

National Strike Fund Regulations

Strike Pay

The National Strike Fund provides support for strikes or lockouts.

In this document, you will find information on strike pay eligibility, amounts, and picketing responsibilities.

CUPE 4600's goal is to have strong picket lines and a well organized strike. If you have questions about your eligibility, concerns about accessibility, or would like to request alternative strike duties, please do not hesitate to contact us. We will strive to help every member meaningfully participate in the strike.

Who is eligible for strike pay?

To be eligible for strike pay, you must:

- Be a member in good standing before the strike begins.
- Be on the employer's active payroll and paying dues.
- Sign Form E: Strike Pay Application and fill out the CUPE 4600 strike pay form.
- Picket and/or carry out other strike duties assigned by the Strike Committee.

How much picketing will I have to do?

Although CUPE National considers a normal picket schedule to be 5 days and a minimum of 20 hours per week, we understand that some CUPE 4600 may not be able to do this.

We encourage members who are able to picket to join the picket lines for 20 hours per week, which can be done in 4-hour shifts. A strong picket line shows the employer we are united and committed to winning a fair deal.

Members who would like a modified picketing schedule will be able to access pro-rated strike pay for 4-hour blocks of picketing or strike duties (e.g, 8 hours/week = \$120)

We will strive to meet the accommodations needs of our members. If you have any questions or concerns about picketing, or would like to request alternative strike duties, please contact the union and we will put you in touch with the right people. If you require an accommodation, please fill out this form.

When do I start earning strike pay?

Members begin to earn strike pay on the first calendar day of the strike.

How much will I get paid?

The National Strike Fund pays a maximum of \$300 weekly for a minimum of 20 hours of picketing or other assigned strike duties.

Starting with the 8th week of the strike, strike pay is increased to \$350 per week, for a minimum of 20 hours of picketing or other assigned duties.

Starting with the 12th week of the strike, strike pay is increased to \$375 per week, for a minimum of 20 hours of picketing or other assigned duties.

Starting with the 16th week of the strike, strike pay is increased to \$400 per week, for a minimum of 20 hours of picketing or other assigned duties.

If you are pre-approved to do fewer than 20 hours per week of regular or alternative picket duty, the National Strike fund will pay you \$15 per hour of strike duties. **Please note:** the hourly rate will increase proportionally at strike/lockout milestones noted above (8 weeks, 12 weeks and 16 weeks.)

Please also note that strike pay is not taxed.

How often will I get paid?

Once you start receiving strike pay, you will be paid weekly.

How do I get strike pay?

To get strike pay, you must sign in and out of your picket line each shift. If you are doing alternative strike work, you will need to sign in and out of your "shift" with the accessibility team.

Your Picket Captain and the Strike Committee will complete and submit the forms needed to make sure you receive strike pay.

What about health benefits?

In some cases, employers pay premiums, and members continue to have benefit coverage.

If the employer refuses to pay its share of premiums, the National Strike Fund will pay group life insurance and extended health benefit premiums, starting on the first day of a strike or lockout.

If the employer refuses to allow CUPE to pay premiums, The National Strike Fund can cover some emergency dental work and drugs.

It is a good idea to complete urgent dental work and refill prescriptions before the strike starts.

What happens to members on short or long-term disability?

If a member's short or long term disability coverage gets cut off by the insurance company because of a strike, CUPE will compensate the member with weekly strike pay.

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