



OUR STRIKE FUNDS

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THE POWER TO HOLD ON

When you're fighting for better working conditions, having a good strike fund is crucial.

*It gives workers **the means** to continue their strike for as long as necessary.*

*The boss then knows that we can always hang on for **one more day**. And often, this is the best way to avoid a dispute.*

*Our strike relief funds **do not have to be reimbursed** after a labour dispute. They are not meant to replace wages, but instead to enable workers to keep their heads above water.*

*Thanks to the cumulated amounts in our two strike funds, the International Fund and the District 5 Fund, **not one striking or locked-out Steelworker will ever have to go a week without a cheque.***

HOW OUR STRIKE AND DEFENCE FUNDS ARE FUNDED

INTERNATIONAL FUND

The contribution to the International Strike and Defence Fund is equal to 16.6% of the total dues rate of 1.45%.

The International Strike and Defence Fund has several hundred million dollars in reserve. Close to 850,000 Steelworkers contribute to the Fund in North America.

HOW CONTRIBUTIONS TO THE INTERNATIONAL STRIKE AND DEFENCE FUND ARE CALCULATED: 3 EXAMPLES

Hourly rate	Weekly salary	Weekly salary X 1.45 % = Union dues	Union dues X 16.6 % = Contribution to the Strike Fund*
\$40/hr	\$1,600	\$23.20	\$3.85
\$30/hr	\$1,200	\$17.40	\$2.89
\$20/hr	\$ 800	\$11.60	\$1.93

* Contributions to the Strike Fund are included in the union dues. They are not in addition to the union dues.



DISTRICT 5 STRIKE FUND

The local unions affiliated with the District 5 Strike and Defence Fund pay a monthly amount for each of their members, calculated on the basis of the dues paid by the total membership of District 5 in the previous year. This lump sum is equivalent to 4% of the total dues paid to the District for “amalgamated” union locals * and 5% for all other union locals.

Membership is voluntary for each Local Union. The decision to become a member is made by the membership at a general membership meeting.

Approximately 31,000 members contribute to the District 5 Strike and Defence Fund. The District 5 Fund allows for relief payments to be made to striking and locked-out workers beginning in the 2nd week, in addition to the amounts allocated by the International Strike and Defence Fund.

The District 5 Fund supports fixed-term strikes by providing strike benefits starting on the 8th day of the strike.

** “Amalgamated” locals as defined in the internal rules and regulations of the District 5 Strike and Defence Fund.*



STRIKE BUDGET

Each Local Union of the Steelworkers manages its own strike relief budget and the general membership decides at a meeting how much each striking worker will receive. Local Unions exercise their own autonomy.

If the Local Union participates in the District 5 Fund, it will receive strike relief payments beginning in the 2nd week of a labour dispute. If it does not participate, it will begin to receive relief payments from the International Fund in the 3rd week. Workers will not be without an income because, when a strike is triggered, they should still be paid by the employer for the weeks owing.

Members of the Steelworkers do not have to reimburse the funds they receive through our Strike and Defence Funds during a labour dispute.



Our workers receive relief funds until the dispute reaches its end.

The strike budget* is based on the average number of contributors during the three months preceding the dispute. The following table explains how this budget is calculated:

Week of strike	International Strike and Defence Fund	District 5** Strike and Defence Fund	TOTAL AMOUNT of strike relief
2 nd week	\$0	\$250/week	\$250
3 rd week	\$300	\$0/week	\$300
4 th , 5 th et 6 th week	\$300	\$50/week	\$350
7 th to 11 th week	\$300	\$75/week	\$375
12 th to 15 th week	\$300	\$100/week	\$400
16 th to 20 th week	\$300	\$125/week	\$425
21 st week and after	\$300	\$150/week	\$450

Please note: During a lockout, members receive \$260 per week from the International Strike and Defence Fund, as of the beginning of the lockout. This payment continues throughout the lockout. The second week will not be covered by the District 5 Strike Fund.

The District 5 Fund also supports fixed-term strikes with daily strike benefits. These benefits will be paid starting from the 8th day of the strike. The amount is calculated by dividing the weekly benefit for the corresponding week by 7.

* The Local Union receives a strike budget that is calculated on the basis of the number of members who have contributed in the three months preceding the strike.

** Only for Local Unions affiliated with the District 5 Fund.



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