
Strike or Lockout FAQ

Who is eligible for strike pay?

All workers, permanent, temporary and construction, at CRC who are paying union dues to Unifor Local 594 at the time of a strike or lockout.

How do I qualify for strike pay?

Union members must perform:

1. Picket Duty, or
2. Other strike related duties, as assigned by the Strike Committee, or
3. An approved exemption from the above for school.

How much will I receive for strike pay?

1. National Strike Fund provides each member **\$250.00** per week
2. Your Local 594 strike fund will provide each member **\$100.00** per week
 - Funding will start at this level but payments can be changed at the discretion of the Strike and Finance Committee
3. National Energy Supplementary fund provides each member **\$100.00** per week
 - National Energy Pattern only provides \$100.00 per week if we are striking because of a national pattern issue.

Strike pay has no income tax or deductions taken from the payments. It does not have to be claimed as income for the tax year.

Payments are administered by cheque, from our Finance Committee, every two weeks.

Will I still have benefits during a strike or lockout?

Unifor National will take over the funding of the most basic benefits:

1. Basic Life Insurance,
2. Basic Accidental Death and Dismemberment Insurance,
3. Drug Plan,
4. Out of Province/ Out of Country medical care, and
5. Semi-private Hospital Care.

All other benefits will be suspended until ratification, including optional life insurance. The union will cover emergency medical and dental treatments, on a case by case basis, at the discretion of the Strike Committee. Please refrain from all unnecessary dental, optical, massage therapy, chiropractor, naturopath, physiotherapist, speech therapist, psychologist, osteopath, and podiatrist, etc. expenses.

Who is my main contact during a strike or lockout?

During a strike or lockout your main contact will be your **Picket Captain**. Your Picket Captain may be able to answer your question very quickly or they may forward your question to the Strike Committee. Please note your Strike Committee will be very busy during this time but will get an answer back to you as soon as possible.

How many shifts/hours do I have to work per week?

You will be required to work 24 hours per week.

What is the picket shift schedule?

During the day:

- Will consist of four 6 hour shifts: two from 6am to 12pm, then two from 12pm to 6pm.

At Night:

- Will consist of two 12 hour shifts: from 6pm to 6am.

Can I change or trade my shift(s)?

You may trade shifts with another member but you will have to work in their place so that you both receive credit for your hours worked. All shift trades or changes will have to be approved through your Picket Captains so they are aware of the changes and can make note of who will be on the picket line for that shift.

Can I do more than my required commitment?

Yes!!! We are always in need of volunteers, and have many duties that need to be covered. From Picket Captains to Van Drivers to Night shift, we will need help in all areas and the more the merrier.

Can I bring my family with me to my picket line?

Absolutely!! Having your family there helps us show the company and the public that job action affects more than just the worker, but also their family too. Kids and pets are more than welcome.

I live out-of-town, can I be on the same shift as another member who lives in the same area as me?

Yes. We understand that this would only affect a few members and the Strike Committee will do what we can to accommodate carpooling. If this applies to you, contact the Strike Committee as soon as possible to fill out a request form.

Where is my picket line location?

Check with your picket captain. Your picket captain will have your location. **And remember, the longer the picket line the shorter the strike!**

I had holidays booked during this time, can I still go?

We all need a break from this crazy weather and if you have already booked your holidays there are a few things you should do before you leave:

- 1) Inform your picket captain of the days you will be away,
- 2) Try and find someone that can cover your shifts for you while you are away or arrange to make up those shifts, either when you return or before you leave.
- 3) If you don't work your shifts, or arrange to have someone work in your place, you will not receive strike pay.

What happens if I'm on Maternal or Parental Leave?

If you are on maternity or parental leave, you will not be getting topped up from the company as the collective agreement is no longer in force, but Employment Insurance will continue your eligible payments.

You are not allowed to picket or perform any other strike duties while on EI. Doing so can cause your payments to be suspended pending an investigation.

You can show your support in other ways. Participate in boycotts, call your MP or MLA or City Counselor, if applicable, and show support you're on social media platforms.

I am attending school, what do I do?

If you are attending school we would encourage you to continue with your schooling and join us on the picket line on the weekend. You will be eligible for strike pay.

All of us need to stand together and show how strong we are, those at work and those at school!

My mortgage is due and strike pay doesn't cover it. What can I do?

The Strike Committee has an official letter for you to take to your bank asking for a reprieve from your payments, or to have interest-only payments, during job action. This is a normal practice for workers during a strike or lockout. Each bank has different rules, as some may hold the payments and some may ask that you pay the interest on the mortgage payments until such time as we get a contract.

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Can I have a part-time job?

Yes. As long as you continue to meet your strike duty obligations you will continue to receive strike pay.

If you have any other questions, please contact one of the Strike Committee members via email strike@unifor594.com or text/call Jim Milton at 306-531-2968.