

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

CUPE 2361 which represents workers in trades, grounds, and cleaning at Western are officially on strike as of August 20th, 2024.

**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. 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?**

UWOFA understands that some of the work of maintaining safe conditions in labs is carried out by workers who are not represented by CUPE. This work should continue as normal. Members should decline any requests or suggestions to deposit waste anywhere other than the usual designated locations or to perform any work normally carried out by CUPE 2361 members. If you are uncertain whether work should be taking place in your lab while CUPE is on strike please [reach out to us](#) directly. If a labour disruption will threaten your research and/ or teaching, you should make this known ASAP.

**Q: Western has hired ‘replacement workers’ to fill the roles of striking CUPE workers. What can I do?**

The hiring of replacement workers undermines the foundational principles of the right to strike. UWOFA members deeply value the services provided by CUPE 2361 workers and trust them with access to offices and labs that contain highly sensitive information and equipment.

Concerns About Access:

We have written directly to Western Administration to express our concerns about the hiring of replacement workers who may have access to these spaces. We were assured that only Western employees would access faculty offices and lab spaces during the labor disruption, and that these individuals would be limited in number. Facilities Management will designate a senior staff member for each Faculty to handle service-related questions during this disruption. We will continue to monitor the situation to ensure the quality of service and to address any security concerns related to access in sensitive areas.

Background Checks:

At this time, it is unclear whether the replacement workers hired for tasks such as classroom, washroom, and residence cleaning will undergo the same background checks that regular CUPE employees routinely face. We will advocate for transparency in this process to ensure the safety and security of our campus community.

Respect for Replacement Workers:

It is important to remember to treat all workers, including replacement workers, with respect. Many of these individuals are newcomers and may have limited options, which is why they have taken these jobs. Unfortunately, subcontracting service companies that have been contracted by Western often do not communicate that these positions are considered scab labor.

**Q: I have an in person event planned. Am I responsible for cleaning the space before and after the event?**

CUPE 2361 workers are normally assigned the duty to remove waste and ensure a level of cleanliness is maintained throughout campus. Members who are hosting in person events should decline any requests or suggestions to deposit waste anywhere other than the usual designated locations or to perform any work normally carried out by CUPE 2361 members.

**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 the 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](mailto:outreach@uwofa.ca). You can always reach out to us by [email](#) or by phone (519) 661-3016.

**Q: I think there is a potential health and safety violation in my office/building/on campus. Who should I contact?**

Members should reach out to their chairs, directors, deans, or associate chief librarians if they believe there is a risk to health and safety. If you are uncomfortable disclosing your concerns to them, you can contact [UWOFA](#) directly.

**Q. Who can I talk to if I have questions about the CUPE picket line?**

If you have questions or concerns about a picket line please contact CUPE 2361 directly at [cupe2361strike@gmail.com](mailto:cupe2361strike@gmail.com).

**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](#).
- 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