

What is expected of me during a strike?

You are expected to report to work as scheduled and strongly encouraged to refuse to do the work of those on strike.

Will I have to cross a picket line?

There are no provisions in the Labour Relations Code that allow non-striking employees to refuse to cross a picket line. Unionized employees who refuse to cross the picket line may be deemed to be participating in an illegal strike.

Will I be punished for crossing a picket line?

No. The ULFA is aware that you are legally required to report to work.

Does AUPE provide financial assistance if I refuse to cross?

AUPE provides financial assistance to members in the event of a strike or lockout of those members. There is no assistance available to you if you refuse to cross another union's picket line.

Could this strike cause me to be laid off? Have reduced hours? Lose my job?

The employer may use the strike as an excuse to lay off staff or reduce hours. They must comply with the terms set out in Article 31 of your collective agreement.

Can the University compel me to report to work?

You are obligated to report to work.

I'm essential in our AUPE ESA, does that mean I have to come to work?

You are obligated to report to work.

Can the University ask me to work from home and virtually cross the picket line?

Yes.

Will my safety and personal security be protected if I choose to cross the picket line?

We cannot imagine the ULFA threatening members' security or safety for fulfilling their legal obligation to report to work. In any event, it is the Employers' legal obligation under the Occupational Health and Safety Act that **employers do everything they reasonably can to protect the health and safety of their employees.**

Will we be looked down on us as scabs?

A scab is someone who crosses a picket line and performs the work of those on strike. In Alberta, we do not have the legal ability to strike in solidarity with another union's labour dispute. As long as you do not perform the work of those on strike, nobody has grounds to call you a scab.

What do I do if I'm asked to perform striking employee's work?

Members have the right to refuse to perform work beyond their normally assigned duties, specifically work typically done by striking and/or locked out workers, under s.149(1)(f) of the Labour Relations Code. If you are disciplined or threatened with discipline for refusing to do this work, contact your MSO at 1-800-232-7284.

Can we join the picket line during work hours?

No. You are free to do so on your non-work time and are encouraged to do so.

Will Local 053 walk with ULFA?

Local 053 members are not in a legal strike position. Members are encouraged to walk in solidarity with ULFA members on their non-work time.