



**A “NO” VOTE IS NOT A STRIKE VOTE!**

**THIS IS NOT A STRIKE VOTE, THIS IS A VOTE ON WHETHER TO REJECT OR ACCEPT  
THE UNIVERSITY’S UNACCEPTABLE “FINAL OFFER”**

VOTING NO to the university’s “final offer” does NOT mean that we will be on strike as of midnight on September 3<sup>rd</sup>. This is in spite of the latest bulletin from the university which is intended to frighten you into voting yes. The university’s negotiator stated that a lock-out “will never ever happen” and your bargaining team continues to be committed to the negotiating process.

VOTING NO will send a very clear message to the university bargaining team that their offer is unacceptable and far from the best achievable. Their misleading, scare mongering tactics should not sway you into accepting a contract which would see your quality of work life devalued through the elimination of the jointness of the job evaluation process, and has a very real potential for the elimination of your defined benefit pension plan and post-retirement benefits.

If you vote yes to this offer, you will be making concessions that are unfair, unnecessary and will NEVER be recovered. These concessions will be immediate and irreversible!

While the university has made pointed reference to the posting of strike information on the Union website, this information has been posted at the request of members and is intended only to serve the interests of our members. It does not mean we want to strike.

Our team has been working steadfastly since April to arrive at a fair and reasonable collective agreement. We did meet with the university team this morning to discuss such things as picketing protocol and essential services. Again this does not mean that we will be on strike if you refuse their “final offer”. We are simply continuing to work with the university team to protect our members’ interests in any eventuality.

Please take this opportunity to exercise your right to cast your vote.

**VOTE NO! SEND THE UNIVERSITY BACK TO THE TABLE!**



# Bargaining 2009

## CAW Local 555, Unit 1

### Strike Q & A

Your team..

Barry Diacon  
Unit 1 Chairperson

Angie Bijak  
Unit 1 Workplace  
Committee

Beth Couchman  
Unit 1 Workplace  
Committee

Chris Due  
Unit 1 Workplace  
Committee

Helen Murray  
Unit 1 Workplace  
Committee

Ron Smith  
CAW National  
Representative

Matt Root  
Local 555  
President

Mike Groom  
Local 555  
Executive Assistant

Cara MacDonald  
Pension and  
Benefits  
CAW National

Peggy Nash  
Assistant to CAW  
National President

**There has been no final decision made that there will be a strike.**

**The following information is provided to our Members should we be forced by the university to strike.**

**How much is strike pay?**

Week one - no strike pay as the wages held by the university are paid out.

Weeks two, three and four - Strike pay of \$200 from CAW National and \$100 from the Local for a total of **\$300 per week (non taxable)**.

After 4th week - Strike pay of \$250 from CAW National and \$100 from the Local for a total of **\$350 per week (non taxable)**.

Also, at the termination of the strike, all members who were drawing strike pay will be paid 1 (one) additional week's strike benefit of \$200 from CAW National and \$100 from the Local for a total of **\$300 (non taxable)**.

**Who qualifies for strike pay?**

You will receive strike pay if:

1. You are a registered member of CAW Local 555 Unit 1;
2. You perform strike duties (e.g. picket duty) for 20 hours per week;

**What about essential services?**

In the case of McMaster University, this will apply only to a small handful of workers. The vast majority of CAW Local 555 unit 1

Members at will not be considered essential services.

The Union and the university have yet to discuss who will be considered essential services.

**Who will participate in the strike?**

**All** bargaining unit Members (CAW Local 555, Unit 1). See essential service question above for limited exceptions.

**What happens to my benefit coverage during a strike?**

1. CAW Local 555 will attempt to negotiate with the university to keep paying the premiums;
2. If the university will not keep paying the premiums, but will continue coverage, CAW National will pay the premiums for Extended Health and Life Insurance;
3. If the university refuses to continue coverage, CAW National will reimburse submitted benefit invoices.

**If I am on vacation when a strike is called, what happens to my vacation?**

If you are on vacation when the strike begins you will continue to be on vacation with pay until your scheduled vacation ends, at that time you will be considered on strike.



**Can I get salary continuance when I'm on strike?**

Not if it starts **after** the start of the strike.

**What happens if I'm on salary continuance when a strike starts?**

The university will continue providing salary continuance benefits. See their FAQ.

**What happens if I'm on long-term disability when a strike starts?**

Your benefits would still continue. LTD is paid by Sun Life.

**If I'm getting WSIB benefits, will they continue during a strike?**

Yes, provided you continue to qualify medically and cooperate with WSIB approved programs.

**If I am on maternity/parental leave when a strike starts, do I receive any benefits?**

Yes, you will still receive your E.I. Entitlements and your sub benefits.

**How can I prepare for a possible strike?**

1. Hold off plans for any major purchases until you know we have a deal;
2. Pay off your credit cards in advance of the strike if you can;
3. Talk to your financial institutions to let them know you could be going on strike;
4. Save as much money as you can.

**I have financial commitments that I must make such as: mortgage payments, loans, etc. What happens to them?**

You will still be responsible for paying your bills, but you can often negotiate a hold on payment in the short-term in the event of a strike.

Tips for budgeting for a strike

1. Mortgages/rent - talk to the bank or credit Union and negotiate a plan for the duration before the next payment is due.
2. Taxes - ask if an accommodation can be arranged to defer property taxes.
3. Utilities - request to spread your payments.
4. Loans - if your lender won't allow a deferral, consider refinancing to reduce the payments.
5. Credit cards - charging purchases while on strike is not recommended, pay the minimum charge or use a line of credit with lower interest.
6. Insurance - investigate ways to spread out the premiums.

**How can I help my Local prepare for a strike?**

Your Local Union will need many people to help run a successful strike campaign. Volunteer for Local communications, finances and strike duty committees. Making signs, scrounging items, and many other tasks are key to a well-organized strike.