

## **FAQ Regarding a Possible Labour Disruption by CUPE 233**

### **In the event of a strike, will I have to report to work?**

In the event of a CUPE 233 strike on campus, TFA members will still be expected to continue working. TFA members' rights and obligations under the collective agreement do not change in the event of a strike by another union on campus.

### **Can I be asked to take on additional responsibilities or to do the work of union members on strike?**

The workload provisions of the Collective Agreement will continue to be in force in the event of a strike. The TFA's position is that members should not be required to do the work of another bargaining unit at the university. Engaging in such work would diminish the impact of the strike and undermine the strength of the striking union. It is appalling that the university has already encouraged scab labour in their messaging about potential work stoppages. However, the Administration may take a different position than that of the TFA—or may take a different position about what work is encompassed as the work of a TFA member under our collective agreement—and there is a risk that discipline can be imposed. We will, however, vigorously defend any member who refuses to perform the work of another bargaining unit during a strike.

If, at any time, TFA members are asked to perform additional duties outside of their regular responsibilities, in particular duties that you know are traditionally performed by a striking employee, you are asked to contact the TFA for immediate advice.

### **Will I have to cross picket lines?**

In the event of a strike by CUPE 233, the TFA cannot advise members to withdraw their labour as TFA members themselves are not on strike and run the risk of discipline if they refuse to report to work. However, the TFA will vigorously defend any member subject to discipline for refusing to cross a picket line for ethical and/or health and safety concerns (including concerns due to the lack of proper custodial and maintenance staff), and will advocate for the right of TFA members to carry out their professional responsibilities in off-campus locations, or to use alternative approaches that meet their professional obligations and preserve the academic integrity of their courses.

### **Will exams be canceled or moved online?**

At the time of release of this communication, the university maintains that all classes and exams will take place as currently scheduled and in the existing format in which they are scheduled.

### **What happens if my students elect to not cross the picket lines?**

In the event of a strike, some students might exercise their right to refuse to cross picket lines. The TFA encourages its members to not penalize students who refuse to cross picket lines and to take appropriate measures to reasonably accommodate them, consistent with maintaining the pedagogical integrity of the course.

### **How can I show my support for CUPE 233 members?**

In the event of a strike, TFA members can show their support for our fellow unions in various ways, including by respecting their picket lines, taking leaflets and listening to the information shared by the picketers, sharing messages of support on social media, donating time and talent in support of strike efforts, and joining picket lines or other solidarity actions outside of your working hours. TFA will also organize picket visits and solidarity actions that members can join.

Members can also take immediate action to help avert a strike by calling on the university to bargain fairly. You can sign on to the [letter-writing campaign](#) in support of pension fairness at TMU and write directly to the university President.

For more information about CUPE 233 and their current round of bargaining please visit <https://233.cupe.ca/>