



GETTING PREPARED

ON
STRIKE

Key Information for
Union Members
Preparing to Take
Strike Action

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GETTING PREPARED

In preparing for mediation and a possible strike, it is important for members to understand possible next steps, including where the bargaining process could go and what members can do to prepare. That's what this booklet is for.

We cover a number of topics in the format of Frequently Asked Questions about mediation and taking strike action.

Please carefully review this information, and if you have any questions, please contact a member of your union bargaining committee or your Union Representative, Wojtek Rojewski wrojewski@ufcw247.com.

What is mediation?

Mediation is a normal part of the bargaining process. When a union and an employer are negotiating a collective agreement, there are some issues that are harder to work through than others. Sometimes, it can benefit the process to get help from a neutral person.

A mediator is a neutral person who helps both sides through those difficult issues by facilitating more productive discussions and bringing a fresh perspective on the parties' differences.



What is discussed in mediation?

Mediation isn't about starting the bargaining process all over again. It's more about identifying those key areas of disagreement and finding possible resolutions.

Both sides will come to mediation with their perspectives on each of those areas in dispute and try to work through them.

In conversation with members since May, we have identified the following priority areas:

- ✓ **Wages**
- ✓ **HWT/Sick Leave**
- ✓ **Benefit Improvements**

Does mediation mean we will avoid a strike?

No. The only way to avoid a strike is to reach a settlement. Mediators work with both sides to try to get through their areas of disagreement in the hopes of reaching a settlement. They cannot impose a settlement on either party.

A mediator can sometimes make recommendations on where the parties might find agreement. However, it is still up to union members to decide on whether an agreement should be accepted or not. That happens through a democratic ratification vote.

Why go to mediation now?

Our first goal is always to get a new agreement that works for members. We've been doing that through the normal bargaining process. To increase pressure on the company to return to the bargaining table and improve their offer, we took a strike vote.

Going on strike should always be considered a last resort.

Getting a mediator involved in the process now ensures we have done everything possible to find an agreement BEFORE taking strike action.

What if mediation doesn't help?

If mediation doesn't lead to a settlement acceptable to the members, there are only a few possible next steps:

- ☐ **The union and the employer could continue negotiations without a mediator** – though if no deal was possible with a mediator, it could be even less likely without one.
- ☐ **The employer could force a Last Offer vote**, where members are asked to vote on the company's last offer prior to the commencement of a strike or lockout. Members would be asked to vote YES or NO on that Last Offer. This is a provision in the BC Labour Relations Code that can only be used once.
- ☐ **If mediation doesn't work, the most likely scenario is that the Union will issue 72-hour strike notice and commence a strike.** This means members will not go to work, and instead, we will set up picket lines at specific locations and communicate with the public about our bargaining priorities.

When could a strike begin? And how does it end?

Going on strike is legal for union members in BC provided they have followed the processes set out in the BC Labour Relations Code and Regulations.

On June 20, 2026, FG Deli members voted 96% YES to giving the union the authorization to take strike action. This means that, at any point during the following 3 months, UFCW Local 247 is in a legal position to serve strike notice on the employer.

Under the law, there is a notice period of 72 hours that must be given to the employer before a union can take strike action. When perishable goods are involved, this notice period can be extended, though the employer would have to apply for such an extension through the BC Labour Relations Board.

We will inform members with as much notice as possible if giving strike notice could happen soon.

A strike normally ends when a contract has been reached with the company and union members have voted to accept it. If that happens, union members who lawfully strike and picket normally return to their jobs once a strike is over and work resumes.

The same rules apply in the case of a lockout: an employer must serve notice of a lockout on the union before it can legally lockout its employees.

What is picketing?

Picketing is all about increasing pressure on the employer to resolve the dispute.

Picketing is when members attend the place where they normally work and try to persuade



people not to enter the workplace, deal in or handle the employer's product, or do business with the employer during the dispute.

Picketers wear signs, walk outside the workplace, and communicate with the public about the reasons for their dispute.

Who runs the picket lines?

Picket lines are typically run by Picket Captains with the support of UFCW staff.

Picket Captains are your fellow members and workplace leaders who will be specifically trained to handle issues on the line related to picket pay, scheduling, amenities, media relations, and other key duties.

If you are interested in taking on the role of Picket Captain, please reach out to us at **ufcw@ufcw247.com**.

How much is picket pay?

Going on strike is about taking a collective stand with your coworkers, but it can also involve sacrifices that impact each person differently.

In the event of a strike at FG Deli, members will receive picket pay as long as they show up to their picket shifts.

THE PICKET PAY FOR UFCW LOCAL 247 MEMBERS AT FG DELI IS \$500 PER WEEK FOR AT LEAST 24 HOURS OF PICKETING.



There are some important rules to be aware of about picket pay:



Picket pay is not a wage – it is a form of financial aid available to union members involved in a legal labour dispute with their employer



Picket pay is TAX-FREE, so what you see above is what you would take home so long as you picket the required minimum hours



Picket pay will be paid weekly. Cheques would be picked up by picketers through their assigned Picket Captains



There is no picket pay in the first week. In accordance with the UFCW International Constitution, picket pay is payable starting from the 8th day of a strike or lockout, as long as the dispute has lasted at least 14 days.

What steps should I take **RIGHT AWAY** to prepare for a possible strike?

It's never too early to start preparing for a possible strike. You can:

1

Speak with your family about budgeting during a dispute. This could mean holding off on major purchases or limiting discretionary spending on activities or non-essentials. These aren't easy conversations, but they are worth having in advance.

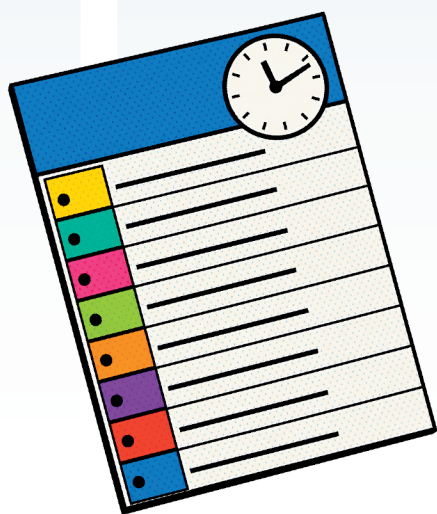
2

Contact your creditors. Most credit card, mortgage, financial, and utilities companies will be familiar with customers involved in labour dispute situations. Contact them to advise them that your workplace may be involved in a legal labour dispute. Most creditors will work with customers to avoid seeing them default on debt repayments.

- 3 Plan your benefit usage.** Reschedule, wherever possible, routine health procedures, and try to avoid incurring non-critical medical expenses. Speak with your health provider to determine what treatments can be postponed. If possible, try to fill prescriptions before a dispute begins for as long as you can.

What if picket pay won't cover my bills?

Unions often encourage members to find temporary alternate employment to supplement any loss of income during a labour dispute.



Picket captains will work with members on scheduling their picketing hours, with consideration for our need to ensure coverage is maintained at all picketing locations.

If you need a special arrangement to accommodate a second job while also picketing, we will work with you. Alternative duties may be available for members who may be physically unable to walk a picket line.

I've already booked my vacation. Will I get paid?

When a strike is called, the provisions of the Collective Agreement are suspended. This includes your entitlement to vacation pay. That said, you won't LOSE vacation entitlements that you have already earned just because you went on strike.

When the dispute ends, the Collective Agreement will be back in force, and you would still be entitled to your vacation time and pay.

During a dispute, if you need to take time away from the picket line, you can (without picket pay).

What happens to my health benefits during a dispute?



During a strike or lockout, the Employer is not required to maintain your health benefits coverage. **Therefore, there is a very high likelihood that you will not have benefits coverage during a labour dispute.**

It is advisable to reschedule any routine procedures (i.e. dental cleanings, check-ups, etc.) and to avoid incurring non-essential benefit expenses until you have benefits coverage again. Even after a strike, you would not be reimbursed for expenses incurred when you did not have coverage.

If I am on leave, such as long-term disability or EI leave, what happens to my pay?

Long-term disability and other health insurance payments are provided by insurance carriers. **If you are currently receiving LTD payments and still qualify for paid sick leave as defined under your Benefit Plan or EI, you would continue to receive those entitlements.**

The same goes for Maternity or Parental Leave. If you are receiving those benefits from Service Canada/Employment Insurance (EI), you should continue to receive those EI payments.

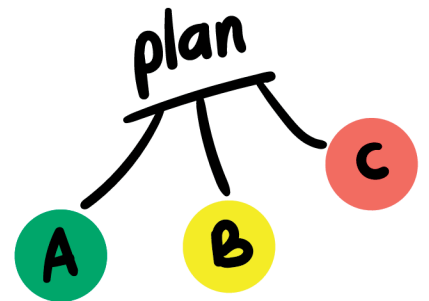
How long will the strike last?

No one can know exactly how long a dispute could last.

Strikes have lasted a few days, while more often, they can be weeks or months long.

It all depends on whether the impact of a strike puts enough pressure on the employer to change its position.

In preparing for the worst while hoping for the best, we recommend members prepare for a longer strike.



Where can I find more information about whether we will go on strike?

As always, we will continue to keep members updated via your union bargaining committee, emails, and our FG Deli Bargaining Page by scanning the code on this page or visiting **www.ufcw247.com/fgdelibargaining**

Ensure that your contact info with us is up to date by visiting our website.

As always, please talk to your co-workers and ensure that anyone who is not receiving union emails updates their contact info with us. Tell them to email ufcw@ufcw247.com or phone toll-free 1-888-361-8329 and provide their full name, email address, and cell phone number.



The Bargaining Process

WHILE NEVER SIMPLE, SUCCESSFUL BARGAINING INVOLVES ENGAGED MEMBERS AT EVERY STEP.



LISTENING

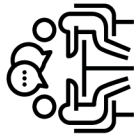
Member Consultation

You share your ideas and priorities with your union. This can be through surveys or member meetings.

LEARNING

Developing Proposals

Your bargaining committee reviews members' input and other sources and creates proposals based on member priorities.



BARGAINING

At the table

Your bargaining committee meets with your employer to negotiate.

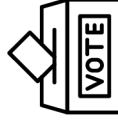
Talks can take place over several months.

Impasse

Your bargaining committee may ask you to take escalating actions to force a settlement or mediation.

This may include a strike vote or an actual strike or lock out.

A YES strike vote does not always mean a strike, but it could.



TENTATIVE AGREEMENT

Members Vote

Your bargaining committee explains the tentative agreement and makes their recommendation.

You vote on whether to accept it.

CONCLUSION

New Collective Agreement

If a majority vote YES on the tentative agreement, it is ratified.

If the agreement is rejected, the bargaining committee may go back to the table.

If the company's final offer was rejected, the committee may take steps to call for a strike.



MORE INFO AVAILABLE AT

 ufcw247.com  ufcw@ufcw247.com     [UFCWLocal247](https://www.facebook.com/ufcw247)

SUMMARY

- **Mediation is a helpful step** that can assist us in getting a deal before a dispute happens
- **Our committee is focussed on your priorities** in mediation
- **Members will still get to vote** on the outcome
- **If mediation doesn't work, there's a strong likelihood that we will issue 72-hour strike notice to the employer**
- If a strike is longer than 14 days, members who picket at least 24 hrs each week will receive **\$500 tax-free weekly picket pay** after the first week of a dispute
- **Members should financially prepare for a dispute now** by talking with family, contacting creditors, and planning benefit usage before a strike begins
- **Pickers are encouraged to find other temporary employment during a dispute.** They can picket around their other employment
- Always prepare for the worst and hope for the best, but **prepare as much as possible for a long dispute**
- **Don't leave preparations to the last minute**
- Find more bargaining information and union updates on our website:

www.ufcw247.com/fgdelibargaining

