

# Frequently Asked Questions & Answers

## February 2, 2010

*Q. Do I have to train others to do my job prior to our contract expiring on March 31, 2010?*

A. You cannot refuse to do assigned work by your supervisor deeming the work is safe.

*Q. Would the Negotiating Team consider extending negotiations past the contract deadline?*

A. No. We are working within the set timelines and expect the process to be completed by March 31, 2010.

*Q. How many months of prescription can I fill for myself or dependents prior to the contract deadline?*

A. Prescriptions should be filled prior to March 31, 2010. Pharmacists can dispense **ONLY three months** of a prescription. An employee must be aware that if they attempt to fill a three month prescription, they must be through 2/3 of their last filled prescription, or they must pay cash.

*Q. If we are in a strike position and my scheduled holidays fall within this time period, will the company honour my holidays?*

A. Yes, all unionized employees should schedule their vacation as done in previous years. Should we find ourselves in a strike position and your holidays are scheduled after March 31, 2010, they will be honoured by the company and paid accordingly. Please note once holidays are booked, it will be at your supervisor's discretion if you wish to alter them.

*Q. How much is strike pay, and when would it start?*

A. Initiation of strike pay occurs in the fourth week of strike, in the amount of \$200.00/week.

## February 11, 2010

*Q. How are employees who are on either SALCON and LTD benefits affected if Local 2020, Unit 6600 goes on strike?*

A. SALCON and LTD will continue for those employees who are collecting these benefits if Local 2020 goes on strike.

*Q. What is a Strike Mandate?*

A. A strike mandate is the authority given, by the employees affected through a strike vote, for strike action. A strike mandate is an effective leveraging tool for negotiating improved wages, benefits and working conditions. It tells the employer that the union's members are unified and support the negotiating team.

*Q. How does a strike mandate work?*

A. Approximately one week before the end of negotiations, we will present an update to the membership of the current status of negotiations. At that time we may ask the members for a show of support through a strike mandate vote. The call for a strike mandate vote will be done on the current offer on the table at that time. If there are any positive changes to the status of the offer, we will bring it back to the membership for a final vote.

*Q. Does a Strike Mandate lead to a strike?*

A. In most cases, NO. Often a strike mandate alone is sufficient to get the employer to take the union seriously in negotiations. However, a strike mandate does place the decision for strike action into the hands of the Negotiating Team.

*Q. Who has the authority to call a strike once a mandate is given?*

A. Once a mandate is given the Negotiating Team has the option to call a strike. This must be sanctioned by the International Union (Staff Representative: Gerry Loranger). If the negotiating team does not want to call a strike, the International Union does not have the authority to tell the negotiating team to call a strike.