

FAQ STRIKE VOTE AND JOB ACTION

What happens after we take our strike vote?

Once the vote has been counted, we must serve 72 hours strike notice before any job action can be taken. This means we cannot do any job action for 72 hours.

What is the difference between a full strike and job action?

Job actions are smaller activities that we can do. For example: wearing buttons at the workplace, refusing to work any overtime (commonly known as an overtime ban), rotating office closures, or rotating coffee break sessions of a half hour or more in specific offices or departments.

A strike is when we as a bargaining unit determine that we all need to walk off the job. This will mean everyone is not working but they are picketing at their locations of work. Picket pay will be available at this point.

We will set up a job action committee to determine what form of job action we will take. This committee will engage with the membership before we proceed with any job action.

When would we move to a full strike?

The Job Action Committee, along with the Bargaining Committee, will determine when we need to call a full strike.

What will MoveUP provide for Picket Pay?

*MoveUP provides \$240 a week, and COPE National provides an additional \$300 a week for **a total of \$540 a week, tax free.***

Your bargaining committee has already started the process of getting the picket pay approved by your executive board and the National Executive Board. There is usually an eight-day waiting period once a strike commences, however, your bargaining committee has requested that the waiting period be waived. Your committee commits to informing all of you once the waiting period has been officially waived.

Who is eligible for picket pay?

Members who are actively employed (Regular, Part time, or Temporary) and working for the Employer prior to the strike/lockout.

What information do we need from the members?

The finance department requires copies of the member's paystubs for the last 6 pay periods for part time or temporary members, and copies of the last 3 paystubs for regular members. This will be used to prorate the amount of picket pay that will be issued to the part time/temporary members. The paystubs will be used to ensure that the union has the most current information for the member. This should be done prior to any job action as access to the workplace may not be possible.

What happens to our benefits if we go on strike?

Section 62 of the BC Labour Code ensures that members benefits are continued during a strike or lockout as long as the Union compensates the Employer for those benefits during a strike.

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96244_01#section62

How will we be kept informed?

Regular updates will be provided by MoveUP, your job action committee, and your bargaining committee.

What if some members are on weekly indemnity (WI), Long Term Disability (LTD), Workers Compensation (WCB), or Maternity/Adoption/Parental Leave?

Members on the above leaves will continue to be compensated according to the leave they are on; by the carrier if on WI or LTD claim, EI if on Maternity/Adoption/Parental Leave, or on WCB.