

Q: If we go on strike, what will it look like?

A: A strike is the refusal of employees to perform some of or all of their work. Strike action may take many forms, depending on the characteristics and nature of the work performed by the striking group. Regardless of the course of action taken, the objective remains the same: to persuade the employer to adopt a position acceptable to the union and its members on the issues in dispute. There are many options for us, including but not limited to: refusal of overtime, work to rule, rotating strikes, and a full general strike of the membership.

Q: What is the earliest date that we could be on strike?

A: **October 20th** is the earliest date, provided that CRPEG and AECL come to agreement on the Maintenance of Services Agreement before then.

Q: How much is strike pay?

A: Strike pay is paid by PIPSC, and is a minimum of \$50 per day (tax-free). Members have to fulfill their strike duties to receive strike pay.

Q: How big is the PIPSC strike fund?

A: The PIPSC strike fund is currently valued at \$10 million. PIPSC has additional assets that it can access if needed.

Q: What happens during a rotating strike?

A: A small percentage of the membership will be required to be on strike at a given time. PIPSC in consultation with CRPEG Executive choose the positions in case of rotating strike to maximize the impact on the Employer. They will report to the strike and not report to work. Strike pay for these individuals will be more than the minimum \$50/day (tax-free). All others will report to work as usual, and will continue to receive pay and benefits. PIPSC, in consultation with CRPEG Executive, decides on the duration of rotating strikes.

Q: When will CRPEG make a decision about what labour action to take and how soon will it be communicated to members?

A: The decision on the type of strike action that will be taken must be included in the 72 hour strike notice to the Company. CRPEG members would be informed at that time or earlier.

Q: How will CRPEG communicate with members if we are on strike?

A: CRPEG will rely on our website (www.crpeg.ca), as well as members personal contact information. This information is held by PIPSC. To ensure timely communication, all members are asked to verify that their contact information is up to date with PIPSC. You can update your information here: http://www.pipsc.ca/portal/page/portal/website/memberservices/membership/member_data_form

PIPSC application forms can be obtained here:

<http://www.pipsc.ca/portal/page/portal/website/memberservices/membership/app>

If you have forgotten your membership number, you can either phone PIPSC at 1-800-267-0446 or you can get it here:

<http://www.pipsc.ca/portal/page/portal/website/memberservices/membership/forgotmemberno>

Q: Do I still have benefits during a strike?

A: we are currently negotiating the continuation of benefits during a work stoppage with the Company. This will be captured in the Maintenance of Services Agreement. The previous MSA included the continuation of benefits for all members during a work stoppage.

Q: Is it possible to retire during a strike?

A: Yes, it is possible to retire at any time, including during a strike. There may be implications due to the timing, in that you may not be entitled to the provisions of the collective agreement. CRPEG recommends that you submit a “conditional retirement letter” if you intend to retire in the event of a strike or lockout, to protect your rights under the collective agreement. Once we are on strike, there is no collective agreement. An example will be made available in the near future.

Q: What are my duties and responsibilities during a strike?

A: Duties and responsibilities will vary, but will include walking the picket line and other support activities. You will have to report to the strike to get your strike pay.

Q: I didn't vote in favour of a strike. Can I still go to work as usual?

A: No. The Company will not permit you to come to work in the event of a general strike (the entire membership) or a lockout by the employer. This includes Blackberry, e-mail and VPN.

Q: Could you give me some information as to what a lockout would look like and the scope of it? I did look at the Canada labour code briefly but it wasn't as helpful as I would like.

A: A lockout is the same as a full strike: all members (who are not deemed essential) are locked out by the company, and not allowed to come to work. Only those employees who are a member of a group (i.e. CRPEG) who have reached that point in negotiations can be locked out. The company can't lock out anybody in different bargaining groups. There are requirements under the Code that must be met:

1. The parties have reached an impasse in negotiations.
2. The parties have filed for conciliation, and a conciliator has been appointed.
3. The conciliation period (minimum 60 days) has expired.
4. The parties have agreed to and signed a Maintenance of Services Agreement
5. The 21 day cooling off period has been completed.
6. Either party has served 72-hour notice of strike (CRPEG) or lockout (AECL) to the other party, and to the minister.

Q: Does strike action depend on the 'essential work agreement' which has not yet been signed off?

A: Yes, the Maintenance of Services Agreement must be agreed to and signed by both CRPEG and the employer. Currently, we do not have a signed MSA agreement. CRPEG has filed a complaint with the Canada Industrial Relations Board regarding the MSA.

Q: When will we know the decision about strike?

A: Over the course of the current cooling off period we will begin preparations for a strike. Details will be communicated to the membership as they develop.

Q: what are the expectations from CRPEG members during a strike?

A: In order to receive strike pay CRPEG members must show up for strike duty when/if assigned. In the case of a general strike a strike duty schedule will be developed and communicated to the membership.

Q: What is the status of the collective agreement once in a legal strike/lockout position?

A: The terms and conditions of employment contained in the collective agreement cease to be legally binding on the employer once the bargaining unit has acquired the legal right to strike. At that time, the employer MAY suspend any benefit. This could include suspension of any or all other provisions of the collective agreement, as well as terms and conditions of employment separately established under employer policy.

Q: Can the company lay us off during a strike?

A: If we are on strike, we cannot be laid off. If we are on a rotating strike (where only some members are on strike with the remainder reporting to regular duty), the company can serve notice of lockout.

Q: Is it true that after months of discussions with our employer, the subject of 'pensions' remains taboo and can not be addressed at the negotiation table?

A: Yes, that is correct. The Employer refuses to discuss the issues around pension and pension equivalence language following share transfer to the private-sector contractor. AECL maintains that it has not been given the mandate from NRCan and/or Treasury Board to discuss issues surrounding pension.

Q: I have a business trip scheduled after October 20th. I would like to know the consequences of a strike on this trip if:

- 1- The strike starts before I leave, or;
- 2- The strike starts while I am away

A: If a strike occurs prior to your departure, your trip will be cancelled.

If a strike occurs while you are away, you will be recalled.

All additional expenses incurred due to a work stoppage will be covered by the Company.

Q: I am planning to attend a conference starting on October 20. What do I do?

A: Please get direction from your line manager before travelling on the trip. The trip may be cancelled because of the potential for a legal work stoppage. You should ensure that any direction from your manager is received in writing or via e-mail (not verbal).

If the trip is cancelled at management's direction, all costs associated will be reimbursed by AECL. **DO NOT CANCEL THE TRIP ON YOUR OWN INITIATIVE** – if you do, you may be personally responsible for the costs incurred.

Q: What happens to my vacation time during a strike?

A: Your vacation time remains unchanged, i.e. it does not disappear. You will not be permitted to be on vacation during a strike.

Q: If CRPEG strikes and a CRPEG member is on vacation, does the member lose the vacation days?

A: This would be the same as a recall, the vacation is deemed cancelled, but the member does not "lose" the vacation days. The member will not be paid for those vacation days that occur during a work stoppage.

Q: If I'm on maternity/parental leave at the time a strike/lockout occurs what happens to my EI benefits and my supplemental benefits?

A: If you are already on EI-approved Mat/Parental leave, your EI payments continue. Your supplementary benefits from AECL (the top-up to 93% or 75%) are currently undecided. They are subject to negotiation as part of the Maintenance of Services Agreement (MSA) so there is currently no guarantee that they would continue.

Q: Would there be any impact on the voluntary severance due to strike or lockout, if it has not been cashed in already?

A: Not as long as you did not quit or retire during the strike.

Q: If we are locked out or on strike, but would like to attend a conference at our own expense, would the company allow that?

A: Yes, if it's on your own time and at your own expense.

Q: How would my Manulife benefits be affected during a strike/lockout?

A: This is part of the negotiations for the Essential Services Agreement.

Q: If CRPEG is on strike/lockout, can it affect other unions? Example can the company lay off technical staff or support service personnel whose work relies on having a CRPEG member present?

A: AECL has indicated, in their submission to the Canada Industrial Relations Board on the MSA, that in the case of a strike or lockout all other non-essential personnel would be laid off (presumably including managers). As such, CRPEG does not anticipate any undue hardship for affected employees. CRPEG is pursuing an unfair labour practice / abuse of authority complaint with the Canada Industrial Relations Board on this matter.

Q: In case of Strike/lockout will NRU be shut down or continue to operate/produce isotopes?

A: This will be determined as part of the complaint to the Canada Industrial Relations Board. CRPEG position is that isotope production was deemed an essential service in the 2001 CIRB public hearing, and that this designation is still valid today.

Q: How would work stoppage affect the progress of GOCO?

A: The procurement process is being handled by NRCAN and PWGSC. No impact is anticipated, however there may be impact on things like site tours for the QRs or requests for information.

Q: In the case of a strike or lockout will the company allow me to use vacation/banked time to get paid ?

A: There is currently no agreement that you could use vacation or banked time.

Q: Can a CRPEG member cross the picket line and work as a scab? And if so will they get their pay and benefits and their pension will be unaffected?

A: No. In the case of a general strike, CRPEG members will be prevented from reporting to work. This includes remote access via VPN or Blackberry.

Q: Will the CRPEG member who receives strike pay have to declare it for income tax?

A: Strike pay is non-taxable income. From the CRA website (<http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/rprtng-ncm/nttxd-eng.html>):

You do not have to report certain amounts in your income, including the following:

- most payments of the type commonly referred to as strike pay you received from your union, even if you perform picketing duties as a requirement of membership

Q: In the event of a CRPEG strike what happens to the members who are deemed to be 'essential' and have to attend work? Will they get their full pay and benefits and their pension will remain unaffected?

A: Yes, they would continue to receive regular pay and benefits.

Q: Will the essential CRPEG member who receives pay for attending work have to declare it as income tax or will this be handled as normal by AECL?

A: All pay and benefits for essential workers will be handled by AECL as per usual.

Q: What are the duties and responsibilities of essential workers?

A: Employees covered by an essential services agreement are ones whose positions are considered essential to the safety or security of the public.

Employees, or their alternates, covered by an essential services agreement must report for work, or be faced with possible disciplinary action by the employer.

Employees covered by an essential services agreement are expected to carry out all duties that have been deemed as essential. They are not expected to perform any other work. Should the employer ask them to perform duties which they do not normally carry out, they should refuse. If the employer gives them direction to perform those duties, they should comply and contact their strike coordinator for advice.

Employees covered by an essential services agreement will have received a letter from the employer stating their status. Before going through a picket line, such employees should identify themselves to the Picket Captain, in order to avoid any misunderstandings.

Employees covered by an essential services agreement have the right to ask management to provide them with an escort through the picket line. They should be encouraged to participate in any demonstrations that occur outside of their normal working hours.

Q: Would the presentation you gave during the strike mandate meeting on September 10th be available?

A: No.