

Fact Sheet - Pre-strike or lockout

Q How do I respond to student concerns at the campus, is that part of my job?

A *Get your supervisor involved. Ask your supervisor how and where to direct these calls. You should not be held responsible or accountable for giving this kind of advice. This is a management function and the students should be speaking directly to SIAST regarding their concerns.*

Q My supervisor has been asking me for a “cheat sheet” to enable someone else to do the duties of my position if we end up on strike. What do I do if I get asked for such a thing?

A *Your supervisor should be the one telling you how to perform your duties. Everything else should be in your JIQ. Make sure your supervisor has a copy of your JIQ. If they ask for specific information like passwords or where files are provide them with that information.*

Q What do I do with my SIAST cell phone during job action?

A *It is expected that you will not use your SIAST cell phone during job action. This should be left at work. If that is not an option you should turn it off and not use it until we return to work.*

Q Should I be setting my ‘out of office’ on my computer and/or phone during job action?

A *No*

Q With exams coming up, and work sitting there ready to go out, how do we deal with that?

A *We can't tell every single one of you what/what not to do. We can only ask that you consider the things which you can do to show your support and to assist your bargaining committee to secure a collective agreement without taking strike action. You should do your work as normal though.*

Fact Sheet - Job Action – Strike or Lockout

Q How will we be notified and kept up to date on required information during a strike?

A *We will be establishing a phone tree and asking for volunteers. Each volunteer will call a designated number of members. This allows us to use an element of surprise on the employer, which can be a useful tool if a strike becomes necessary. Updates will be posted at the website <http://www.acad.sgeu.org/profservicesunit/profservicesunit.htm>*

Q Who is in charge of communications on the picket line?

A *The Communications committee who will work with the strike captains to inform members on the picket line.*

The strike captains are: Lyle Howat Kelsey Campus, Bonnie Bond SIAST Administrative Offices, Linda Schuweiler Palliser Campus, Darrell Sackney Woodland Campus and Terri Hamill Wascana Campus. The Communications committee includes: Shelley Malko Admin Office, Terri Hamill Wascana Campus, Ellen Leaman Palliser Campus, Bev Jackson Kelsey Campus, Christine Nemish Woodland Campus.

Q Who communicates to the media?

A *The bargaining chairperson Tracey Kurtenbach,*

Q What do I do if someone from the media asks me questions?

A *Refer them to the bargaining chair or the picket captain. Members should not speak to the media.*

Q What do we do for strike registration?

A *Strike registration requires that you provide one pay stub if you are a regular employee and your two most recent stubs if you are part-time to the finance committee rep at your campus along with your banking information and contact information.*

Q Who will determine what shifts are to be worked during any strike action? How long will my shift be?

A *The strike captains, other appointed leaders and strike committees will make these decisions and communicate them.*

Q Where would we be picketing?

A *There are many options, obviously at the campus entrances, with secondary picketing being assigned elsewhere. The quick and short answer is, wherever we will be most effective and noticeable. As long as the location is a legal option, it would be given consideration.*

Q Will we be picketing on stat holidays?

A *We will not picket on stat holidays.*

Q If we come to work and have been locked out, what do we do?

A *If there is a lock out, the employer will have to indicate who it is that is being locked out. You would then be required to notify your campus strike captain or campus chairperson and be assigned to picket or other job action to receive your strike pay.*

Q If the academic bargaining unit is on strike, rotating or doing any job action, what would we be doing?

A *This has yet to be determined, however, we do believe in solidarity with these members.*

Q If I am taking a class, can I cross?

A *The picket captain will need to know, and yes, you will be issued a picket pass which will allow you to attend classes only if the academics are not picketing.*

Q Do we have to picket on our Earned Day Off (EDO)?

A *Yes to receive strike pay you must report for duty each day that there is a picket line.*

Q If we were on strike would we be allowed to park on campus property?

A *We have been assured by SIAST that parking in our assigned spots will be allowed provided we maintain a peaceful job action.*

Q What do I do if I am planning on going on employer paid training or a conference or I am on employer paid training or a conference and there is job action?

A *On employer paid training or employer business such as attending a conference away from home, you could arrange to return home to picket and SGEU will pay the expenses for travel, per diem and accommodation to return only. You have the option to stay and picket at the venue where the training or conference is occurring until your pre-arranged flight is leaving (the one SIAST has already paid for). You will receive strike pay, per diem and accommodation expenses only if you choose this option. If you have a pre-approved vacation (with a completed prior approval) booked to coincide with training or a conference you will need to stay and picket and then keep your vacation arrangements as planned.*

Fact Sheet on Honouring the picket line

Q What are the consequences of crossing a picket line?

A *You would be required to pay back everything which you earned (to SGEU), plus there are provisions in the Trade Union Act which would have you fined \$50 per day, for every day or part of a day in which you were working for the employer during a legal strike.*

Q Do we still participate in the strike if we are unable to picket?

A *Yes. You need to let the strike captain at your location know if you are unable to picket due to a medical condition or a religious objection. The strike committee will be responsible for assigning alternate duties.*

The strike captains are: Lyle Howat Kelsey Campus, Bonnie Bond SIAST Administrative Offices, Linda Schuweiler Palliser Campus, Darrell Sackney Woodland Campus and Terri Hamill Wascana Campus.

Q Can I work from home during a strike or lockout?

A *No, employees on strike cannot perform any work done anywhere for the employer. Working from home is the same as crossing the picket line, and sanctions for this are the same as for anyone who walks across a picket line into the employer's building.*

Fact Sheet on Financial Information during a strike or lockout

Q Will we receive strike pay? How much?

A *Yes you will receive your net pay for each pay that you picket*

Q Is there a strike stipend paid to strike participants that does not have to be repaid to SGEU?

A *Yes, there is a strike stipend of \$50/day as part of your total net pay. You do not have to pay the \$50 dollars/day back, but the rest of your strike pay that you receive needs to be repaid to the SGEU Strike Fund.*

Q When would our strike pay be deposited into our accounts?

A *Bi weekly, as usual into your account.*

Q If we were locked out by the employer, would we receive strike pay?

A *Yes, the same as in a strike situation. We would be picketing as well.*

Q Do we have any options in paying back the strike pay? Can I pay a lump sum?

A *The money that striking members receive is paid back to SGEU through a dues increase. This is repaid as a percentage of earnings over a period of time extending up to 18 months. There are no other options.*

Q What if I refuse to participate in the strike and do not receive any strike pay?

A *Your union dues will be increased the same as those that have collected strike pay and are paying it back.*

Q Why do unions have strike funds?

A *Sooner or later, most unions expect to be faced with a strike. SGEU has a very good strike fund and funding policy. It is good business to build and maintain a healthy strike fund.*

Q Do my benefits, such as sick leave and vacation accrue while I am on strike or lockout?

A *No. However, we would negotiate this as part of the back to work agreement.*

Fact Sheet – Background and strategy

- Q If one member gets locked out, or one campus gets locked out, would we all go out in support of those members?
- A *This would be a strategy decision that your bargaining committee would make. The voice of the membership however, has been clear. If one member is out, we should all be out.*
- Q Would the strike be none of us or all of us at the same time?
- A *The message we are currently getting from the membership is a call for all out strike action if it becomes necessary. However, if the wishes of the membership change and members are comfortable pulling out a part of our services then we may decide to do that.*
- Q Is mediation a waste of time?
- A *Mediation is a long-standing, recognized method of resolving conflicts that has worked for our bargaining units in the past. We will continue to try to reach a mediated settlement*
- Q Who is sitting at the bargaining table for the employer?
- A *Don Soanes, Shawn Engemoen, Diedre Marshall, Terence Carswell, Drew Miller, Garth McCormick, Heather West and Sara Paul.*
- Q I work for the students – I would feel like I am harming them – my conscience would be killing me, what do I do?
- A *The employer has a role in this as well; they need to be doing what they can to not impact the students. We have made it clear that job action is the last thing that we want to initiate, and we will not do so unless that appears to be the only tool which we have left to use.*
- Q Are the Academic and Professional Services Bargaining Units working together? Where are we in relation to the Academic bargaining group?
- A *We are coordinating all actions or decisions in this current phase of the negotiations.*
- Q Does the Bargaining Committee have a date in mind, what would hurt SIAST the most and be the most effective?
- A *No, that would all form part of a strike strategy. If you are aware of certain areas, programs, deadlines, etc. we would appreciate letting your strike captains know. They will pass that information along to the Bargaining Committee for their consideration.*
- Q What can you tell us about the Union's "final offer" at mediation? How did the committee arrive at this final offer?
- A *We put together a package which we presented to the employer. The employer had not moved at all from their 4% offer over the 3 years of a collective agreement. We expected the employer to be reasonable and show some signs of good faith and move up from the 4% offer. This did not happen. If we went to Out Of Province mediation, our document could form the outline of our starting position based on our "final offer." We are not starting discussions*

at 4% from the Employer – with a parking clawback which amounts to 1% to 1.5% of any increase we may be looking at, along with zero enhancements to the rest of the collective agreement. We stuck with the top five issues and stayed on track.

Q Where do I find the Union's costing documents?

<http://www.acad.sgeu.org/profservicesunit/Documents/professional%20services%20costing.pdf>

Q The overall package indicated wage and pension improvements of 9.8% why did the bargaining committee put forward 2%, 3%, 4%?

A *We actually had 18% on the grid in early September, with 30% overall improvements. We recognize that the deal is not at 30%. The universities recently achieved settlements (U of R and U of S), of 10% and 12.5 % strictly on the pay grids. This employer wants to align us with the PSGE, not the Universities. We believe this is an unfair comparator. The PSGE settlement was a different settlement which involved threats of layoffs and workplace reductions. Your employer has set the tone to shove the PSGE deal down our throats, not offering us anything but 4% and a parking bill. We argue that the educational system is growing, therefore we are not under any pressure to accept a deal with job security as an overriding factor. We recognize that for the PSGE job security language held considerable value for their members.*

Q Could you tell us about some of the Union's strategies?

A *Strategizing changes continually, based on current and incoming information. Obviously most of our planning cannot be discussed as it happens, as those kinds of things would get back to the employer.*

Q How does the current round of negotiations compare to the past couple of rounds, 3 years ago and 6 years ago?

A *The last time we saw a willingness on the employer's behalf to move off of some of their positions. This time we are getting a lot of "no" and we must ask our principles, with the employer unwilling to give anything to the Bargaining Committee. Thrown into the mix was the fact that Gary Earles, Vice President, Human Resources, was newly appointed to his position at SIAST. We do not know how that has complicated factors, but would think that a change like that could impact the position that management takes*

Q Have we signed a reciprocal agreement with other SGEU bargaining units and their members?

A *We will have these agreements in place and are discussing these kinds of options right now. We have prepared information for the Government Services workers telling them to get a pass to cross the line*

Fact Sheet – Leaves from Employment

- Q What about vacation approval, and prior arrangements for using my vacation entitlements?
- A *You take vacation as planned provided you have a signed prior approval. We will ask you to present a photocopy of your prior approval to the finance committee rep. for your location.*
- Q If I have approved holidays and a strike begins during those holidays, what do I do?
- A *Take your approved holidays or vacation. Be sure to provide a photocopy of the prior approval to the finance committee rep at your location.*
- Q What if I have an approved leave of absence for any reason?
- A *You should take the leave of absence as scheduled. You should still complete the strike registration as your leave may end before the job action. This will ensure your pay is not interrupted.*
- Q What if I am on LTD?
- A *Anyone receiving SGEU LTD benefits prior to the start of the strike continues receiving benefits. Any member whose application was being processed when the strike started continues to be eligible for benefits, if the claim is accepted. If the claim is denied, the appeal process is available. During the strike, a member can apply for LTD benefits, because SGEU is paying LTD “dues” or premiums on their behalf. Your claim will be processed in the normal way.*
- Q What happens if we are on strike and I get a call to go in for a surgery because there was a cancellation on the waiting list?
- A *You will receive your strike pay. Please let the strike captain and the finance committee rep. know if you are in this situation.*

If you have questions or concerns about your particular situation see your strike captain.
The strike captains are Lyle Howat (Kelsey), Linda Schuweiler (Palliser), Bonnie Bond (Admin) Terri Hamill (Wascana), Darrell Sackney (Woodland)