



MDA-UAW LOCAL 571 | STRIKE FAQ - MAY 2, 2025

In preparation for a potential strike, MDA has been recruiting a vast network of Strike Captains across locations to organize and increase communication to members. The local also now has a Strike Preparation Committee, which compiled this Question and Answer FAQ sheet based on questions from the membership. We tried to cover as many of the membership's questions as possible. Remember that these are broad answers and we may need to address some members' concerns on a case-by-case basis as needed.

What is a strike?

A strike happens when workers collectively decide to withhold their labor, after authorization from the International. In the UAW, strikes are governed by the UAW Constitution, including Articles 12, 16 and 50.

How much is UAW Strike Assistance and how often is it paid?

Weekly strike assistance is \$500 per week (\$100 per day, Mon-Fri). A member shall accumulate Strike Assistance credits effective on the first day of the strike. Any member who is eligible for a strike benefit deposit during the week prior to the Thanksgiving and Christmas holidays will receive a bonus check equal to the regular strike benefits during that week. 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.

What medical benefits are covered?

The UAW Strike and Defense Fund covers benefits such as medical and prescription drugs, which mirror the contracted plans prior to the strike. Benefits not covered include: dental, vision, hearing and sick and accident. These benefits are either paid directly by the Fund according to the company's current plan or by having the Strike and Defense Fund make COBRA payments to the company plan, whichever is cost efficient.

Who is eligible for strike benefits?

To be eligible for strike pay and benefits, members must be:

- In good standing (current on dues and initiation fees, if any) on the day before the strike starts
- On active payroll at start of strike: members laid off, on workers compensation or receiving sick and accident benefits are not eligible
- Member must participate in the strike: picket assignments, strike committee, etc.

Eligible members include temporary employees as well as anyone who is current in their union security obligations such as fee payers or objectors.

Are probationary employees and new hires entitled to strike assistance?

Probationary and new hires may become eligible for strike benefits if they join the Union and pay the initiation fee and dues prior to the strike taking place. In the event a worker has completed an application for membership and paid dues, he/she would be considered a member in good standing and would be entitled to strike assistance.

In the event a worker has completed and signed an application for membership and a Union Check Off card has been forwarded to their company prior to the strike taking place, they would be considered a member in good standing and would be entitled to strike assistance.

Are temporary employees entitled to strike assistance?

All dues paying members, including temporary members, are eligible for strike assistance.

How do I apply for strike benefits?

You must register and make an application for strike benefits on the day and time assigned to you by your local union.

If I get another job, can I still receive strike assistance?

Members must continue to participate in the strike to receive strike assistance. If members receive gross pay from outside work that is equal to or greater than \$500, then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance.

Can I collect unemployment insurance while on strike?

The law varies by state, but in many states participation in a strike will disqualify a worker from eligibility for unemployment insurance.

My wages are garnished for child support. Will that happen with strike pay?

When the UAW receives a court order, we will garnish the strike assistance pay to fulfill the legal obligation.

Are strike benefits taxable?

Yes. If you receive \$600 or more in weekly strike benefits in a calendar year, the International Union is required to report this income to the IRS and send you a "Form 1099-MISC."

What happens if I cross a picket line?

Our power is in our numbers. The more people we have out, the more the company is scrambling, the more we can win. That means, for every single person who scabs, our contract is worse and a strike lasts longer. That's why the local could rule a member who crosses the picket line as no longer in good standing. The company recently published an illegal claim that the union can "fine" people who cross the picket line. This is not true, the union cannot fine members. To be readmitted as a member in good standing, one would need to pay the \$300 reinstatement and initiation fees. But the real question is this: do you want to be the tipping point for us to lose a big demand the company can more than afford?

Do I owe union dues on strike benefits?

No.

A member cannot walk the picket line for 4 hours a week, what else can they do to support the strike and receive strike credit?

Please inform the Local Union and we will assign alternative strike support activities so the member can earn strike credit.

How do I get strike pay? Is it a check?

Strike pay will be direct deposit based on information you provide to the UAW Strike Assistance Department during registration.

My current work assignment is out of the state. How do I earn strike credit?

Please inform the Local Union and we will assign alternative strike support activities so you can earn strike credit.

What counts as earned income towards strike pay?

Receipt of pensions, survivor benefits, social security, or vacation pay shall not affect the eligibility of the member to receive Strike Assistance.

Are you eligible for UAW Medical Assistance if you don't participate in strike duties?

No. You must participate in strike duties to receive any strike benefits.

Are taxes withheld from strike payments?

Taxes will not be withheld from strike payments. After a member receives income of over \$600.00 from the International Union, UAW, the member will be issued a 1099 by January 31 of the next year.

Benefits**If the Employer terminates coverage during a strike, what does UAW medical assistance cover?**

The Employer can terminate benefits at any time. If the Employer terminates coverage during the a strike, members will receive medical assistance from the UAW. UAW medical assistance mirrors the plan provided by the Employer, including dependent coverage, co-pays, co-insurances, and any payments towards the plan's deductible if applicable. The UAW does not cover dental, hearing, vision, or Sick and Accident during a strike.

All members will receive COBRA forms, but members will not be placed on COBRA unless approved by the UAW Strike Assistance Department.

If a member has a child or other life event during a strike, can they change their medical coverage?

If a member has a life event, they need to inform the UAW Strike Assistance Department so the members' medical assistance or COBRA can reflect the change.

If a member is on medical leave, will they be covered by UAW medical assistance?

If a member is out on medical leave and their Doctor releases them for work, they should clear through the Employer's medical department. The member would then inform the Employer that they are on strike. The UAW Strike Assistance will then register the member as on strike. In general, members who are on medical leave or S&A should not be on site at a struck location.

Can we use FSA funds while out on strike?

We suggest members contact the third party administrator of the FSA for all FSA related questions.

Will our elective benefits like pet insurance, Critical Care, Homeowners, Auto, etc. be continued?

Reach out to your service providers to determine the process for continuing payments to continue these coverages.

How do I continue payments on my 401(k) loan during the strike?

Please contact your 401(k) third party administrator for all 401(k) related questions.