

FREQUENTLY ASKED QUESTIONS FOR FULL TIME SUPPORT STAFF

(REGULAR FULL-TIME, INITIATIVES & OPPORTUNITIES, APPENDIX D)

As you may know, the College Employer Council has been involved in negotiations with OPSEU for the Agreement applicable to College Full-Time Support Staff (“**FTSS**”). The FTSS will be in a legal strike position at 12:01 AM on September 11, 2025.

The purpose of this document is to identify and answer some questions many have asked about a potential strike and how it affects your work:

Question: My union is telling me that I **must strike** and must refuse to attend work during the strike under the collective agreement, the union’s policies, etc. Is that true?

Answer: **No. If OPSEU declares a strike, it will be your choice to continue working or to go on strike. You are not required to go out on strike simply because OPSEU has announced a strike or is encouraging you to strike.**

The *Colleges Collective Bargaining Act, 2008* allows you to return to work in certain circumstances. No union policy can supersede the *Colleges Collective Bargaining Act, 2008*.

Question: If I cross the picket line and continue working, will I lose my job?

Answer: **No.** Your employment status is not dependent on whether or not you cross the picket line as an FTSS employee. It is **your choice** to continue working or to go on strike.

Question: What are the College’s expectations of me before a strike?

Answer: You are expected to continue attending work and performing your regular duties (and others that may be assigned) up to the beginning of the strike.

Question: What are the College’s expectations of me during a strike?

Answer: It is important to understand that a strike does not permit you to break the law. Picketing does not permit trespassing on College property, blocking roadways or walkways for extended periods, obstructing peaceful passage of vehicles or people or, by force or intimidation, preventing other employees from coming to work. Lawful picketing is for the purpose of communication only.

Question: Will the College pay me while I am on strike?

Answer: **No.**

Question: Can I work remotely instead of striking?

Answer: If you choose to continue working rather than go on strike, you must first contact your manager to make this request. Before a return to work you will be required to sign an

agreement. You will be required to work under the direction of the College and remote work is not guaranteed.