

**What is a strike?**

- Strikes are broadly defined and may include almost any concerted activity by employees to apply pressure on the employer to agree to terms/conditions of employment.
- Examples include full walkouts, slowdowns, refusing overtime, rotating or targeted strikes.

**What is a strike mandate?**

- A positive strike vote provides a bargaining committee with a strike mandate.
- A strike mandate provides increased leverage at the bargaining table. It shows strength and solidarity.
- It also gives the Bargaining Committee the authority to call a strike if it deems it necessary to get a fair contract.

**What is strike pay?**

- Members on strike must picket for a minimum of 4 hours/day (20 hours/week) to qualify for strike pay.
- Members do not pay dues to the union while receiving strike pay.
- All strike pay is tax-free.

**Full Walkout Strike Pay** *(All members in the bargaining unit are on strike)*

- o Strike pay is 70% of gross pay per week, up to \$500/week (non-taxable)

**Targeted Walkout Strike Pay** *(A sub-group of members in the bargaining unit are on strike while other members continue working)*

- o Strike pay is 70% of gross pay, with no cap (non-taxable)

**Rotating Walkout Strike Pay** *(Members in the bargaining unit take turns going on strike, and the burden of strike action is shared equally among non-essential members)*

- o Strike pay is 70% of gross pay, up to \$500/week (non-taxable)

**What happens to the collective agreement when a strike is underway?**

- When a strike commences, the collective agreement is terminated.

**Will health benefits continue while a strike is underway?**

- The union will offer to pay any premiums associated with "essential benefits" (life insurance and LTD) to ensure they continue during the strike.
- Employer-paid health benefits (dental, prescription drugs, vision, Health Spending Account, etc.) may be suspended once a strike commences. However, during the Liquor and MPI strikes, the employer continued to provide these benefits. The union would make this same demand of your employer.
- Extended health benefits (physiotherapy, massage therapy, etc.) are entirely employee paid and would continue during the strike (as long as employees continue to pay premiums).

### **What about pension?**

- Pension contributions cease once a strike commences.
- Inquiries can be made with the pension plan about buy-back options after a strike.

### **What if members are on a leave when the strike starts?**

- If members are on a leave when the strike starts, e.g. long-term sick leave, maternity leave, parental leave, such leaves will continue for their duration.

### **What if members are on vacation when the strike begins?**

- The union would request that pre-approved vacation be honoured. If the employer refuses, the vacation credits will be put back into the member's bank.

### **Can I work while a strike is underway?**

- All members are required to strike in accordance with the strike plan developed by the bargaining committee.
- If members choose to cross the picket line and work during a strike, it will weaken and prolong the strike.
- Members who cross the picket line will be assessed an additional dues rate of 30% of salary for the duration of the strike.

### **What about Essential Services?**

- The union is negotiating an essential services agreement with the employer which will define what services need to be continued to be provided during a strike and how many employees will be assigned to provide those services. Employees who will or may be required to work during a strike will be notified in writing by the employer.
- Members required to work during a strike due to an essential services agreement will be required to pay an additional dues rate to ensure the burden of the strike is shared more equitably among members. The additional dues rate will be determined by the Board of Directors after the number of members deemed essential is negotiated. The revenue raised from such additional dues must be used to replenish the Defence Fund (from which strike pay is paid).

### **If I have to work during a strike, will I be performing all my regular duties?**

- It depends. You will receive a letter from your employer detailing what duties you need to perform. It is unlawful for you to be asked to perform non-essential duties other than those outlined in the letter.
- We will provide more detailed information about all of this once the essential services agreement is finalized.