

STRIKE FACT SHEET #2

September 19, 2024

Are we going to strike?

CUPE Local 204 is in a possible strike position: members voted to reject the tentative agreement and gave the Bargaining Committee the mandate to authorize strike action.

No strike has been called at this time. Strike preparation is happening full-speed, members are encouraged to put their names forward to be a picket captain by visiting this link:

<https://cupe.mb.ca/members/picketcaptains>

What do Essential Services Agreements (ESAs) mean?

By provincial law, ESAs must be in place in the health sector before a strike. ESAs outline which positions must continue to be filled during a strike to ensure a baseline of care and medical services. ESAs are negotiated between the Union and Employer for each unit. Most members will work fewer shifts than their EFT and be able to do strike duties and receive strike pay. Depending on the classification, some members will have no shifts and be fully on strike. Most members will still have to work some shifts per ESA baselines.

When will I know if my job is considered Essential?

There are well over 50 ESAs, one for each unit covered by Local 204. Each unit will have a unique ESA, however they all have to line-up with the Essential Services Agreement and the Essential Services Act. Each agreement will reflect the specifics of the unit.

When will I know my Essential Services schedule if we are on strike?

If the Union gives the Employer strike notice, the Employer is obligated to provide ESA schedules 72 hours prior to the actual strike.

Will I maintain my normal rotation during a strike?

ESA shifts will be distributed as equally as possible, your usual rotation would not apply during a strike.

What is an Essential Service?

Essential Services are defined by the *Essential Services Act*

(<https://web2.gov.mb.ca/laws/statutes/ccsm/e146.php>) and include “a service, duty or function that is necessary to enable an employer to prevent or limit:

- (a) loss of life;
- (b) serious harm or damage to, or deterioration of, the mental or physical health of one or more persons; or
- (c) serious harm or damage to, or deterioration of, property required in the performance of an Essential Service.”



What job duties are considered Essential; how will I know what I am supposed to do if I work an Essential Services shift?

During a strike, you would be expected to report to work when scheduled and provide the minimum essential work function that was negotiated as part of the ESA. When you report to work your manager will share what those duties are specific to your job. If you feel you are being asked to do more than essential work, we ask that you report that to the Strike Committee. There may be times when we need to readjust the ESA.

Do I still need to sign-up for picket duties if I my job is considered Essential?

Yes, in order to receive strike pay you would need do picket duties. Picket duties, for most striking workers (essential or not) will look like walking a picket line at a Healthcare site.

Do I still need to sign-up for strike pay if I am considered Essential?

Yes, in order to receive picket pay you must provide your direct deposit information.

Where will I be picketing if there is a strike?

Your Strike Committee is currently ironing out the details for picket locations, you will picket at a location near your worksite or at your worksite. There will be more details shared about picket locations if strike notice is given. Please ensure that you are registered in Younified and are receiving emails from Local 204 to get the most up-to-date information about possible strike action.

What if I must work an Essential Service shift?

Essential Services shifts will be shared amongst members qualified to work in that area. If you do work a shift, you will get paid as you normally would from the Employer.

You may also be scheduled to be on standby in the event of a sick call or emergency on your unit or department. If you are deemed standby, you must bring your work attire with you to the picket line in case you get called into work. Standby schedules will be released at the same time as the Essential Services schedule.

What if I am sick for an Essential Services shift?

If you are sick and cannot work an Essential Services shift that was assigned, you would be required to call-in sick as you normally would. A member who is on standby would then be called in to work.

What are the consequences of not participating in strike activity (picket duties)?

We are only as strong as our solidarity as union members. Our strength is in numbers. ESAs already reduce the size of our picket lines. The picket line is how we show our solidarity and our commitment to being treated with respect and getting what we deserve. Picket duties are how we strike to win. Members must do picket duty to receive strike pay.

If I am Casual, will I be included in Essential Services shifts?

No, casuals will not be included in the Essential Services rotation but may be scheduled to be on standby. Casuals will be allowed to do picket duties of up to 20 hours per week.