

## Summary of UAW Strike Assistance Rules

Strike assistance is provided by Article 12, Section 14 of the UAW Constitution\* and is based in accordance with the rules and regulations of the UAW International Executive Board.

### Eligibility Rules

1. Local union members in good standing and who were on the ACTIVE PAYROLL at the start of the strike shall be entitled to strike assistance.
2. You must participate in the strike activity assigned to you by the Local Union on the date(s) and time(s) specified. Participation in the strike shall include services on the Community Services Committee, picket line duty, soliciting committee, lectures or other appropriate activities established by your Local Union.
3. A member must be in good standing the day before a strike commences to be entitled to strike assistance provide they meet the other qualifications.
4. A member who owes a reinstatement fee, back dues, or a strike fund loan shall not be considered in good standing for the purpose of obtaining strike assistance.
5. Any member who is or becomes delinquent in his/her dues and later acquires good standing membership by paying his/her back dues and reinstatement fee at least one (1) year prior to a strike shall not be penalized for his/her delinquency.
6. Any member who is delinquent and does not pay his/her back dues and reinstatement fee at least one (1) year prior to a strike shall be penalized two (2) weeks strike benefits for his/her delinquency.
7. Probationary and new hires may become eligible for strike assistance only if they join the Union by paying the initiation fee and current month's dues prior to the strike taking place. In the event a worker has completed and signed an application for membership and a Union check off card has been forwarded to his/her Company prior to the strike taking place, he/she would be considered a member in good standing and would be entitled to strike assistance.

### YOU ARE NOT ENTITLED TO STRIKE ASSIASTANCE IF YOU ARE:

1. Unemployed prior to the strike
2. Receiving sick and accident benefits
3. Receiving Workers Compensation
4. Earning weekly wages greater than the weekly strike benefit (or receiving unemployment compensation)

### Schedule of Benefits

1. Strike assistance shall be available UPON APPLICATION to all members who register and participate in the strike activity assigned to them by their Local Union.

2. A member shall accumulate strike assistance credits beginning with the 8<sup>th</sup> day of the strike. (For this purpose, Saturdays and Sundays shall be used when determining the eight days). For each day's pay missed due to the strike, Monday through Friday, a member shall receive one day's strike benefits at the prorated daily amount.
3. Strike assistance shall be made available to the member beginning on the 15<sup>th</sup> day of the strike.
4. Weekly benefits are \$250.00 regardless of status.
5. Striking members will receive \$50.00 per day for each day that they are on strike beginning with the 8<sup>th</sup> day of the strike Monday through Friday.
6. Members must pick up their benefit check on the day and time assigned to them by their Local Union or lose that week's benefit.
7. Any member who is eligible for strike benefits immediately preceding the termination of the strike will be paid an additional one (1) week's strike benefits.

## **Holiday Bonuses**

Any member who is eligible for strike benefits during the respective weeks prior to the Thanksgiving and/or Christmas holidays will receive a bonus check equal to the regular weekly strike benefit.

## **Tax Information**

If you receive \$600.00 or more in weekly strike benefits in a calendar year, the International Union is required to report this income to the IRS and send you a "Form 1099-MISC".

## **Additional Benefits**

Upon approval by the International President and Secretary-Treasurer, the International Union, from its strike fund, will pay for: Group Life Insurance, Transition Bridge Benefit, Medical Assistance including; Doctor, Hospital, Prescriptions and COBRA.

### Excluded are:

Dental, Vision, Audio, Sick & Accident

These benefits will only be provided by the International Union after approval and then only after all contractual language and other obligations coverage and rider policies will remain the responsibility of the member.

## **Rules Regarding Other Assistance**

1. If it is determined, during the course of a strike, that you may be eligible for state or federal assistance, you must sign up for that benefit to maintain your eligibility in the Strike Assistance

Program. If a state or federal benefit is received for the same period of time that a UAW strike benefit was paid, repayment to the strike fund must immediately be made to continue eligibility for future strike insurance benefits.

2. Those members who are denied unemployment compensation because of the strike shall be paid benefits in the form of a loan, which must be repaid to the strike fund immediately upon receipt of unemployment compensation. Failure to do so may result in legal action being taken. In order for members to receive a loan, they must continue to sign up weekly for unemployment compensation and file any appeals required by the state.
3. If a member receives a loan during the strike, which is later repaid during the strike, and the member subsequently exhausts his/her unemployment compensation during the strike, he/she will once again be eligible for benefits as long as the strike continues. If a member has failed to fully repay the loan he/she will automatically be disqualified from any future benefits during the strike.

Strike Assistance will be paid in accordance with Administrative Letter dated August 1,200, Volume 49, Letter No. 1

## **IMPORTANT**

If there is any question regarding your dues payments, contact your Financial Secretary Immediately!

\*Other members of the bargaining unit, if current in their union security obligations up to the strike/lockout, even though not a UAW member, are eligible for assistance, if they meet all other requirements of the program.

Article 6, Section 20.

## **FAQ**

### ***What is a strike?***

A strike happens when workers collectively decide to withhold their labor, after authorization from the International. In the UAW, strikes are governed by the UAW Constitution, including Articles 12, 16 and 50.

### ***How much is UAW Strike Assistance and how often is it paid?***

Weekly strike pay is \$250 per week (\$50 per day, Mon-Fri, beginning on the 8th day). On January 1, 2020, strike pay will rise to \$275 per week (\$55 per day, Mon-Fri, beginning on the 8th day). Eligibility for weekly benefits on the 8th day of a strike. Strike assistance pay is available after the 15th day of the strike. A bonus check is paid the week prior to the Thanksgiving and Christmas holidays.

### ***What medical benefits are covered?***

The UAW Strike and Defense Fund covers certain benefits such as medical and prescription drugs. Benefits not covered include: dental, vision, hearing and sick and accident.

These benefits are either paid directly by the Fund according to the company's current plan or by having the Strike and Defense Fund make COBRA payments to the company plan.

### ***Who is eligible for strike benefits?***

To be eligible for strike pay and benefits, members must be:

- In good standing (current on dues and initiation fees, if any) on the day before the strike starts
- On active pay roll at start of strike: members laid off, on worker's compensation or receiving sick and accident benefits are not eligible
- Member must participate in the strike: picket assignments, strike committee, etc.

Eligible members include temporary employees as well as anyone who is current in their union security obligations such as fee payers or objectors.

### ***Are probationary employees and new hires entitled to strike assistance?***

Probationary and new hires may become eligible for strike benefits if they join the Union and pay the initiation fee and dues prior to the strike taking place. In the event a worker has completed an application for membership and paid dues, he/she would be considered a member in good standing and would be entitled to strike assistance.

### ***Are temporary employees entitled to strike assistance?***

All dues paying members, including temporary members, are eligible for strike assistance.

### ***How do I apply for strike benefits?***

You must register and make application for strike benefits on the day and time assigned to you by your local union.

***If I get another job, can I still receive strike assistance?***

Members must continue to participate in the strike to receive strike assistance. If members receive gross pay from outside work that is equal to or greater than \$250 (\$275 starting on January 1, 2020), then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance.

***Can I collect unemployment insurance while on strike?***

The law varies by state, but in many states participation in a strike will disqualify a worker from eligibility for unemployment insurance.

***My wages are garnished for child support. Will that happen with strike pay?***

If the UAW receives a court order, we will garnish the strike assistance.

***Can the strike pay be mailed to me?***

No, members must pick up their own benefit on the assigned date from their local union with ID.

***Are strike benefits taxable?***

Yes. After \$600 in a given year, the UAW will issue an IRS Form 1099-MISC.

***What happens if I cross a picket line?***

All strike benefits cease immediately and appropriate action may be taken under the UAW Constitution.

***Do I owe union dues on strike benefits?***

No.