

Q: What does it mean that there is a strike deadline?

CUPE 2361 has set a strike deadline of 12:01 AM on Friday August 30th, 2024. If an agreement is not reached by this time, Western's workers in trades, grounds, and cleaning will officially be on strike.

Q: Do I have to cross the picket line?

Faculty, librarians and archivists must continue to fulfill their academic responsibilities in the event of a CUPE strike. We encourage our Members to honour picket lines by entering campus at locations other than those being picketed. When you are able, CUPE members would be thrilled to have you join them on the picket line. "Solidarity picketing" is done on a Member's own time but we suggest adding it to your PE report as service to the Association. You may also wish to assemble a group of colleagues to picket together. It is an excellent opportunity to demonstrate to the Western Administration that we support CUPE's efforts to negotiate a fair deal. Always report to the Picket Captain when joining a picket line, and ask where and how you can best help in the time you are there. We will share information about picket times and locations as these become public.

Q: How will a strike affect me as a faculty member?

Offices, classrooms, washrooms, and residences will not be cleaned. Waste disposals will become full quickly. If you are having difficulty with lighting, heating and cooling, ventilation, or leaks it is unlikely that you will have these issues resolved quickly, but you should submit work order requests as always. With the beginning of the academic year aligning with the strike deadline we anticipate significant delays for those who commute to work by car. It is not yet clear which LTC bus lines will be detoured off campus.

Q: I am responsible for a lab. Do I need to make sure that cleanliness and safety standards are maintained so my teaching and research can continue?

To our knowledge, there has been no communication from the Western Administration on this issue. Please raise all your concerns promptly with your ADR / Deans, and with the Health and Safety Committee members for your building. If a labour disruption will threaten your research and/ or teaching, you should make this known ASAP.

Q: What if Western hires 'replacement workers' to fill these roles in the event of a strike?

The hiring of replacement workers undermines the foundational principles of the right to strike.

We wrote directly to the Western Administration to say that UWOFA members greatly value the services of the CUPE 2361 workers and place a great deal of trust in the people who access their offices and labs where there is often highly important and sensitive information and equipment. We expressed concern about the hiring of replacement workers who might have access to these spaces.

Following our inquiry, we were told that only Western employees would be accessing faculty offices and lab spaces in the event of a labour disruption and that those individuals would be limited in number. We will continue to monitor this situation with respect to the amount and quality of service being provided and the plans for spaces other than offices and labs where access may be sensitive to security concerns.

We were also informed that Facilities Management will assign a senior staff member as a designate for each Faculty for service-related questions in the event of a labour disruption.

At this time it is not clear whether replacement workers that Western may be hiring for tasks such as classroom, washroom and residence cleaning will be subject to background checks, as, we understand, regular CUPE employees routinely are.

Q: Who can I talk to if I have concerns about the impact of the strike on my work?

We are here to support you as we navigate a potential CUPE 2361 strike. We encourage you to direct questions and concerns to your Associate Deans, Deans, Associate Chief Librarians, the Chief Librarian, and Matt Mills, Director of Facilities Management, and CC outreach@uwofa.ca. You can always reach out to us by [email](#) or by phone (519) 661-3016.

Q: How can I help?

- You can express your support for CUPE 2361 by sending an email to [President Alan Shepard](#), Provost [Florentine Strzelczyk](#), AVP (HR) [Jane O' Brien](#) and Board of Governors Chair, [Sarah Shortreed](#).
- Join the CUPE 2361 solidarity rally this Saturday August 31st from Noon-2 PM at Richmond Gates
- Follow and share their stories on Instagram and Twitter [@cupe2361](#)
- Join the CUPE picket lines when you can

Q: How can I stay informed?

Continue to check your email and our website FAQs for updates from UWOFA. You can also follow our socials:

Twitter/Instagram: [@UWOFA1](#)

Facebook: UWOFA