



Strike Frequently Asked Question (FAQ)

No one wants to strike. A potential strike is always the last resort when all efforts to negotiate a fair and equitable contract fail. We know this process can be stressful — Please remember, your Bargaining Team and Strike Committee are members too, standing alongside you through this process. **Please stay engaged and connected:**

- **Important to register your home email address** - <https://998.cupe.ca/sign-up-for-email/>
- Stay informed at
 - CUPE 998 main website page - <https://998.cupe.ca>
 - emails from cupe@cupe998.mb.ca (check your junk mail incase not receiving)
- Ask Questions at <https://998.cupe.ca/ask-cupe/> (your questions will be responded daily)

A union is not just something you pay dues to. We are a collective force of workers fighting for fairness, equity, and better workplaces. Participation and solidarity are what make us strong.

WHAT AM I SUPPOSED TO DO DURING A STRIKE?

During a strike, you must stop all work for the employer and participate in strike duties.

- Minimum participation: 20 hours per week.
- Duties: picketing, information booths, phone banks, leafleting, deliveries, and other strike-related work off corporate property.
- Accommodation is available for members with medical restrictions. Alternate duties can be assigned, please contact CUPE 998 office 204-415-5114, or cupe998@shawbiz.ca
- More strike involvement means a shorter, stronger strike.

HOW MUCH STRIKE PAY WILL I RECEIVE?

Strike pay is tax-free and begins after the first full week of strike participation.

CUPE National Strike Pay:

- \$350 per week for weeks 1 – 5
- \$375 per week for weeks 6 – 11
- \$400 per week for weeks 12 – 15
- \$450 per week for week 16 forward

Eligibility:

- Minimum of 20 hours per week of strike duty is required for strike pay
- Full completion of the picket registration form.

HOW DO MEMBERS REGISTER FOR STRIKE PAY?

We need everyone to complete the Application available at the CUPE Office Strike locations below

Winnipeg – Wednesday September 3, Thursday September 4 & Friday September 5

from 8:00 AM to 7:00 PM

Union Center - Main Floor - 275 Broadway, Winnipeg

Brandon - Wednesday September 3

from 8:00 AM to 1:00 PM

Komfort Kitchen - 835 Princess Ave, Brandon

(additional dates may be added)

Selkirk - Wednesday September 3 and Thursday September 4

from 7:30 AM to 1:00 PM

Smittys - 168 Main St., Selkirk

Private Room

(additional dates may be added)

WHAT HAPPENS TO MY HEALTH BENEFITS DURING A STRIKE?

- **The Employer will continue to cover your benefits.**
- In accordance with the essential services agreement Manitoba Hydro agrees to provided CSSB life insurance premiums, long-term disability, and Health benefits (via ClaimSecure) as per appendix C of the collective agreement to all CUPE members for the duration of any strike action.

WHAT IF I DON'T SHOW UP TO PICKET AFTER REGISTERING?

- You must complete minimum 20 hours per week to be eligible for CUPE strike pay.
- Log your strike hours daily with your Picket Captain.
- Strike pay will be reduced/docked for each missed day.

The Picket Captains will be contacted before Strike Action is to take place

WHAT ABOUT VACATION, SICK LEAVE, AND FAMILY RESPONSIBILITIES?

- Vacation: Pre-approved vacations may or may not be paid. Employers often restore vacation days if not paid.
- Sick Leave: Cases will be reviewed individually with proper documentation..

HOW WILL I KNOW IF A STRIKE IS CALLED?

- Members will be informed directly through your home email address (not corporate email)
- CUPE 998 will issue a press release and post updates on the website and social media.

WHAT DO I TELL MY CREDITORS?

CUPE 998 will provide a creditor letter that you can present to financial institutions explaining the strike. Many have special policies for workers in strike situations.

WHAT IF I WORK FOR THE CORPORATION DURING A STRIKE?

Crossing the picket line or performing struck work is scabbing. This undermines your coworkers and weakens our collective strength.

- The expectation is clear: you support the union because you are the union.
- Only essential workers will work during a strike which have been identified through the essential service agreement and filed with the Manitoba Labor Board.

PLEASE REMEMBER:

With rights come responsibilities. Every member's participation strengthens our bargaining position. Strikes impact everyone, but united, we fight for fairness for all.

“STANDING TOGETHER IS STRENGTH AND UNITY!”