

MAHCP Strike Vote FAQs

What does a strike vote mean?

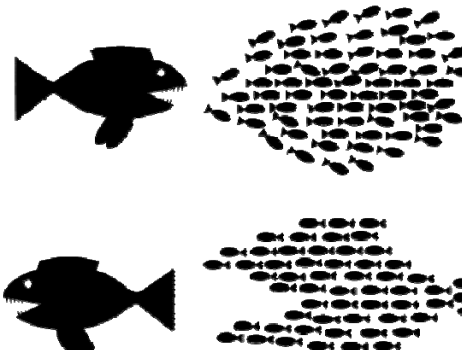
It means the membership of a bargaining unit gives their legally constituted Bargaining Committee the authority to call strike action, if the Bargaining Committee deems it necessary.

What does a strike vote not mean?

It does not mean that the members will be walking the picket line immediately after the strike vote is done. Instead, a strike vote that receives overwhelming support from the membership can provide the incentive necessary to have the Employer come to a fair agreement at the table.

If MAHCP members were to vote not to strike, it could weaken our position at the bargaining table. Basically, it would send the message to the Government that members are not willing to strike for a fair contract.

If a strike mandate is given to the Bargaining Committee and if the Employer's position doesn't change at the bargaining table, the MAHCP will begin to make strike preparations, selecting picket captains, and determining the date for job action to begin.



Other reasons why the strike vote is important:

Oftentimes, a strike vote is also required before unions can apply for conciliation and/or arbitration, which are other forms of reaching a settlement, so having the vote could speed up the bargaining process. In addition, strike votes may also be required before any "work-to-rule" action, such as refusing overtime, can take place.

Does a strike mean every member of your MAHCP bargaining unit will be walking the picket line?

No, for two reasons:

- 1- There is an Essential Services Agreement with the employer in place for the bargaining unit. This means there may be a minimum staff complement required to work at a site.
- 2- The MAHCP Bargaining and Strike Readiness Committees may choose to do rotating strikes, which means different sites may walk out at different times: one site may be out one day, the next day it might be at a different site. This option still pressures the employer, but also minimizes the impact on the public and members.

What strike pay do I receive?

Strike pay will be up to \$250 per week, and will commence after seven (7) days of work stoppage and twenty (20) hours of picketing has been completed.

It's not taxable and you will not remit dues to the union on this money.

Will I continue to receive health benefits while on strike?

As soon as members start walking the picket line, the Employer is no longer obligated to pay the premiums, and benefits could be suspended.

The MAHCP is currently in discussion with the benefit provider regarding how to best approach this matter.

What happens to my pension if I'm on strike?

Since you may not be receiving your full salary during a strike, full pensionable contributions may not be made during the strike. If you choose, you can make additional contributions after the strike to compensate for any gap in your pensionable service.

How do members know when and where to picket?

Your local Strike Captain will advise you of your schedule and the location.

Who keeps track of my picketing hours so I can get paid?

Your local Strike Captain(s) will keep track of picketing. It is your responsibility to ensure that you picket **a minimum of twenty (20) hours.**

What if I want to continue working during a strike?

It's against the MAHCP constitution to cross the picket line of a legal strike, as it is a violation of our code of ethics and undermines the strike.

What happens to sick leave benefits?

Those already on sick leave will continue to receive benefits. Once a strike begins, no new medical leaves covered by sick leave benefits will be approved.

What if I have vacation scheduled and approved?

Vacation approved prior to the strike will be honoured and vacation pay will be received.

New vacation requests past the notice to go on strike will not be approved for the duration of the strike.

NOTE: Other leaves will be looked at on a case-by-case basis.