

Hi everyone,

We have had outstanding engagement with our members over the past day about the upcoming strike vote. Many of you have expressed your strong support, though have also raised important logistical questions about what a strike might mean for you. To help members feel comfortable with voting YES next week, we want to provide some answers to common questions that have come up.

**What does a strike vote mean? A strike vote is not necessarily, and not only, a vote to strike.** The strike vote is a message to the University that while we do not wish to strike, we will do so if a just settlement is not reached; in that way, it is an even stronger message than our recent Strike Mandate Vote. We want to emphasize that we may be able to avoid a strike altogether if we can reach a settlement with the University on time. This is because we have a few weeks between a strike vote and actually going on strike where we will continue to negotiate in good faith with the University toward a new Collective Agreement that speaks to our needs. A strike vote helps us put pressure on the University during this crucial period. Importantly, the onus is on the University to deliver, and if they want to avoid a strike, they will do so by engaging meaningfully with our proposals and helping TAs and sessionals achieve improved working and living conditions here at UofG.

### **1. Strike pay**

Information about this can be found in our FAQ Strike Vote document (p. 3) on [cupe3913.on.ca](http://cupe3913.on.ca). It reads:

**“CUPE National takes on the burden of paying out strike pay *and* covering members’ CUPE health benefits from day one of a strike. Strike pay is \$300 per week (non-taxable) for 20 hours of strike duties performed per week. To receive strike pay, you must (a) currently hold a work assignment and (b) perform strike duties.”**

However, we also want you to note that because of where we are in the semester, you have already received most of your pay for your current work assignment(s). Accordingly, receiving strike pay may actually help some of you earn *more* money than you would have otherwise!

Please visit

<https://cupe3913.on.ca/Portals/0/xBlog/uploads/2024/3/12/FAQSTRIKEVOTE.pdf> for more information.

## **2. Tuition payment**

Some have expressed concern about whether tuition payment might be impacted in the event of a strike for those members who chose to pay their tuition from their work assignment wages. We have been assured by CUPE National that since you are striking as a *worker* and not a *student*, issues directly related to your status as a student should not be affected by the strike.

Note that we are also working on fundraising for our membership to pay any additional costs that they incur during a potential strike.

In sum, while the University's motto is "Improve life", CUPE 3913 wants to *actually* improve life here on campus for our members. Voting 'yes' to a strike vote enables us to fight for those improvements.