

# **FREQUENTLY ASKED QUESTIONS**

## **STRIKE PAY & STRIKE LINE HOURS**

To receive Strike Pay:

- You must have a MyAUPE Account.
  - Optional: Submit your Direct Deposit information through MyAUPE for faster pay. Otherwise strike pay will be paid by cheque in the mail.
- You must have spent the requisite number of hours on the strike line. Hours are recorded daily by the strike captains, and one of the following:
  - Log in to MyAUPE (daily) to report any hours worked as a Designated Essential Service Worker DESW, or,
  - Report that you've worked "Zero Hours" at the end of the week

At the end of each 7-day strike period, the Strike Pay Reconciliation Team will compare and reconcile

- The hours you were on the strike line (recorded by Strike Captains), and
- The hours you worked as a DESW, reported on your DESW declaration form, or
- That you did not work any hours as a DESW, reported on your Zero hours declaration form

### **BASIC STRIKE PAY RULES**

- The strike week starts the first day of the strike
  - For example: a strike starts on Saturday November 22, the first 7-day period would be Saturday November 22 – Friday November 28.
  - The second seven-day period would be Saturday Nov 29 – Friday December 5.
- For the calculating of DESW net pay: For the purposes of administering strike pay, it will be (\$wage x hours) less 35%

**For example: DESW hours worked: 10 hours**

- 10 Hours DESW x \$36.13/hr = 361.30 pay (gross).
  - Less 35% for taxes and deductions \$126.45
  - Total gross DESW pay for the period would be \$234.85
  - Strike Hours Required: 30 hours Strike Line (-) 10 Hours worked as DESW = 20 hours of strike line commitment.
  - Strike pay = \$700 - \$234.85 = \$465.15

**The member would have to work 20 hours to earn the remaining \$465.15 in strike pay**

## STRIKE IS 7 CONSECUTIVE DAYS (1 WEEK)

Situation	What Happens
You worked as a DESW and earned <b>more than \$700</b> net in the 7-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 7-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$700</b> net in the 7-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$700 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 30 hours <b>minus/less</b> the hours worked as a DESW during this 7-day period.</p> <p><u>For example:</u> a member earned \$500 working 20 hours as a DESW. They would need to have spent a minimum of 10 hours on the strike line to receive \$200 strike pay top up (\$500 + \$200 = \$700). If they don't spend 10 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 7-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for \$700 strike pay if you complete 30+ hours on the strike line in that 7-day period.</p> <p>If you do not walk the strike line for 30 or more hours, you do not receive any strike pay (the strike pay is not prorated).</p> <p><u>For example:</u> a member spends 29 hours on the strike line. They will not receive any (\$0) strike pay because they have not reached the required 30 hours.</p> <p><u>For example:</u> a member spends 30 hours on the strike line. They would receive \$700 strike pay.</p> <p><u>For example:</u> a member spends 40 hours on the strike line. They would receive \$700 strike pay.</p>
Strike lasts <b>less than 7</b> days or the last week of a strike is less than 7 days	See below for applicable situations and examples.

## IF STRIKE IS 6 CONSECUTIVE DAYS

Situation	What Happens
You worked as a DESW and earned <b>more than \$700</b> net in the 6-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 6-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$700</b> net in the 6-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$700 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 30 hours <b>minus/less</b> the hours worked as a DESW during this 6-day period.</p> <p><u>For example:</u> a member earned \$500 working 20 hours as a DESW. They would need to have spent a minimum of 10 hours on the strike line to receive \$200 strike pay top up (\$500 + \$200 = \$700). If they don't spend 10 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 6-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for \$700 strike pay if you complete 30+ hours on the strike line in that 6-day period.</p> <p>If you do not walk the strike line for 30 or more hours, you do not receive any strike pay (the strike pay is not prorated).</p> <p><u>For example:</u> a member only spends 29 hours on the line. They will not receive any (\$0) strike pay because they have not reached the required 30 hours.</p> <p><u>For example:</u> a member spends 30 hours on the line. They would receive \$700 strike pay.</p> <p><u>For example:</u> a member spends 40 hours on the line. They would receive \$700 strike pay.</p>
Strike lasts <b>less than</b> 6-days or the last week of a strike is less than 6-days	See below for applicable situations and examples.

## IF STRIKE IS 5 CONSECUTIVE DAYS:

Situation	What Happens
You worked as a DESW and earned <b>more than \$700</b> net in the 5-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 5-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$700</b> net in the 5-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$700 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 30 hours <b>minus/less</b> the hours worked as a DESW during this 5-day period.</p> <p><u>For example:</u> a member earned \$500 working 20 hours as a DESW. They would need to have spent a minimum of 10 hours on the strike line to receive \$200 strike pay top up (\$500 + \$200 = \$700). If they don't spend 10 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 5-day period:</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW:</p>	<p>You are eligible for \$700 strike pay if you complete 30+ hours on the strike line in that 5-day period.</p> <p>If you do not walk the strike line for 30 or more hours, you do not receive any strike pay (the strike pay is not prorated).</p> <p><u>For example:</u> a member only spends 29 hours on the line. They will not receive any (\$0) strike pay because they have not hit the required 30 hours.</p> <p><u>For example:</u> a member spends 30 hours on the line. They would receive \$700 strike pay.</p> <p><u>For example:</u> a member spends 45 hours on the line. They would receive \$700 strike pay.</p>
Strike lasts <b>less than 5</b> days or the last week of a strike is less than 5 days	Strike pay may be prorated. See below for applicable situations and examples.

## IF STRIKE IS 4 CONSECUTIVE DAYS:

Situation	What Happens
You worked as a DESW and earned <b>more than \$560</b> net in the 4-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 4-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$560</b> net in the 4-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$560 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 24 hours <b>minus/less</b> the hours worked as a DESW during this 4-day period.</p> <p><u>For example:</u> a member earned \$420 working 18 hours as a DESW. They would need to have spent a minimum of 3 hours on the strike line to receive \$140 strike pay top up (\$420 + \$120 = \$560). If they don't spend 3 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 4-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for strike pay \$23.33/hr up to \$560 in the 4-day period.</p> <p>For example: a member in these situations spend 10 hours on the strike line in the 4-day period: they would receive \$233.33 strike pay for the 4-day period.</p> <p>For example: a member in these situations spends 24 hours on the strike line in the 4-day period: they would receive \$560 in strike pay for the 4-day period.</p> <p>For example: a member in these situations spends 40 hours on the strike line in the 4-day period: they would receive \$560 in strike pay for this 4-day period.</p>
Strike lasts <b>less than 4</b> days or the last week of a strike is less than 4 days	Strike pay may be prorated. See below for applicable situations and examples.

## IF STRIKE IS 3 CONSECUTIVE DAYS

Situation	What Happens
You worked as a DESW and earned <b>more than \$420</b> net in the 3-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 3-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$420</b> net in the 3-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$420 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 18 hours <b>minus/less</b> the hours worked as a DESW during this 3-day period.</p> <p><u>For example:</u> a member earned \$300 working 15 hours as a DESW. They would need to have spent a minimum of 3 hours on the strike line to receive \$120 strike pay top up (\$300 + \$120 = \$420). If they don't spend 3 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 3-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for strike pay \$23.33/hr up to \$420 in the 3-day period.</p> <p>For example: a member in these situations spend 10 hours on the strike line in the 3-day period: they would receive \$233.33 strike pay for the 3-day period</p> <p>For example: a member in these situations spends 18 hours on the strike line in the 3-day period: they would receive \$420 in strike pay for the 3-day period</p> <p>For example: a member in these situations spends 30 hours on the strike line in the 3-day period: they would receive \$420 in strike pay for this 3-day period.</p>
Strike lasts <b>less than 3</b> days or the last week of a strike is less than 3 days	Strike pay may be prorated. See below for applicable situations and examples.

## IF STRIKE IS 2 CONSECUTIVE DAYS

Situation	What Happens
You worked as a DESW and earned <b><i>more than \$280</i></b> net in the 2-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 2-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b><i>less than \$280</i></b> net in the 2-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$280 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 12 hours <b>minus/less</b> the hours worked as a DESW during this 2-day period.</p> <p><u>For example:</u> a member earned \$230 working 10 hours as a DESW. They would need to have spent a minimum of 2 hours on the strike line to receive \$50 strike pay top up (\$230+ \$50 = \$280). If they don't spend 2 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 2-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for strike pay \$23.33/hr up to \$280 in the 2-day period.</p> <p>For example: a member in these situations spend 10 hours on the strike line in the 2-day period: they would receive \$233.33 strike pay for the 2-day period.</p> <p>For example: a member in these situations spends 12 hours on the strike line in the 2-day period: they would receive \$280 in strike pay for the 2-day period.</p> <p>For example: a member in these situations spends 20 hours on the strike line in the 2-day period: they would receive \$280 in strike pay for this 2-day period.</p>
Strike lasts <b>less than 2</b> days or the last week of a strike is less than 2 days	Strike pay may be prorated. See below for applicable situations and examples.z

## IF STRIKE IS 1 DAY

Situation	What Happens
You worked as a DESW and earned <b>more than \$140</b> net in the 1-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You are not eligible for strike pay for that 1-day period but are encouraged to spend time on the strike line in solidarity with your fellow workers.</p>
You worked as a DESW and earned <b>less than \$140</b> net in the 1-day period	<p>Your employer (e.g. AHS) will pay your regular wages for the hours worked as a DESW.</p> <p>You may receive strike pay top-up to reach a total of \$140 (DESW pay + strike pay).</p> <p>The minimum number of hours on the strike line to top-up is 6 hours <b>minus/less</b> the hours worked as a DESW during this 1-day period.</p> <p><u>For example:</u> a member earned \$100 working 5 hours as a DESW. They would need to have spent a minimum of 1 hours on the strike line to receive \$40 strike pay top up (\$100+ \$40 = \$140). If they don't spend 1 or more hours, they are not eligible for any strike pay top up.</p>
<p>You <b>did not work</b> as a DESW during this 1-day period</p> <p><b>OR</b></p> <p>Your position is <b>not</b> a DESW</p>	<p>You are eligible for strike pay \$23.33/hr up to \$140 in the 1-day period.</p> <p>For example: a member in these situations spend 5 hours on the strike line in the 1-day period: they would receive \$116.65 strike pay for the 1-day period.</p> <p>For example: a member in these situations spends 6 hours on the strike line in the 1-day period: they would receive \$140 in strike pay for the 1-day period.</p> <p>For example: a member in these situations spends 10 hours on the strike line in the 1-day period: they would receive \$140 in strike pay for this 1-day period.</p>

## SPECIAL CIRCUMSTANCES

Casuals:

- If you have not worked a shift in the last 60 days, you do not qualify for strike pay.

Leaves:

- If you are on Long-term Disability (LTD), Short-term Disability (STD), Workers' Compensation (WCB), or Employment Insurance (EI), you do not qualify for strike pay.

New Hires:

- If you are a new member and have not started at work, you do not qualify for strike pay.

## DESW ON-CALL HOURS FAQ

*Scheduled hours on a call as a DESW, but on a ratio*

Q1: Do On-call DESW hours count toward my strike-line requirements?

Yes, but on a ratio of 4hrs:1hr credit for strike line. You **must** report the hours you will be paid to be "On call" for the employer, as well as your on-call rate (e.g., \$4.50/hour) on your MyAUPE every week. You will be paid your "On-call pay" by your employer.

For strike pay purposes, on-call hours are credited toward your strike-line requirement at a 4:1 ratio. That means every 4 hours of on-call time = 1 hour credited toward your 30-hour weekly requirement (combined strike-line hours + DESW hours + on-call credit).

These examples illustrate how partial hours convert using the 4:1 rule.

Example:

- 4 hours on call = 1.00 hour credited
- 3 hours on call = 0.75 hours credited
- 2 hours on call = 0.50 hours credited
- 1 hour on call = 0.25 hours credited
- 9 hours on call = 2.25 hours credited
- 24 hours on call = 6.00 hours credited

Q2: What are examples of how "On call" hours are credited in conjunction with hours worked as a DESW and hours spend on the strike line

Example: A member is "On call" for 1 hour from 8pm – 9pm (1 hour on call). Their weekly hours credit and requirements would be calculated as follows:

- On Call credit: 0.25 (1hr ÷ 4 = 0.25 hrs)
  - Total credited for the week: 0.25 hours
- DESW hours: 0
- Strike line hours: 0
- They would still need 29.75 hours to meet the 30-hour total requirement for full strike pay.

Example: A member is on call for 1 hour from 8pm – 9pm (1 hour "On call") and they worked one day for 6 hours as a DESW. They walked the picket line for 2 hours. The remaining strike line hours required would be calculated as follows:

- On call credit: 0.25 (1hr ÷ 4 = 0.25 hrs)
  - DESW Credit: 6 hours
  - Strike line hours: 2 hours
    - Total credited for the week: 8.25 hours
  - They would still need 21.75 hours on the line to meet the 30-hour total requirement for strike pay.
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Q3: Can I walk the strike line and receive credit while I am on call?

- Generally, yes. You may walk the strike line while on call, as long as you remain available and able to report to work if you are called in.

Example: A member is on call from 7:00 a.m. to 10:00 a.m. (3 hours on call) and walks the picket line from 7:00 a.m. to 3:00 p.m. (8 hours). Their weekly hours would be calculated as follows:

- Strike line hours: 8.00
- On-call credit: 0.75 (3hrs ÷ 4 = 0.75hrs)
  - Total credited for the week: 8.75 hours
- They would still need 21.25 more hours that week (through strike-line hours or DESW shifts) to meet the 30-hour total required for full strike pay.