

Strike Authorization FAQs

Will I be paid if we go out on strike?

- The CWA Members' Relief Fund (MRF) provides direct assistance to members who are victims of collective bargaining strategies during a sanctioned strike and other approved mobilization actions.
- Currently the weekly benefit to striking workers is
 - \$300 per week beginning the 15th day of the strike
 - \$400 per week beginning the 29th day of the strike
- The local has its own strike fund, from which it will supplement the funds given from the national. The Executive Board has been careful to save money where it can so that every penny could go towards helping members during a strike.
- **All workers must perform strike duty as determined by the local to receive funds**

What happens if the funds every week aren't enough? I'm already living paycheck to paycheck.

- The union has pledged that no member will go hungry, lose their home, or otherwise fail to pay their bills.
- Alongside the weekly funds, there will be a Relief Committee, which will oversee negotiations with banks, lenders, and utility companies to ensure they defer charges to members accounts until after the strike. In the event that lenders and utilities cannot be persuaded, the committee will have the authority to disburse money from the strike fund to cover those emergency scenarios.
- We recommend that all members seek part time jobs in the meantime. Only 4 hours will be asked of you every week, and beyond that it is up to you what you do with your time. You will return to a job that is better than you left it at the end of the strike.

Does the strike authorization expire?

- The strike authorization expires when we have ratified a contract.

What will happen if the Negotiation Committee calls for a strike?

- The Negotiation Committee can only call a strike if the membership rejects the final proposal given to them by the company. If negotiations do not end early due to favorable bargaining conditions from the company, and it comes down to the final vote on July 27th, **and** the membership rejects that final contract offer by a majority vote, **only then** will a strike be called.
- It is the legal duty of the negotiation committee to bargain responsibly and in good faith. They are not going to "bargain towards a strike". They want to work and make their money as much as you do.

Will I be told about the strike before it actually happens?

- Absolutely! You'll have an opportunity to engage in a discussion with your Elected Leaders and the Negotiation Committee and ask any questions you might have at upcoming meetings. Plus, the negotiation committee and your unit council members are always available for discussion.

How long will a strike take?

- As long as management continues to violate labor law and refuses to give us the contract we deserve. We'll make it crystal clear to management what they need to do to end the strike, and hope it will be no longer than a matter of days before they come to their senses. But we'll need to be prepared to stay on strike as long as it takes.

Will I be able to keep my health insurance?

- It is up to your employer whether they will cancel your insurance during a strike. However, if that does happen, that doesn't mean you won't be able to access the care you need. In strike situations where an employer cuts off healthcare benefits, CWA and/or the local will pay for necessary medical/hospital expenses. In some extreme cases, payment of healthcare premiums (COBRA) on behalf of strikers and their dependents may be authorized. The CWA Members' Relief Fund will only pay COBRA premiums for healthcare. CWA self-insures for other medical needs such as "necessary" dental and vision care. The Members' Relief Fund does not pay life insurance premiums.

I have ongoing prescriptions and treatments, how will I be able to keep those up?

- We recommend that you stock up on prescriptions and get in any treatments that are needed before we go on strike. Again, we hope that insurance will stay in place but if not, the health and welfare committee will be able to accommodate needs through the union's internal process.