



UAW ADMINISTRATIVE LETTER

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Letter No. 2

TO ALL LOCAL UNIONS:

IN THIS ISSUE:

REVISED

**STRIKE
ASSISTANCE**

Greetings:

This Administrative Letter clarifies Strike Assistance, as interpreted by the International Executive Board, pursuant to Article 12, Section 14 of the International Constitution as well as earning increases and benefit increases and amendments to Article 50 of the International Constitution adopted by delegates to the 38th Constitutional Convention.

UAW STRIKE ASSISTANCE

1. Strike Assistance shall be based on right, in accordance with the rules and regulations approved by the International Executive Board.
2. Strike Assistance shall be administered by the International Strike Assistance Department, in cooperation with the Local Union Community Services Committee.

ELIGIBILITY

3. Strike Assistance shall be provided, **upon application**, to all members in good standing who participate in the strike, pursuant to the rules established by the International Union.
4. Members must be in good standing **on the day before a strike commences** to be entitled to Strike Assistance, provided that all of the other qualifications are met. A member in good standing is one who is not in **arrears in dues, as provided in Article 16, Section 21 of the International Constitution**.
5. Any member who owes a reinstatement fee or back dues, shall not be considered in good standing and is not eligible for Strike Assistance.
6. Receipt of pensions, survivor benefits, social security, or vacation pay, shall not affect the eligibility of the member who is entitled to Strike Assistance.

DISQUALIFICATION

7. Members will be determined not eligible to receive Strike Assistance under the following conditions:
 - a. if unemployed prior to the strike;
 - b. if receiving sick and accident benefits;
 - c. if receiving workers' compensation benefits.
 - d. effective **February 21, 2023**, if you earn gross wages (not including any income earned from the employer) of \$500 or more per week during the strike.
8. An employee who is locked out by their employer, or an employee who is laid off because of an authorized strike by another UAW local at a different location, or in the case of an amalgamated local, a different unit at a different location, is not eligible for Strike Assistance.

STRIKE PENALTY FOR DELINQUENT MEMBERS

9. Any member who is or becomes delinquent in their dues and later acquires good standing membership by fully paying the amount in arrears and reinstatement fee at least one (1) year prior to a strike, shall not be penalized for their delinquency.

Any member who is delinquent and does not pay the full amount of dues in arrears and reinstatement fee at least one (1) year prior to a strike, shall be penalized two (2) weeks' strike benefits.

PROBATIONARY AND NEW HIRES

10. Probationary and new hires may become eligible for weekly Strike Assistance only if they join the Union by paying the Initiation Fee and current month's dues before the strike commences. In the event a worker has completed and signed an application for membership and a Union Checkoff Card before the strike commences, they would be considered a member in good standing and would be entitled to Strike Assistance.

MUST BE ON ACTIVE PAYROLL

11. Only members of the local union on strike who were on the **active payroll** at the time the strike began shall be entitled to Strike Assistance. Members who are sick prior to a strike and are receiving sick and accident benefits, unemployment compensation or workers' compensation immediately prior to the strike, are not eligible to receive Strike Assistance.
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INTERPRETATION

12. Any member who has been receiving sick and accident benefits or workers' compensation during the strike will be entitled to Strike Assistance after they have been released by their doctor to return to work.
13. Any member who is receiving Strike Assistance during a strike and becomes ill to the extent that they are unable to return to work when the strike ends, but is not eligible for sick and accident benefits shall continue to receive Strike Assistance until released by their doctor to return to work or until the number of weeks they would normally receive sick and accident benefits under the terms of the most recent collective bargaining agreement have been exhausted.
14. 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. In the case of a member who is not immediately recalled to work after the termination of a strike, and is continuing to receive Strike Assistance benefits, any request to replace a check issued after the termination of the strike that is lost, damaged, misplaced or otherwise not cashed must be submitted to the Strike Assistance Department within ninety (90) days of the member being recalled to work. All local union reimbursements must be submitted to the Strike Assistance Department within ninety (90) days after the strike has terminated, utilizing the Weekly Strike Analysis (Form A-60) along with all pertinent vouchers and receipts.
15. Any unemployment compensation shall not be considered as "gross wages" under Paragraph 7(d) of this Administrative Letter.

PARTICIPATION

16. Members must participate in a strike activity assigned by the local union. Participation in the strike shall include: serving on the Community Services Committee, picket line duty, strike information classes, strike kitchen duty, soliciting committee, lectures or other appropriate activities established by the local union.

REGISTRATION

17. Members must register and apply for Strike Assistance on the day and time scheduled by the local union.
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STRIKE ASSISTANCE DISBURSEMENT

18. Due to limitations on facilities and manpower, **weekly strike benefit checks will be available only on the day and time scheduled by the Strike Assistance Department in consultation with the local union.** Members should be advised that strict compliance is required in order to receive their weekly strike benefit check.

TERM OF STRIKE ASSISTANCE

19. A member shall accumulate Strike Assistance credits effective on the first 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 Assistance at the prorated daily amount.
20. Strike Assistance shall be made available to the member beginning on the first day of the strike. For purposes of administering day one (1) strike pay, the first day will be defined as the 24-hour period following commencement of the strike.

SCHEDULE OF BENEFITS

21. Weekly Benefits are: if eligible, effective February 21, 2023, all members shall receive \$500 per week regardless of status (i.e., \$100 per day for each day on strike, beginning with the first day of the strike, Monday through Friday).

BONUSES

22. Any member who is eligible for a strike benefit check during the week prior to the Thanksgiving Holiday will receive a bonus check equal to the regular strike benefits during that week.
23. Any member who is eligible for strike benefit check during the week prior to the Christmas Holiday will receive a bonus check equal to the regular strike benefits during that week.

INSURANCE BENEFITS

24. Upon approval by the International President and Secretary-Treasurer, the International Union will pay from its Strike Fund: Group Life, Transition Bridge, and Group Medical-Hospital Insurance costs (excluding dental, vision, audio, and sick and accident), for striking members who participate in a strike activity assigned by the local union.

The Strike Assistance Department will determine the method by which these benefits will be provided, depending on the circumstances. The method may include reimbursement for health care premiums reasonably incurred by the striking member. These costs will also be paid for members who are not recalled to work when a strike is recessed or terminated for a period of time following the recess or termination of the strike equal to

that period following a layoff which the employer was obligated to continue medical benefits under the most recent collective bargaining agreement. **In no event shall these costs be paid for longer than four (4) months following the recess or termination of the strike.**

Optional insurance coverage and rider policies will remain the responsibility of the member.

OTHER USES OF INTERNATIONAL STRIKE FUNDS

25. Ordinary operational expenses of the local union, including equipment purchases, are to be charged to the general fund of the local union.
26. The International Union will assume the cost of certain reasonable and necessary strike expenditures, **as authorized by the International Union Strike Assistance Department Representative**. No other authorization will be honored for payment by the International Union.
27. Strike funds can only be spent in compliance with the policies of the International Union. Payment of legal fees that are incurred as a result of the strike must first be authorized by the International President and Secretary-Treasurer.
28. At the conclusion of a strike, all International Union strike funds which have not been used specifically for the benefit of the strike, must be returned to the International Union.
29. Local unions requiring assistance from the International Union must request such assistance from its Regional Director.
30. Local unions will be required to have education classes, unless waived by both the Regional Director and the Secretary-Treasurer.

LOST OR MISPLACED CHECKS AND LOCAL UNION REIMBURSEMENTS

31. 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. In the case of a member who is not immediately recalled to work after the termination of a strike, and is continuing to receive Strike Assistance benefits, any request to replace a check issued after the termination of the strike that is lost, damaged, misplaced or otherwise not cashed must be submitted to the Strike Assistance Department within ninety (90) days of the member being recalled to work.
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32. All local union reimbursements must be submitted to the Strike Assistance Department within ninety (90) days after the strike has terminated, utilizing the Weekly Strike Analysis (Form A-60) along with all pertinent vouchers and receipts.

STRIKE RECORDS

33. All procedural records and supplies, including picket signs, will be furnished by the International Union and must be used to conduct the strike and to make expenditures from the Strike Fund.

PROCEDURES

34. On a monthly basis, the Regional Director or the National Department, whichever is applicable, will furnish a written report on the status of the strike to the Director of the Strike Assistance Department, with copies to the International Union President and Secretary-Treasurer.

In solidarity,



Shawn Fain
President



Margaret Mock
Secretary-Treasurer