



UAW LOCAL 405 TRIUMPH STRIKE FAQ

STRIKES

What is a strike?

A strike happens when workers collectively decide to withhold their labor. It is how we force the company to stop stalling or pushing concessions and negotiate a fair contract when they leave us no other options. How long could Triumph last if all of us stopped working at the same time?

Can we lose our jobs for striking?

No. If we went on strike, we would be on an “Unfair Labor Practice” (ULP) strike that’s protected by law — meaning we can’t be permanently replaced.

What is the Strike Authorization Vote?

The Strike Vote is what authorizes a strike. The vote is anonymous. We encourage everyone to Vote Yes.

STRIKE ASSISTANCE — PAY AND ELIGIBILITY

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

Strike assistance is \$550 per week. Additionally, the UAW Strike and Defense Fund covers medical and prescription drug benefits, which mirror the employer plans.

How do I apply for strike benefits?

If/when a strike deadline is set, you will register for strike benefits on the day and time assigned to you by the Union.

How do I get strike pay?

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

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

Members must perform weekly strike duty 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.

Are strike benefits taxable?

Yes. Taxes will not be withheld from strike payments directly during the strike. If you receive \$600 or more in 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 by January 31 of the following year.

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

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

Can I collect unemployment insurance while on strike?

Connecticut does not pay striking workers unemployment insurance. The UAW is lobbying the state legislature and Governor to change this.

PICKET LINE

What happens if I cross a picket line?

The more people we have out on strike, the more we can win in our contract. For every person who crosses the picket line, our contract gets worse and the strike lasts longer. So ask yourself: do you want to be the reason we lose a great contract?

What if a member cannot physically walk the picket line for their strike duty?

The Union can assign alternative strike support duties so the member can earn strike credit.

MEDICAL AND BENEFITS DURING A STRIKE

What medical benefits are covered during a strike?

The UAW Strike and Defense Fund covers medical and prescription drug benefits, which mirror the employer plans prior to the strike. Benefits not covered include dental, vision, hearing, and sick and accident. Medical and prescription benefits are 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 more cost efficient.

If the employer terminates coverage during a strike, what does UAW medical assistance cover?

The employer can terminate benefits at any time. If they do, members will receive medical assistance from the UAW that mirrors the plan provided by the employer.

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.

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

Yes. If a member has a qualifying life event, they need to inform the UAW Strike Assistance Department to change their medical assistance or COBRA coverage.

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

If their doctor releases them for work, they should clear through the employer's medical department and then inform the employer that they are on strike. The UAW Strike Assistance Department will then register the member as on strike.