



**Safeway Local 401
union members**

STRIKE BENEFITS

contingency guidelines

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A **STRONG STRIKE** **VOTE** IS THE BEST WAY TO GET A DECENT UNION CONTRACT!

However, having a contingency plan and sharing important information are essential. Strike benefits are financial assistance provided to eligible union members participating in an authorized strike or lockout.

A strike can only take place if it is approved by at least two-thirds (2/3) of the affected members who cast their votes. In Alberta, this approval process includes a supervised strike vote overseen by the Labour Relations Board.

Only active members are eligible to receive strike benefits. If a member withdraws from the union or is suspended at any time during the strike, strike benefit payments will stop effective the date of withdrawal or suspension.

Strikers must participate in the picket line and complete their required shifts, signing in and out each day to confirm attendance.

As we approach a strike vote, this document gives you an **overview of the benefits available** in the event of a strike. More details may be added if a strike occurs and based on your feedback. Contact your Union Representative with questions or feedback.



Benefits Start Date

Strike benefits begin on the **8th day of the strike or lockout.**

Strike Benefits Amounts

- **Full-time members** are required to picket a **minimum of 37 hours** to receive **\$550.00 per week.**
- **Part-time members** are required to picket a **minimum of 28 hours** to receive **\$400.00 per week.**
- Members wishing to picket less than the minimum will need to make that request to their picket captain. Reasonable requests will be accommodated.
- Extra picketing hours may be available during the strike. Further details will be provided if and when extra hours are available.
- You can get another job while the strike is ongoing, or you can just stay home. Individual choice will be reasonably accommodated. **Do not cross the picket line. YOU COULD FACE A FINE.**
- **Strike benefits are non-taxable. You do not have to refund the union.** When the strike or the lockout is over, you have the legal right to return to your job.
- Please note that your **health benefits will be unavailable during the strike.** To avoid any interruptions in care, please speak with your family doctor and ensure you have an adequate supply of any necessary medications before the strike begins.

Strike Benefit Payment Procedures

1. Strike benefits will be **paid by cheque only.**
2. Strike benefit cheques will be processed, and they will be delivered to the various union offices before the next strike week ending date.
3. Each striker **must personally sign for their cheque.**



Hardship Fund

The Strike Hardship Fund is an **emergency assistance program designed to provide financial relief to members facing severe financial difficulties due to a strike or other job actions**. This fund is intended as a last resort and is available exclusively to cover emergency expenses that arise from a strike or a lockout.

Hardship Committee

The Hardship Committee consists of Elected Union Executive Board Members and Union Employees.

Application Process

1. Members may apply for assistance from the Hardship Fund by submitting a request to the Hardship Committee after the third (3rd) week of the strike.
2. The Hardship Committee will review and assess each application.
3. The maximum hardship assistance amount is **\$1,000 per claimant**, but it is also contingent on the available funds.

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