

**CUPE Local 2190 Strike Pay and Benefits**  
**Frequently Asked Questions**

**When can a legal strike or lockout occur?**

The Union and Employer are in a legal strike or lockout position when three conditions have been met: 1) the Collective Agreement has expired (our CA expired March 31, 2018), 2) A strike vote has been held (our strike vote was held on March 20<sup>th</sup>) and 3) A conciliation officer has been appointed and 17 days after the conciliation officer has issued a "no-board report". We have not yet met with the conciliation officer and a no-board report has not been issued.

CUPE 2190 applied to the Ministry of Labour on March 27<sup>th</sup> to appoint a conciliation officer. A conciliator has now been appointed. Her name is Diane Parsons.

Since the strike vote we have met with the Employer on April 12 and April 20 but have not been successful in achieving the members key priorities.

At this time, the Bargaining team is ready to begin the conciliation process with the Employer. On May 10, the CUPE 2190 Bargaining Team and the Employer will meet with the Conciliator, and we will continue working toward a fair contract for our members that addresses our priorities.

**In the event of a strike, how much is strike pay?**

Members who are picketing receive strike pay beginning on the 1<sup>st</sup> day of a strike. Strike pay is \$300/week for 20 hours of picketing.

**How many hours do members picket?**

Members must picket 20 hours/week to receive the maximum \$300/week.

**Do our benefits continue in a strike?**

The CUPE strike pay fund will reimburse the employer for the employer's portion of the premiums if the employer agrees to continue the benefits and be reimbursed. If the employer does not agree to continue the benefits and be reimbursed than the CUPE strike fund will reimburse members for emergency benefits (i.e. dental, prescription costs, etc) while on strike.

**What do I need to do to register for strike pay?**

There is a CUPE strike pay "form E" that every member should sign to register for strike pay. Picket captains will be registering all members for strike pay over the next few weeks.

### **How do I become a Picket Captain?**

Picket Captains are responsible for organizing the picket lines, ensuring safety on the line, building solidarity and morale, and signing members in and out on the line for strike pay. We are recruiting members from each of the four locations to become picket captains. Training will be provided on a Saturday, including lunch. Please contact Frances Levatis

**([fnb.levantis@gmail.com](mailto:fnb.levantis@gmail.com))** or Karen Trench **or ([kazeez@rogers.com](mailto:kazeez@rogers.com))** if you would like to volunteer to be a picket captain.

The Canadian Union of Public Employees (CUPE) Local 2190 will begin a series of strike preparation sessions for bargaining unit members. The first of a series of sessions put on by the CUPE Union Development department will be held on Saturday May 12 from 10am-3 pm at CUPE 2190's office at 863 Broadview Avenue, Toronto. The Session is designed to inform and educate union members about preparing for a possible work stoppage. Lunch is included. Please register by email at **[kazeez@rogers.com](mailto:kazeez@rogers.com)** Include your: **Name, Phone Number, and Personal Email address.**