

## Vote on Proposed Change to "Benefit Payment Method C." At the September 19, 2023, Membership Meeting.

### PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

1. Checks will be stored in safekeeping of the Trustees, Treasurer, and Office Manager.
2. Only Strike Committee members, or their designee, will have access to blank checks from the Trustees.
3. Strike Committee members will be responsible for the issuance of the checks and for the disbursement to Union members.
4. Each Union member will be required to complete and sign a "CWA Members' Relief Fund Strike Certification Form" (DFR-1). These forms will be filed in alphabetical order.
5. For a member to qualify for benefits, they must deposit in a locked ballot box at the Hall or Picket line, an authorized picket duty card. (Original A). Picketers shall keep picket card (Copy B) for their records. Picketers must sign a roster sheet at the picket line before they get their picket card stamped.
6. On the reverse side of the Strike Certification Form, (DFR-1) the Strike Committee will attach the picket duty card so that the Union members may be paid.
7. The Strike Committee will ensure that benefit checks are drawn on the appropriate account. These checks will include the following information: check amount with the (2) signatures required, not valid after 90 days. (Note: to comply with CWA rules.)
8. The check log will be in duplicate-one copy will be retained by the Strike Committee and the other copy will be kept by Local 201 Office Manager, or a replacement designated by the Strike Committee. The check log will contain the following columns: check number, signature of member, date of pickup and comments.
9. Each member will be required to present a picture I.D. (badge/license) and sign for their check.
10. The Local 201 Office Manager, or a replacement designated by the Strike Committee, will keep a weekly total of check disbursements. In addition, they will be responsible for checking off disbursements for each Union member on a master roster of Union members, on a weekly basis. The Local 201 Office Manager shall keep a receipt from the computer check writing program to comply with CWA reporting requirements.
11. All check disbursements and pickups will follow specific guidelines set up by the Strike Committee, there will be no exceptions to this procedure. Should the CWA step in to set up an electronic payment system these rules will govern the checks for those who do not have direct deposit, and the checks that are issued from the Local 201 Strike Fund.
12. All pay procedures shall be in accordance with CWA rules.

*(Note: Total strike payments of \$600 or more per striker per year are subject to federal and state taxes you must file an IRS Form 1099-MISC)*

### RULES FOR COLLECTING STRIKE BENEFITS

The following rules shall govern the administration of strike benefits eligibility:

1. Every member will picket or perform weekly alternative strike-related duties by applying with the Strike Committee.
2. An employee must be a dues-paying member in good standing and on an authorized strike.
3. Eligibility for local strike payments will begin with the first week of the duly authorized strike, payable on the second week. Eligibility for International payments will begin with the second week of the fully authorized strike, payable on the third week. (In line with the International's strike benefit policies.)
4. A member is ineligible if he/she is on a previously scheduled vacation, leave of absence or lack of work for the duration of that leave.
5. A member is ineligible if he/she is out on Worker's Compensation or on Short-Term/Long-Term Disability until their disability benefits have ended, the strike benefits would start as per (3).
6. A member is ineligible if he/she retires.
7. Any appeal MUST be made in writing within thirty (30) days of the denial, and the decision of the Strike Administrators is final, subject to the Local Union constitutional provisions.

### BENEFIT PAYMENT METHOD

- A. You **MUST** register for strike benefits on forms provided. A member is ineligible for weeks of benefits paid prior to registration. Registration on a weekly basis for the duration of the strike is required subject to approval of the Board of Administrators.
- B. When the strike fund checking account falls below a balance of 1 week's strike benefits for the applicable bargaining unit, the Local will make a deposit into the fund of the needed strike benefits from the Local's Strike Fund.
- C. Payments will be in the sum of \$400.00 per week per Executive Board and membership approval. **This money will be \$400.00 from the Local Strike Fund payable week (2) of a strike.** \$300.00 from the International and \$100.00 from the Local Strike Fund commencing on the 15th day of the strike. Payments commencing on the 29th day of the strike will be \$500.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$100.00 from the Local Strike Fund. Payments commencing on the 57th day of the strike will be \$600.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$200.00 from the Local Strike Fund. Any of these amounts may be adjusted.

Signed, IUE-CWA Local 201