UNITED STEELWORKERS
District 6 Strike Assistance and Benefit Funds
Brothers and Sisters,

This past decade has been extremely difficult for working people and our families. We have witnessed constant attacks on the working and living standards we built by collectively bargaining decent wages, benefits and yes, sometimes even a good defined-benefit pension plan.

Early on we realized that to weather the storm we had to create new programs to help our members fight corporate greed and defend their collective agreements. In 2003 and 2004 I crisscrossed our District speaking with our members and gathering their ideas and hopes for the future. It was clear bargaining was more difficult and strikes were not only more common but were longer and harder to resolve. But also very clear was our members’ determination to preserve what they built for themselves and their families. What they needed from our Union was more financial support when they were forced to walk the line.

In 2004 I was privileged to announce the creation of the District 6 Strike Benefit Fund providing, for the first time in our Union’s history, benefits to our striking or locked-out members! In 2005 we once again responded to our members needs by creating the first ever District 6 Strike Assistance Fund, increasing the level of strike pay to members of participating Locals.

Since then I have heard many stories about how these two Funds have helped our members when they needed their Union the most. Like many of you I have walked the line and I know what a long strike does to our communities and families. We should all take pride in coming together collectively build another level of support for striking or locked-out Steelworkers and their families. One more way we all ensure that we leave no one behind!

Please join with the thousands of other Steelworkers who are part of this program and help us last One Day Longer!

In Solidarity,

Marty Warren
Director, USW District 6
In 2012 we integrated our Strike Assistance Fund and our Strike Benefit Fund, so for the same 0.1 per cent our participating Locals are covered by both Funds. As a result, in a lockout or strike our members and their families are eligible for not only increased strike pay but for health-care benefits as outlined below.

**Eligibility**

To join the Funds, a Local must get approval from its membership for increasing dues by 0.1 per cent and to ensure fairness amongst Fund members serve a 3-year waiting period.

Eligible members will receive District 6 strike assistance after completion of the 14th day of a legal strike or lockout.

Strike assistance will be payable to those members engaged in assigned strike-related activity.
Strike Assistance Payments

Payments increase as our strike assistance Fund balance grows:

- With a Fund balance over $2.5 million, eligible members receive $25 per week;
- When the Fund reaches over $5 million, payments rise to $50;
- When the Fund reaches over $7.5 million, payments rise to $75;
- When the Fund reaches over $10 million, payments rise to $100.

Interest Arbitration Assistance

Some of our bargaining units do not have the legal right to strike but have access to interest arbitration. For bargaining units that participate in our District 6 Fund, the International Union will pay the Local’s costs for an interest arbitrator and the Union’s nominee to the Board of Arbitration (if applicable). The Union also will provide a staff researcher to present our case at arbitration.
The following benefits are available to striking or locked-out members and their families.

**A. Member Life Insurance ($10,000)**

For those members covered by the Fund we provide $10,000 in life insurance for the member from Day One of the strike/lockout until it ends. The benefit will be paid to the beneficiary named by you. You may change your beneficiary whenever you like (subject to any legal restrictions) by giving written notice to the Plan.

**B. Prescription Drug Coverage (Member and Dependents)**

Benefits begin for eligible members and their dependents on the 31st day of a legal strike or lockout. You will receive 100% coverage to a family maximum of $1,000.

**Covered expenses:**
- all drugs which by law or convention require a physician’s or dentist’s prescription
- insulin supplies (i.e., needles,
syringes and diagnostic tests), but excludes swabs and rubbing alcohol

- all injectables including serums, vaccines, and injectable vitamins
- extemporaneous compounds prepared by a pharmacist

Exclusions (Members and Dependents)
Any drug or medication which may be purchased without a prescription. This further excludes over-the-counter (OTC) products whether prescribed or not.

C. Emergency Dental Coverage (Member and Dependents)

Benefits begin for eligible members and their dependents on the 31st day of a legal strike or lockout.

Covered expenses:
Coverage includes dentistry for emergency care for the temporary relief of pain as outlined in the Provincial Dental Association Fee Guide in the province of your residence.

All dental coverage under our plan will be provided by one of the five
terrible dental offices our Union has built. If you live over 75 kilometres away from the closest Steelworkers Dental Office you may attend the dentist of your choice for the emergency dental coverage provided by our Plan.

**Eligibility**

To be eligible for benefits:

- All other benefits must be exhausted
- Your bargaining unit must be on a legal strike or lockout
- You must be a member of the Local Union
- You must participate in strike duties
- The Plan must have received your enrolment card.

Your eligible dependents include your:

(a) Spouse, or alternatively a common-law spouse, including same-sex partner.

(b) Any unmarried child under 19 years of age who is not employed and is living with an eligible parent.

(c) Any unmarried child under 21 years of age if he or she is a full-
time student at a university or similar institution.

Health Care Benefits will continue beyond the date an unmarried child attains the limiting age for insurance (21), provided proof is submitted to the Plan that such child is incapable of self-sustaining employment by reason of mental or physical disability.

**Benefit Enrolment**

It is essential that you complete and submit your Enrolment Card, otherwise no claims can be paid, nor can you visit the Steelworkers Dental Office. The card also names the beneficiary to whom your Life Insurance would be paid. Enrolment Cards can be obtained from your Local or from your USW Regional Office.

The Enrolment Card must be submitted to:

**District 6 Strike Benefit Fund**

P.O. Box 3071, Station “A”
Mississauga, ON L5A 3A4
Fax: (905)275-6462
email: usw@bpagroup.com

**Termination of Coverage**

Your coverage under the Strike Benefit Fund will stop the earlier of the end of the legal strike or lockout for which this coverage is provided.
or at the one-year anniversary of the strike.

**How to File Claims**

All claims are to be sent to the Plan and should clearly indicate the following:

a. The Plan’s name: **District 6 Strike Benefit Fund**

b. Your name, address and social insurance number

c. If your claim is for a dependent, the dependent’s first name, age and relationship to you.

**Dental Claims**

If you and your family have your dentistry performed at the Steelworkers Dental Office there are no claim forms to submit
Steelworkers Dental Offices

Toronto
33 Cecil Street
(416) 343-0086
Toll Free 1-888-427-5555

Ottawa
2285 St. Laurent Blvd.
Unit D-9
(613) 731-2111
Toll Free 1-888-574-0143

Hamilton
1031 Barton Street East
(905) 545-1041
Toll Free 1-888-251-0845

Mississauga
1158 Aerowood Drive
(905) 238-1414
Toll Free 1-888-885-6667
“We hope that you and your family will enjoy good health now and in the future, but should you have the need, this Plan will help to reduce your family’s financial burden while on strike or locked out.”

Marty Warren, District 6 Director