HR in the event of a strike. Please direct inquiries to HR.

For picket duty and strike pay, the Strike Committee will consider individual situations where vacations were pre-booked on a case-by-case basis.

11. How do I sign up for Picket Duty?

There will be locations on campus for both strike pay and picket shift sign-up well before any strike. The times and locations to sign up will be announced to the membership. You will sign up for a specific shift as well as note any required accommodations at that time.

12. What if I cannot picket due to illness?

You will still be eligible for picket pay. If you are unable to picket due to health problems, you will need to contact the President/Strike Committee. There may be alternate duties that you can perform including clerical work, assisting at headquarters, etc.

13. What about my mortgage, rent, credit cards, loans, etc.?

Most financial institutions will help you put together a plan to deal with your individual situation in the event of a strike. Many financial institutions will allow you to reduce payments or pay only interest charges during a strike. Contact your Bank.

14. What should I do if the media asks me questions on the picket line?

Please refer all media inquiries to your picket Captain who will direct them to the President.

15. What about members who have not completed their probationary period. Can they be fired?

No. The probationary period may be extended by the length of the strike.

16. Can Casuals/Terms/Replacements (non-continuing) employees be fired for participating in a job action?

No. All members of CUPE 2424 may and should participate in any job action up to and including a strike.

17. How long could a strike last?

For as long as it takes to obtain a fair and equitable Collective Agreement. Negotiations would continue during a strike.

