



Essential Services FAQ

Are workers designated Essential?

No. The public Service Act requires *positions* be designated, not employees.

How are employees notified if their position is designated Essential?

The Employer issues letters to the employees whose positions have been deemed Essential. The letter should identify the position and no letter should be issued to an employee not holding that position.

Is the Union involved in notification?

No.

Can the position title be changed?

No. Once the position is designated the title must stay the same.

If there is strike action, what terms and conditions of employment apply to Essential Services workers?

The current C.A. is still in effect for all designated employees. Therefore, all the current terms and conditions apply.

How can members designated in Essential positions participate in strike action?

Being designated doesn't mean that members can't participate in strike activity. Designated members can support strikes in many very effective ways. In fact, the more designated members who are actively engaged in the strike structure, the more effective any strike activity will be in disrupting the employer's operations.

Designated members should attend regular membership meetings where the Strike Captain will explain how they can support the strike. Some examples include reducing productivity at the worksite and monitoring management's activities.

One way for designated members to support striking members who will not be receiving a salary during legal strike action is to donate 25% of pay they receive from the Employer while working during legal strike action. The money received is set aside in a Hardship Fund which will help support striking members who are in a financial crisis thus strengthening the strike and our picket lines. Contributing to the Hardship Fund in a timely way is the right thing to do because it will help ensure a good collective agreement.



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If I am in an Essential position how do I cross the picket line?

Ensure that you carry your designation letter with you to present at the picket line as you are reporting for work. The Employer will provide the Union with an updated list of all members as well as the names of all employees in Essential positions along with schedules.

Will I be working my normal schedule?

Following the Union providing the Employer with 48 hours' notice of strike, as per the Public Service Act, the Employer will provide the Union with copies of schedules for all work locations/departments. This will define your schedule during legal strike action.

Will there be Overtime?

There is a level of service to maintain for the health and safety of the public. If an employee scheduled to work is unable to report to work (i.e. sick) the Employer will need to find a replacement for the scheduled shift from the list of employees provided an Essential services letter.