



UAW Local 412

**Informational
Strike Packet**

Mike Hayes
President

Strike Committee

WHAT TO DO WHEN IT IS TIME:

BEGIN BY REMOVING YOUR PERSONAL BELONGINGS!

- DO NOT LEAVE YOUR WORKSTATION UNTIL YOU HAVE BEEN INSTRUCTED BY LOCAL 412 LEADERSHIP.
- WHEN INSTRUCTED TO LEAVE, DO NOT TOUCH ANY EQUIPMENT, COMPUTERS, ETC...
- TAKE YOUR BELONGINGS AND LEAVE IN A RESPECTFUL, PEACEFUL MANNER.
- NO YELLING.
- NO CURSING.
- NO TAKING PICTURES.
- NO SABOTAGE.
- IN THE EVENT OF A STRIKE, REPORT TO YOUR DESIGNATED PICKET LOCATION AT YOUR ASSIGNED TIME, PER PRE-REGISTRATION.

IF YOU ARE CURRENTLY ON MEDICAL AND EXPECT TO RETURN DURING THE STRIKE, PLEASE COME TO THE UNION HALL.

DO NOT GO TO THE EMPLOYMENT OFFICE!



UAW LOCAL 412

2005 TOBSAL COURT
WARREN, MI 48091

FROM HERE WE ASK THAT YOU PLEASE AWAIT INSTRUCTIONS FROM
UAW LOCAL 412-STRIKE COMMITTEE!

STRIKING RULES:

- EVERY LOCAL 412 MEMBER IS RESPONSIBLE FOR COMPLETING THEIR DESIGNATED STRIKE DUTIES EACH WEEK OR YOU WILL NOT BE PAID. **NO EXCUSES!**
- IF YOU ARE UNABLE TO FULFILL YOUR DUTIES, FOR ANY REASON, AT YOUR DESIGNATED TIME, AS IN ARRIVING LATE OR LEAVING EARLY, YOU WILL NEED TO MAKE UP YOUR TIME IN ORDER TO GET PAID.
- ARRIVE AT LEAST 15 MINUTES PRIOR TO YOUR SHIFT, IN ORDER TO SIGN IN AND GET TO YOUR DESIGNATED LOCATION.
- THERE WILL BE 4 SHIFTS TO COVER 24 HOURS IN A DAY. (SUBJECT TO CHANGE)
- MEMBERS ARE TO REMAIN RESPECTFUL TO OTHERS AND ADHERE TO THE UNION BY-LAWS, THE UAW CONSTITUTION AND ALSO FEDERAL, STATE, AND LOCAL LAWS.
- MEMBERS SHOULD DRESS FOR THE WEATHER AND PREPARE YOURSELVES ACCORDINGLY.
- CHILDREN OF GRADE SCHOOL AGE MAY ACCOMPANY YOU ON YOUR ASSIGNMENT, IF NEED BE.
- NO ALCOHOLIC BEVERAGES, SUBSTANCES OR WEAPONS ARE ALLOWED.
- NEVER IMPEDE OR BLOCK TRAFFIC FROM ENTERING OR EXITING.
- NO LOITERING AT THE UNION HALL. SPACE IS LIMITED, THEREFORE, ONCE YOU HAVE COMPLETED YOUR PURPOSE, PLEASE LEAVE THE HALL AND PARKING LOT.
- MAKE SURE YOU ARE SIGNED UP TO THE LOCAL WEBSITE TO RECEIVE YOUR STRIKE DUTY, LOCATION AND SHIFT, AS WELL AS YOUR DAY AND TIME TO REGISTER FOR BENEFITS. **BRING ALL THE REQUIRED DOCUMENTS!**
- THE LOCAL HAS DESIGNATED PEOPLE TO SPEAK WITH THE MEDIA; IF YOU ARE APPROACHED WHILE PICKETING, DIRECT THE MEDIA TO YOUR STRIKE CAPTAIN.

PLEASE BE SAFE!



UAW LOCAL 412

WEBSITE: WWW.UAW412.ORG

MEDICAL REFERRAL ASSISTANCE

THE FOLLOWING INFORMATION IS NEEDED TO REGISTER FOR STRIKE BENEFITS

- PICTURE IDENTIFICATION
- HOME ADDRESS
- SOCIAL SECURITY CARD
- DATE OF BIRTH
- DEPENDENT(S) LEGAL NAME, BIRTHDAY, AND SOCIAL SECURITY CARD
- BANK ACCOUNT NUMBER (NOTE SAVINGS OR CHECKING ACCOUNT)
- BANK ROUTING NUMBER
- CURRENT MEDICAL COVERAGE PLAN

START GATHERING THIS INFORMATION NOW!!!

- Blue Cross PPO, Standard Care and Medical Mutual Health Services (Beacon Health Options)
Phone: (800) 346-7651
- Members with BCBS as their current benefits, will remain 30-60 days into the strike, in which after that time the union will pick up the cost of benefits.
- Any underlining issues such as Diabetes, Cancer, Lupus, etc... will have no changes in treatments, although you will need to disclose this information at the time of registration.
- Blue Care Network Phone: (800) 482-5982
- Benefit Connect: (888) 409-3300
-Optional Group Life – Group Life Questions
- Merrill Lynch: (800) 482-7283
- UAW Legal Services: (800) 482-7700

UAW Local 412 Benefit Representatives:

Karen McAdam (586) 754-2450 Email: kmcadam@uaw412.org

Bree Valdez-Kenny (248) 266-1194 Email: bvaldez-kennny@uaw412.org

UAW Local 412 EAP Representatives:

Elaine Copeman (248) 210-0620 Email: ecopeman@uaw412.org

CREDITOR LETTER EXAMPLE

Here is a sample letter that members can use to send to creditors. This can go to your landlord, mortgage company, utilities, or credit card companies. The end goal of creditors is to get paid, so some are patient with customers during hardships.

Date:

Creditor Name/Address

RE: Account Number

Dear (Creditor Name):

I am writing this letter to request a temporary change in the repayment terms of my account. Since I have become unemployed due to layoff, I have had to make some financial adjustments.

I do have some income from _____. However, when I carefully examined my financial situation and made a strict budget for my basic expenses, it also became necessary to ask each of my creditors to accept reduced payments.

I would appreciate your cooperation in making this payment plan work. In place of my regular monthly payment of \$_____ due on the _____, I am requesting that you accept payments of \$_____ paid on the _____. I assure you that I will add no further debt until my financial situation improves.

I will begin making normal payments again as soon as possible. I regret that I have to ask for this consideration and hope that you will understand. When there is a change in my situation, I will notify you immediately.

Your understanding during this difficult time is most appreciated.

(Signature)



Strike Assistance: A Guide for Community Services Committees

PICKETING INSTRUCTIONS

While picketing you should do the following:

- Peacefully patrol at or near the employee entrances to the facility.
- Peacefully attempt to persuade people to honor our picket line and support our strike.
- State only that the reason we are picketing is to protest the Company's unfair treatment of its workers – do not say anything else.
- Refer questions from the media to the picket captain.
- Carry only picket signs issued by the Union – do not alter them or make your own sign.
- Picket only on public property and where directed by a picket captain.
- Leave the premises immediately if you fear for your personal safety.
- Report any threats directed at you or others to a picket captain immediately.
- Comply with instructions issued by picket captains and cooperate with any directions from law enforcement officials.



While picketing you should not do any of the following:

- Do not prevent anyone from entering or leaving the facility.
- Do not stand in the roadway in front of the facility or otherwise interfere with traffic.
- Do not gather in groups while picketing, instead keep moving in an orderly fashion.
- Do not threaten anyone with physical harm or property damage.
- Do not cause physical harm or property damage.
- Do not put yourself in a position where you can be accused of causing physical harm or property damage.
- Do not bring alcohol or weapons – or anything that could be construed as a weapon (guns, knives, sticks, etc.) – to the picket line.
- Do not litter.

Your Picket Captain is: _____

Contact Your Picket Captain at: _____

F.A.Q. Frequently Asked Questions

- Q. Can I get a job and still collect strike benefits?
A. Yes, you can earn up to \$499.99 per week and still get your \$500 strike pay and medical benefits.
- Q. If I earn \$500 or more, will I still be entitled to strike benefits?
A. If you earn \$500 or more you will not receive the \$500 strike pay however, as long as you complete for strike duties for the week, you will still receive your medical benefits.
- Q. If I am on S & A do I still need to complete strike duties?
A. If you receive an approval letter and/or payment from Sedgwick prior to the strike, you do not need to complete strike duties. However, if you have not received the approval letter or payment before the strike, you will not get paid through Sedgwick and you must come to the local and register for strike duties to get your strike benefits.
- Q. I don't need the \$500 strike pay but I would like to keep my medical insurance, do I still need to do strike duties to receive medical benefits?
A. Yes, in order to receive any strike benefits (money or medical) you must complete your strike duties.
- Q. I don't have a social security card, what else can I bring to register for benefits.
A. Utilize this time to get all your documents together to be available should the time come, however you can bring a W-2 which should list you and any dependents social security number.
- Q. Will the strike check be taxed?
A. They will not be taxed initially, you will receive \$500 exactly, but you will be responsible for **claiming all money on your taxes with a 1099 form.**
- Q. Will we receive a paper check?
A. No, the only way to be paid out will be direct deposit. During registration, you will be asked for your bank account and routing number.

KEEP IN MIND THERE WILL BE A SLIGHT DELAY BEFORE YOU GET YOUR FIRST STRIKE PAYMENT SO BE PREPARED. IF WE STRIKE YOU WILL NO LONGER HAVE ACCESS TO REQUEST VACATION/PA PAYMENTS, PLEASE MAKE ARRANGEMENTS.

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
- Doctor, Hospital, Prescription, 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 have been exhausted. Optional insurance 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 may sign up for that benefit and maintain your eligibility in the Strike Assistance Program.
2. Any unemployment compensation shall not be considered gross wages if member has been registered and receiving weekly strike assistance benefits.

REQUEST FOR PAYMENT

1. Weekly strike assistance checks are void if not cashed within ninety (90) days of issuance. If a check issued during the strike is lost, damaged, misplaced or otherwise not cashed by the member within ninety (90) days of issuance, any request for a replacement check must be submitted to the Strike Assistance Department within ninety (90) days after the strike has terminated.

2. Strike Assistance will be paid in accordance with Administrative Letter dated June 8, 2023, Volume 62, Letter No.

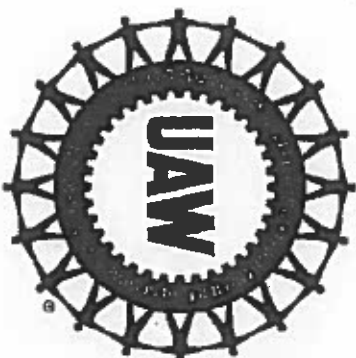
Secretary-Treasurer
International Union, UAW

IMPORTANT

If there is any question regarding your dues payments, see 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.

UAW STRIKE ASSISTANCE PROGRAM



UAW STRIKE ASSISTANCE
DEPARTMENT
8000 E. JEFFERSON AVE.
DETROIT, MI 48214
(313) 926-5406



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 provided, 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 their dues and later acquires good standing membership by paying their back dues and reinstatement fee at least one (1) year prior to a strike shall not be penalized for their delinquency.

6. Any member who is delinquent and does not pay their back dues and reinstatement fee at least one (1) year prior to a strike shall be penalized two (2) weeks strike benefits for their 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 their company prior to the strike taking place, they would be considered a member in good standing and would be entitled to strike assistance.

YOU ARE NOT ENTITLED TO STRIKE ASSISTANCE IF YOU ARE:

1. Unemployed prior to the strike
2. Receiving sick and accident benefits
3. Receiving Workers Compensation
4. Earning weekly gross wages equal or greater than the weekly strike benefit of \$500

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 1st day of the strike. 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 after the 8th day of the strike.

4. Weekly benefits are \$500 regardless of status.

5. Striking members will receive \$100 per day for each day that they are on strike beginning with the 1st day of the strike Monday through Friday.

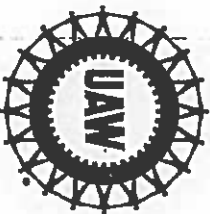
6. Members must pick up their benefit check on the day and time assigned to them by their Local Union or lose that week's benefit.

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 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".



****ATTENTION****

SUPPLEMENTAL EMPLOYEES

You have the same Union Rights
as Full-Time Seniority Employees
when it comes to Union Strike
Benefits

You will collect \$100 per day
Monday-Friday (\$500 per week)
As well as Medical Benefits



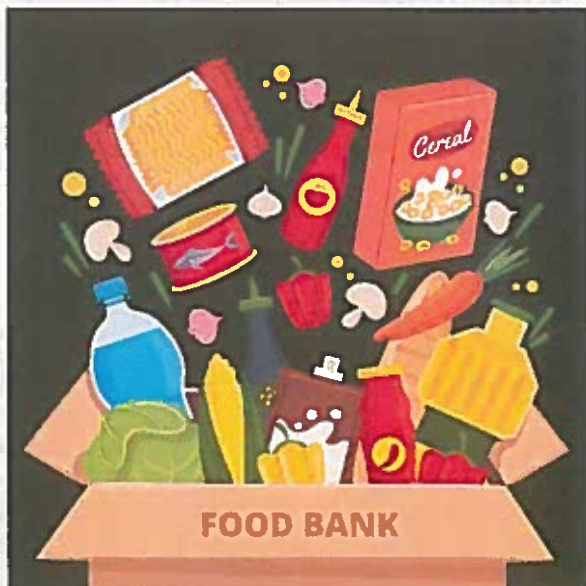
UAW Local 412 Strike Committee

FOOD DRIVE

Strike Preparation Food Collection

Non-Perishable Food Items Please

- Granola Bar
- Cereal
- Pasta
- Pasta Sauce
- Canned Chicken
- Spam
- Canned Tuna
- Oatmeal
- Canned Fruit
- Soup
- Peanut Butter
- Jelly
- Minute Rice
- Any Canned Goods
- Deodorant
- Shampoo
- Conditioner
- Soap
- Diapers
- Wipes
- Feminine Products



MON - FRI
8 AM - 3 PM

UAW Local 412
2005 Tobsal Ct.
Warren, MI 48091

No Monetary Donations Please

Questions? Contact the Local (586) 754-2450 or email Roy Lee rlee@uaw412.org

Resources/Food Banks

Salvation Army

(www.salvationarmyusa.org) 313-822-2800

Food Bank of Eastern Michigan

(www.FBEM.org) 810-239-4441

Gleaners

(www.gcfb.org) 1-866-453-2637

Forgotten Harvest

(www.forgottenharvet.org)

ST. Vincent Catholic Charities 313-393-2930

American Red Cross

(www.redcross.org) 313-833-4440

Ford Gathers(Washtenaw county)

(www.fordgathers.org) 734-761-2796

Open hands Food Pantry (ST. Episcopal Church)

1-947-900-1263

Focus Hope Food Distribution Center

1-313-494-4600

Helping Hands

1-313-563-4800

Detroit Hope Community of Christ-Food Bank

1-734-735-6931



Utility Assistance/ Emergency Housing Assistance

Consumer Energy

1 844-254-6959

www.consumersenergy.com

DTE Energy

1 800-477-4747

www.dteenergy.com

Columbia Gas of Ohio

1 800-344-4077

Toledo Edison

1 800- 447-3333

State Emergency Relief

www.michigan.gov/mdhhs

Rental Deposit Assistance

www.michigan.gov/mshda)

MI Bridges

www.michigan.gov/newmibridge)

Community Housing Network

1 248-928-0111

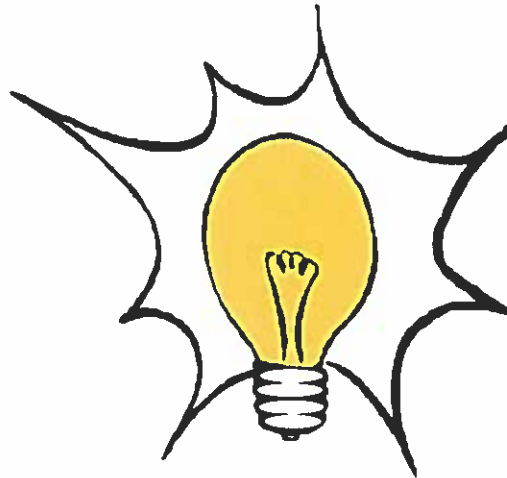
Lighthouse

1 248-920-6000

United Way

2-1-1 or (800) 522-1183

www.unitedwaysem.org



Please contact your mortgage and car loan companies to make arrangements based on your personal circumstances as soon as possible.