

FREQUENTLY ASKED QUESTIONS – STRIKE/LOCKOUT INFO

Q1. When is the strike/lockout deadline?

- At 12:01 a.m. Saturday, May 23, the Union will be in a legal strike position and the Corporation will be in a legal lockout position.

Q2. How will I know if we will be reporting to work on Monday, May 25th?

- You will receive a phone call from your picket captain to let you know. The Union will also post information as it becomes available on our website at 101.cupe.ca

Q3. Is a strike/lockout still avoidable?

- Yes. We will be attending a mediation session, May 21 & 22 to continue to reach a fair and equitable agreement.

Q4. Who is expected to participate in a strike/lockout?

- ALL members of CUPE Local 101 are expected to participate in the strike. This includes all students, temporary employees, part time employees, job share employees, interns and full time employees. If you pay union dues you are expected to participate.

Q5. How much strike pay will I receive?

- Strike pay from CUPE National is \$300 per week.

Q6. Do I receive strike pay if we are locked out by the Employer?

- Yes, CUPE National still pays \$300 per week.

Q7. When will I get my strike pay?

- CUPE National starts to pay after being on strike 10 consecutive days on a weekly basis.

Q8. Are taxes deducted and if not is it taxable?

- Strike pay is not a taxable benefit, no taxes deducted.

Q9. What do I need to do to get my strike pay?

- In order to receive strike pay you must be a member in good standing (paying union dues) AND you must perform assigned strike duties. You will be advised by your picket captain of your duties/assignment.

Q10. Where/How do I get my strike pay?

- Your picket captain will deliver your strike pay to you on the picket line.

Q11. Will I be picketing the location where I work?

- You will be notified of your picketing location & times by your picket captain.

Q12. How often will I have to picket and for what period of time?

- You will probably picket 2-3 times per week; 3-4 hour shifts.
- When not assigned to a shift, you are encouraged (but not required) to drop by any picket location and picket with your Sisters and Brothers on that shift as a show of solidarity.

Q13. If I have vacation booked during the strike, will I receive my vacation pay?

- The Union has sent a letter to the Employer asking this question. Once a response is received we will advise you.

Q14. If I am off on sick leave (using my accumulated sick time), will this continue while we are on strike?

- The Union has sent a letter to the Employer asking this question. Once a response is received we will advise you.

Q15. If I am on STD, LTD, WSIB, Maternity or Parental leave, will I continue to receive those benefits (pay)?

- Yes. These plans are not administered through the Corporation, they are a third party agreement.

Q16. If I'm not already off on sick leave prior to the strike/lockout and become sick during the strike/lockout, will I have access to my accumulated sick time and/or STD?

- No

Q17. What happens with OMERS?

- When the strike/lockout is over, the Employer will send out a form (leave period election form) asking if you want to buy back your OMERS. If you elect to purchase the leave period back and turn in back into your pension you will have to pay your share and the Employer's share.

Q18. Will our benefits continue throughout the strike?

- Yes, but not necessarily through the same insurance company we are currently covered under. It is CUPE National that will ensure we have benefits.
- The process for filing claims will be provided at a later date.

Q19. I am a temporary employee and my contract will end during the strike, will I still be entitled to strike pay?

- Yes. You will be entitled to strike pay provided you do your assigned duties, but only to the expiry date of your employment contract with the City of London. You will need to provide the Union with a copy of your employment contract/letter.

Q20. I am worried about meeting my financial obligations; mortgage, rent, car payment, credit card bills etc while on strike. Is there anything I can do?

- Yes. Most financial institutions are sympathetic to people experiencing strikes. You can contact them and let them know about your situation and they may wave your monthly payment and just require you to pay the interest.