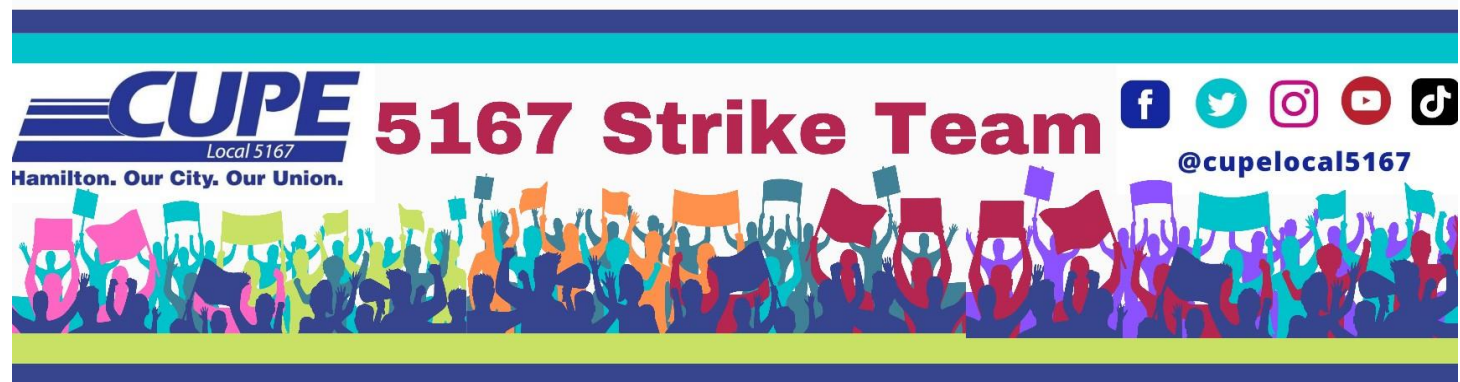


Strike FAQ



No one wants to strike. Potential strike action is the last stop if all else fails to negotiate a fair contract for you and your coworkers. We understand that this is a stressful process; your Bargaining Teams and Strike Teams are members too!!

Please visit the [Collective Bargaining FAQ](#) to gain insight into the process. There are several steps where members are engaged in the process. Did you participate?

Each member is responsible for seeking out the information.

Register for eblasts if you have not already!

eBlast will be the primary communication method for unit members.

Not all information will be public as we proceed through the process.

Please remember a union is not a service you pay for; it is a collective organization of workers fighting for better workplaces. If you are not happy with something, ask yourself "What have I done for my union? Am I part of the solution? Do I have all the facts? Did I participate in what was available? Did I make efforts to connect with my union?"

Reach out and ask questions, visit the website and not just for bargaining!

Knowledge is power!!

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);

CUPE National will pay each member for 20 hours per week:

- \$300 for 7 weeks
- \$350 at the 8th week
- \$375 at the 12th week
- \$400 at the 16th week

Strike pay from CUPE Local 5167 ceases after a total of 12 weeks, but strike pay will continue with CUPE National 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.

Please ensure you have completed the application to picket form (this form is required to register to picket. Picket Captains will have other forms to ensure strike pay on the line.)

HOW DO MEMEBERS REGISTER FOR STRIKE PAY?

Each member who is participating in the strike needs to register.

Each member needs to complete the application to picket (one form). This will be posted on the website under Members TAB – Collective Bargaining FAQ.

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

If a strike was to commence you will be contacted by email if you signed up in a timely fashion. You must log your hours with the Picket Captain daily to assure you receive your benefits.

ACCOMMODATIONS FOR PICKETING

If you have restrictions and are unable to picket, you will be able to participate in alternate strike activities. Alternate activities include – telephoning, information booths, leafleting, and deliveries. You can also bring a chair to a picket line and participate in paperwork and

information duties. **Ensure you declare the need for accommodation on the application to picket form.**

WHAT HAPPENS TO MY BENEFITS DURING A STRIKE OR LOCKOUT?

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

The Employer may agree to continue paying your benefits at their expense or they may not agree to continue paying your benefits.

CUPE National will attempt to pay the insurance premiums should the employer refuse to continue and barring all, the Strike Fund Regulations, it says they will ensure members don't suffer any break in coverage for the duration of the strike.

(This does not include STD or Maternity/Parental top up as far as we know).

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

WHAT HAPPENS IF I DON'T SHOW UP TO PICKET AFTER I REGISTERED?

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.

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 be set schedules. Depending on your unit, there are multiple factors. Please be patient. For example, the City Unit has 3000 members. It is not possible for people to pick on preference. The Strike Team does their best to organize the logistics in a short period of time.

AM I ALLOWED TO BRING MY CHILDREN or PETS WITH ME?

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

WHAT HAPPENS IF I DON'T HAVE CHILD CARE?

This is a matter for the individual as it is when members are in the workplace. If accommodation for a particular time slot is required to coordinate with a spouse that is also a member, it can be requested for review when the form is submitted. Or contact the Strike Team leads immediately if something changes. Each case is reviewed based on its own circumstances. Please note the day a strike goes live is not the day to request accommodation.

WHAT HAPPENS IF I DON'T OR CAN'T PICKET?

As long as you are not a SCAB, nothing. You won't be eligible for strike pay.

However, if only 50 members sign up to picket out of 630 members, then your unit is not in a great bargaining position and the employer will know it.

WHAT HAPPENS IF I HAVE A VACATION SCHEDULED DURING A STRIKE?

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. If you were not paid for the vacation day(s), it should be restored.

WHAT HAPPENS IF I AM SICK WHILE WE ARE ON STRIKE?

We will handle each situation on an individual case-by-case basis, provided you have proper documentation. Reach out to the Strike Team leads.

Please note each unit has a section for current updates on Collective Bargaining on the website.

www.cupe5167.org

Members TAB – Collective Bargaining FAQ

WHAT HAPPENS IF I AM SICK BEFORE WE ARE ON STRIKE?

Short Term Disability - STD payments (first 26 weeks usually – will be outlined in your Collective Agreement) are paid by the employer. **The employer may choose to continue or discontinue STD payments.** The union will try to negotiate the continuation of payment as the process unfolds. The employee will be required to continue to provide the appropriate documentation. It would not likely be approved if an employee called in sick a few days before or the day of strike action.

WHAT HAPPENS IF I AM ON LTD?

You payments will continue as you have been approved for the Manulife Long Term Disability LTD insurance plan.

You can beep if you drive by, or pop by a picket line to say hello, or take part in other activities provided they don't interfere with your health plan and limitations.

You are not eligible to picket or receive strike pay.

WHAT HAPPENS IF I AM OUT OF SCOPE AT THE TIME OF STRIKE ACTION?

You are not expected to leave your current out of scope position and participate in picketing. You are expected to be mindful of picket lines and respectful of fellow 5167ers.

Out of scope opportunities are afforded to you under your Collective Agreement. We do not violate our own Collective Agreement.

I HEARD SOME POSITIONS WILL CONTINUE TO WORK?

The union will **negotiate a limited number** (not all members in the position) **of safety sensitive positions**. This would be assigned in order of seniority.

We do not have a list at this time. Water testing would be an example of a safety concern.

I HEARD EXECUTIVE STILL GET PAID FULL WAGES WHILE ON STRIKE?

All members of a unit on strike are on strike and this includes the Executive. **No member of a unit would be receiving full wages while on strike.** (Unless above as negotiated as safety sensitive).

Bargaining Teams would receive strike pay provided they too participate in the minimum of 20 hours per calendar week of picketing duties. Bargaining at the table is considered picketing duties.

HOW WILL I KNOW IF THERE IS 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!**

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 to your financial institution and inquire what your options are with your financial institution.

HOW DO I STAY INFORMED?

Until the strike is called you can refer to the website for more information. **Specific information not made public will only be sent to registered members via eblast. Register for eblasts if you have not already!**

THINK UNIONS ARE THE PROBLEM?

Feel free to give back your weekends, parental leave, sick benefits, WSIB, EI, 8-hour workday, 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!!

WHAT HAPPENS IF I CONTINUE TO WORK WHILE ON STRIKE?

The union will not entertain questions about how the union will know if I continue to work from home or the workplace, or what happens if I do continue to work, what will the union do, etc. **The expectation is you support the union as you are the union.**

EVERYONE IS IMPACTED BY A STRIKE.

AS A UNION MEMBER, WITH THOSE RIGHTS COMES RESPONSIBILITY!!!



**SCABS or crossing picket lines of
YOUR UNION WILL NOT BE TOLERATED
AND DEALT WITH SEVERELY.**

UNION RIGHTS & BENEFITS COMES WITH UNION RESPONSIBILITY!