

Strike FAQ



What am I supposed to do during a strike?

During a strike you will be expected to stop all normal work duties for the employer and instead participate in the strike. Strike duties include a minimum number of hours, usually 20 hours per week.

However, you may be encouraged to volunteer for additional hours in order to wage a successful strike. More bodies and longer pickets mean a shorter strike.

How much strike pay will I receive?

Strike Pay is tax free. Strike pay will be paid weekly following the first week of strike to members that participate in strike action for a minimum of 20 hours per week.

CUPE Local 5167 will pay a maximum of \$100 week for the first 12 week (including weekends and holidays);

Strike pay from CUPE Local 5167 ceases after a total of 12 weeks but the \$300 per week from CUPE National continues until the end of the strike.

Please note that you must participate in 1 full week of picket duty in order to qualify for CUPE National Strike funds. If you do not participate at the beginning of the strike, your eligibility for National funds will be delayed.

How do members register for strike pay?

Each person who is participating in the strike needs to register. There is an Application for Strike Pay Form that you will need to complete in order to register for strike pay.

The form is available at the union office as well as on-line at the CUPE Local 5167 Website.

You must log your hours with the Picket Captain daily to assure you receive your benefits.

What happens to benefit coverage during a strike/ lockout?

The Employer may agree to continue paying your benefits at their expense or they may agree to continue paying your benefits and bill CUPE National for the cost of the premiums.

In the event the Employer refuses to continue covering your benefits, members can submit their health care receipts to CUPE National for reimbursement.

It's always a good idea to stock up on medications ahead of time.

What happens if I don't show up at my scheduled shift when I'm picketing?

If you don't show up to perform your picket duties, one day's strike pay will be docked for each

day you're absent for CUPE Local 5167 strike pay.

You must do a minimum of 20 hours to qualify for CUPE National Strike funds.

What happens if I'm sick?

We will handle each situation on an individual case by case basis, provided you have proper documentation.

How long am I expected to picket?

To be eligible for CUPE Local 5167 strike pay you will be required to picket for a minimum of 4 hr/per day for 5 days per/week for 20 hours per week.

Picket duty will involve multiple locations and shifts may run 24/7.

Picket shifts will rotate in order to make things as fair as possible for all.

I have vacation scheduled. Will I get paid?

Paid vacations scheduled before a strike begins which fall during a strike, may or may not be paid. It is at the discretion of the employer as to whether you will be paid upon return to work or if you will be allowed to rebook.

How will I know if there's a strike?

There will be a press release issued immediately. Listen to the local Hamilton radio, print media and television stations. There will also be information on our website and social media. There will be eblasts sent to the unit on strike as well. **Register for eblasts if you have not already!**

Am I allowed to bring my children with me?

No. Due to our concern for the health and safety of everyone on the picket line, children will not be allowed to picket with their parents.

What do I tell my creditors?

Once the strike begins, we'll have a letter available that you can provide to your creditors' that will inform them of your situation. Most creditors have a policy in place for strike situations. You can reach out and inquire with what your options are with your financial institution.

I have physical restrictions, what can I do?

If you have physical restrictions and are unable to picket, you will be able to participate in alternate strike activities. Alternate activities include - telephoning, sign making, order filling, information booths, leafleting, and deliveries.

Where do I get more information?

Until the strike is called you can refer to the website for more information. Once a strike has been called, we will hold information meetings as soon as possible to advise you of any relevant information.

Think Unions are the problem?

Feel free to give back your weekends, parental leave, sick benefits, WSIB, EI, 8 hour work day, etc.....these benefits were not just given, they were fought for by prior generations; now you fight to maintain them and ensure equitable distribution of wealth!!