

# Strike FAQ

## ***How does picket pay work?***

Picket pay, for the time being, is set at \$400 per week, tax free. To qualify for Picket Pay, a member has to picket for 16 hours per week. This works out to \$25 per hour, and is tax free. Picket Pay will be on one cheque per pay period, but is funded from two sources: the USW's \$850M Strike and Defence Fund, and the Local 1944 Benevolent Society which has about \$18M.

In the event of a strike or lockout, the USW Strike and Defence Fund pays the Local a sum of \$260 per member, per week. The Benevolent Society then tops up the amount paid out by \$140, to a total of \$400.

As an example, Local 1944 has about 7000 members. At a rate of \$260/member, the payout from the Strike and Defence Fund would be \$1.82M per week. Here are some examples of how the cost of the Picket Pay could be distributed:

<b>Members Collecting Picket Pay</b>	<b>Portion paid from USW S&amp;D Fund</b>	<b>Portion paid from the Benevolent Society</b>	<b>Total Payout</b>
<b>7000</b>	\$260.00	\$140.00	\$400
<b>6000</b>	\$303.34	\$96.66	\$400
<b>5000</b>	\$364.00	\$36.00	\$400

A member can both picket, to collect Picket Pay, and work at another job. The USW Strike and Defence Fund is virtually inexhaustible, however the Benevolent Society, while substantial, has more limited resources.

Should the Benevolent Society's funds become exhausted, members will still draw from the USW's Strike and Defence Fund. In that event, they will receive a minimum of \$260 per week. However, we anticipate having adequate funds to avoid any drop in Picket Pay for at least several months

## ***What are other financial options if I'm locked out or go on strike?***

Striking or being locked out can have financial consequences for both the company and for us as individual members. That is why we want to avoid these actions if at all possible. Consider some of these options to help during a work stoppage:

- Consider applying for Employment Insurance (EI) if you are eligible, such as for maternity or paternity leave.
- Look into finding temporary or part-time work to help supplement your income.
- Check if you can defer your property tax payments.
- Talk to your financial institution about the possibility of deferring mortgage and loan payments. They may have options or insurance to help you avoid missing payments.
- Consider cashing in Telus shares if you have any that you can sell.
- Cash out any banked overtime hours prior to a lock out or strike.

## ***Do I have to picket?***

No, but you will not receive picket pay if you don't.

***Can I get a different job while on strike/locked out?***

Yes. You can supplement your picket pay with another job. You will be required to picket for 16 hours to receive picket pay.

***Will I continue to receive benefits?***

The Union continues to press the Company for an arrangement that would see no interruption to your benefit coverage; the Company has yet to agree. They are obligated by law to continue should the benefit be paid by the Union, however this would affect the amount of funds available to provide picket pay.

The Union has decided to pay for emergency benefits on a case-by-case basis and take care of pharmaceutical needs of the members. We ask that anything that can be put off be put off. Or if you are able to renew prescriptions now for at least three (3) months or longer, please do so.

***Can we lose our jobs?***

No, a legal strike or lock out is protected by the Federal Labour Code. However, it will not cover you for unlawful activities such as vandalism and assault.

***What happens to people on STD/LTD Paternity or EI?***

Any benefits that you are receiving going into a strike will continue until the benefit is used up.

***What happens to booked vacation, PD, VB, VT?***

Vacation entitlement would be returned, assuming we are out no longer than four weeks per Article A4.04, B4.04 and C4.03.

***When will the vote result be announced?***

March 13, 2023 after USW legal counsel has reviewed and validated the vote results.

***When will we be in a strike position?***

After we obtain a positive "YES" vote to strike, we will serve our intention to strike to the Company soon afterward. We intend to strike on March 27, 2023 unless the Company agrees to return to the table.

***What are we striking for?***

Please see our comparison document, which is also attached to this email.

***Will we get a better offer than what we have now after the strike?***

There is no guarantee we will be getting a better offer but your Bargaining Committee is aiming to bring the Company back to the table to negotiate a better offer; one that we can recommend. We wouldn't expect them to disclose to you in advance whether they were prepared to improve their offer.

***Is there a consequence if I were to cross the picket line?***

Yes, you will be charged and fined by the Union. We have a SCAB reporting form ready for members to report and an investigation will be launched, additionally we will parade and expose those who wish to do our Union and our members in good standing harm.