



# CUPE Strike Pay

There are two sources of strike pay – CUPE National and CUPE BC – and they start at different times.

CUPE National Strike Fund regulations define “strike” as a work stoppage caused by a strike or lockout, or the honouring of another CUPE local’s or trade union’s picket line at a shared worksite. Rotating strikes are covered by these regulations, with days on strike being cumulative.

CUPE BC’s Defence Fund also provides financial assistance to a local and its membership when faced with a strike or lockout. The fund supplements strike pay from CUPE National. The definition of what constitutes a strike is the same as CUPE National’s.

## CUPE National Strike Fund Rules

To be eligible for strike pay, a CUPE member on strike must:

- be a dues-paying member and in “good standing”
- complete and sign a Strike Pay Application (form provided by your CUPE local)
- actively participate in the strike by performing assigned strike duties for at least 20 hours per week (e.g., picketing, clerical support, picket captain and strike pay administration).

Note: CUPE members declared “essential” must also participate in strike activity according to the rules set by the CUPE local.

### Employee Benefits/Insurance Premiums

The CUPE National Strike Fund will cover the costs of group life or group extended health premiums for the whole period of the strike if the premiums are not prepaid by the Employer or if the Employer refuses to pay them during the strike/lockout.

## CUPE BC Defence Fund Rules

CUPE members in locals affiliated to CUPE BC are entitled to strike pay. CUPE BC’s Defence Fund is activated if CUPE members are on strike, locked out or honouring the picket line of another CUPE local or trade union at a shared work site.

- CUPE BC pays members strike pay of \$15 per day to a maximum of \$75 per week, starting on the third day of a strike. At the end of the strike or lockout, two days of additional benefit are paid.
- After the strike ends, an extra two days of strike pay (\$30.00) is sent to the CUPE local to be paid out to local members.
- Strike Pay goes to the local.

Both CUPE National and CUPE BC send their strike pay directly to the CUPE local which then pays it out to eligible members.

To be eligible for strike pay, CUPE members must actively participate in the strike by performing assigned strike duties for at least

20 hours per week (same as CUPE National's Strike Fund rules).

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## **Here is an example showing how strike pay works:**

Strike pay depends upon each individual's participation. For the purposes of strike pay, if you have participated in all the BCTF strike days so far, here is how the days will be counted:

**Week of May 26:** Rotating day 1, 4 hours minimum strike duties

**Week of June 2:** Rotating day 2, 4 hours minimum strike duties

(No pay for these two days)

**Week of June 9:** Rotating day 3, 4 hours minimum strike duties, \$15 strike pay from CUPE BC

**Week of June 16:** Tuesday through Friday, June 17 – 20, 16 hours minimum strike duties, \$15 per day from CUPE BC

**Following week of full strike action:** 20 hours minimum strike duties, \$15 per day from CUPE BC (to a maximum of \$75 per week)

**On the 10th day of strike action:** 4 hours per day minimum strike duties, \$15 per day from CUPE BC (to a maximum of \$75 per week) and \$60 per day from CUPE National (to a maximum of \$300 per week)

Note: If you are called in for essential services, you still need to complete your 20 hours/week on the line to qualify for strike pay.

***The above is an example only. Actual strike pay depends on each individual's participation.***