

## **Frequently Asked Question Regarding a UAW Strike- UAW Local 863**

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

**Answer:** 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?***

**Answer:** Weekly strike assistance is \$500 per week (\$100 per day, Mon-Fri). Strike assistance pay is available after the 8th day of the strike. A bonus check is paid the week prior to the Thanksgiving and Christmas holidays.

For each day's pay from the employer missed due to the strike (Monday through Friday), an eligible member shall receive one day's Strike Assistance at the prorated daily amount.

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

**Answer:** 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?***

**Answer:** 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 workers 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?***

**Answer:** 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?***

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

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

***Answer:*** 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?***

***Answer:*** 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 \$500, 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?***

***Answer:*** 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?***

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

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

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

***Are strike benefits taxable?***

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

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

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

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

**Answer:** No.

**Question: Must I be on the payroll at the time a strike begins in order to receive strike benefits?**

**Answer:** Yes. Only members who are on active payroll at the time the strike began are entitled to strike benefits.

**Question: When will I receive my strike benefit check?**

**Answer:** Strike pay begins day one but checks will not be deposited until you are registered. By the 8th day, the union could start paying you but the first check could take longer than 8 days to deposit. \*Checks will not be paper checks, they will be direct deposit.

**Question: Will I need an email address for registration?**

**Answer:** Yes, you will need an email. If you do not have one and need assistance in making an email address, see one of the Local Union officers for assistance.

**Question: Will I need a routing number for my checking/savings account to register?**

**Answer:** Yes, you will need a bank account routing number to register and receive your weekly check. No paper checks will be cut. If you do not have a bank account for direct deposit, you will have to open one.

**Question: If I am drawing social security, will that effect my strike pay?**

**Answer:** No, you will still be eligible for full strike pay.

**Question: If I rent out property and have income from that property, does that effect my strike pay?**

**Answer:** No, you will still receive full strike pay.

**Question: How long will picket assignments be?**

**Answer:** Most Local 863 members will do 3 hour shifts per week for their picket duty. Others such as Local Leadership, ERT's, Benefits Reps, and certain Standing Committees will be asked to do more than the 3 hour shifts throughout the strike duration.

**Question: If I cannot do the assigned time for my picket duty, can I switch with another member?**

**Answer:** Yes, as long as you both work each others shift and communicate that with your shifts strike captains when you arrive.

\*1<sup>st</sup> week of the strike you cannot switch. If you have a unique situation and have a major conflict with your assignment, see Cheryl Holland ASAP.

**Question: *If I cannot work my assigned picket duty, can I just show up at the Local for a shift?***

**Answer:** No, you will be turned away if you just show up at the local to work a shift that you want to count as your picket duty assignment. This is to ensure we can maintain order to our picket assignments.

**Question: *If I am on a scheduled vacation when the strike is called and will not return until after the 8th day of the strike, will I receive strike pay for that week?***

**Answer:** No, you must work a post during the pay period week of the strike. You will be eligible for pay when you work your post.

**Question: *Our other Amalgamated UAW Local 863 members who work for QPC and ESFM, can they honor our strike and not cross the picket line?***

**Answer:** Yes, they can honor our picket line and not cross. QPC and ESFM are saying they will lay members off if we strike. They will get unemployment if that happens.

**Question: *If I have optional life insurance taken out of my Ford check, will it be taken out of my strike pay check?***

**Answer:** No, you will have to make arrangements to pay the premium (which is listed on your Ford check at the beginning of the month). Your optional life insurance policy during a strike is your responsibility.