



Strike Preparedness Q&A

UAW Local 652 Education Committee



Definition

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.



Strike Authorization

The Agreement between the UAW and General Motors expires on September 14th, 2023 at 11:59 p.m.



Striking

When a strike is called, an informational letter will be handed out and/or posted. Each member is to conduct themselves according to this letter as they finish their work and prepare to walk out.

This letter will also communicate the steps, dates, and times needed to register for strike duty.



Registration

Members **must** register at the hall for strike duty assignments. Duties can include: gate duty, educational classes, or other assigned duties.

You will complete the necessary paperwork in order to receive benefits during registration(bring your cell phone).

Strike benefits will be completed via direct deposit. Please have an active email account and all banking information available at registration.



Gate Duty

Members fulfilling gate duty are expected to conduct themselves in an appropriate manner, as we represent all UAW members.

Gate captains will direct and assist gate duty operations.

Consult with your gate captain about any questions, issues, or if you are approached by media.

You **must** show up to your assigned duty.



Other Duties

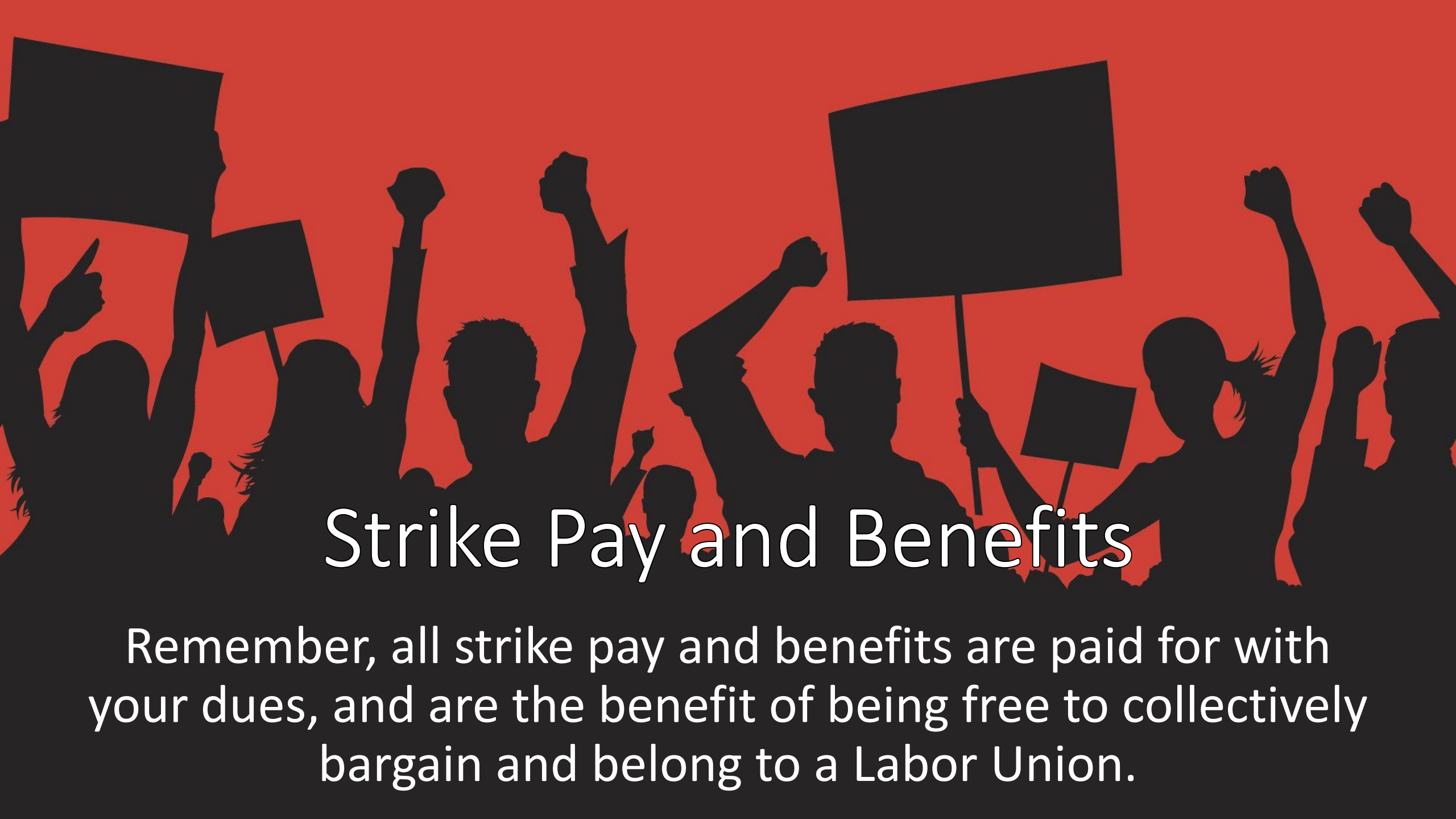
Members attending educational classes or fulfilling other duties are also expected to conduct themselves in an appropriate manner, as we represent all UAW members.

Consult with your class instructors about any questions, issues, or if you are approached by media.

Strike Captains will direct and assist with members fulfilling other strike duties.

You **must** show up to your assigned class or duty.





Strike Pay and Benefits

Remember, all strike pay and benefits are paid for with your dues, and are the benefit of being free to collectively bargain and belong to a Labor Union.

FAQ

You **Must:**

- ✓ Register at the Hall
- ✓ Sign-in and complete strike duty to receive pay and benefits
- ✓ Complete the strike duty you were assigned, and on the date and time you were assigned.



FAQ

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 workers compensation or receiving sick and accident benefits are not eligible

Member must participate in the strike: picket assignments, strike committee, etc.



FAQ

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.



FAQ

Are temporary employees entitled to strike assistance?

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



FAQ

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

Weekly strike benefits are \$500 per week (\$100 per day for each day that you are on strike beginning on the first day of the strike Mon-Fri. Strike assistance shall be made available to the member after the 8th day of a strike. A bonus check is paid the week prior to the Thanksgiving and Christmas holidays; first weeks check is your back to work check.



FAQ

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.



FAQ

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 \$500, then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance.



FAQ

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. The Michigan Employment Security Act prevents striking workers from receiving unemployment insurance.

Some states have passed laws to prevent workers from receiving unemployment benefits even if their lack of employment is a cascading effect of a strike in another state. BECAUSE ELECTIONS MATTER!



FAQ

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.

Are strike *benefits* taxable?

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



FAQ

Can the strike pay be mailed to me?

No, members must receive their strike benefits through direct deposit.

Do I owe union dues on strike benefits?

No.



FAQ

What happens if I cross a picket line?

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



FAQ

What are some additional disqualifiers?

- Unemployed prior to the strike
- Receiving sick and accident benefits
- Receiving workers compensation
- Earning weekly gross wages equal to or greater than \$500

