

APPENDIX “A”

CUPE BC DEFENCE FUND FORMULA AND REGULATIONS

1. PURPOSE

The purpose of the Defence Fund is to provide supplementary financial assistance to a Local Union and its membership when faced with a strike or lockout. The Defence Fund is related to, and intended to supplement, the National Strike Fund and its regulations. Only those members of a Local Union who are actively participating in a strike or lockout are eligible for CUPE BC Defence Fund payments.

The Defence Fund may also be used to promote and defend CUPE BC, our Local Unions, and the work of our members, at the discretion of Convention and/or the CUPE BC Executive Board.

2. ELIGIBILITY

In order to collect CUPE BC Defence Fund benefits, a Local Union must be affiliated to CUPE BC for at least three (3) months prior to the date of application for assistance.

A Local Union that is, or becomes, delinquent in the payment of per capita tax for a period of sixty (60) days and acquires good standing by paying back dues prior to a strike and/or lockout shall be penalized one (1) week benefits.

All Local Unions in BC seeking a first contract shall be eligible for benefits provided that they agree to affiliate to CUPE BC at the conclusion of their negotiations.

3. APPLICATION FOR ASSISTANCE

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| a) | A Local Union faced with a strike or lockout must first consult with the National Union through their National Representative. |
| b) | A Local Union that is entitled to strike benefits under the National Strike Fund Regulations shall be entitled to the benefits of the CUPE BC Defence Fund upon application to the Secretary-Treasurer of CUPE BC. Such application must be accompanied by a copy of each of the National Strike Fund Forms submitted to the National Union. |
| c) | In the event a Local Union is denied benefits under the National Strike Fund Regulations, the CUPE BC Executive Board may choose to provide additional financial assistance. |
| d) | The Secretary-Treasurer of CUPE BC shall have the authority to dispense funds in accordance with these regulations. |

4. SCHEDULE OF BENEFITS

Benefits provided by the CUPE BC Defence Fund Formula shall be \$15.00 per day, to a maximum of \$75.00 per calendar week.

The CUPE BC Executive Board shall have the authority to adjust the benefits payable under these Defence Fund Regulations.

5. FINANCIAL PAYMENTS AND PROCEDURES

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| a) | Payments will commence on the first (1 st) calendar day of the strike or lockout. |
| b) | The striking or locked out Local Union must provide CUPE BC with a full and factual account of the distribution of CUPE BC Defence Fund benefits every week, using the form(s) provided. Failure to submit this information may delay subsequent payments. |
| c) | A copy of the National Strike Fund Form H "Strike Terminated (or averted)" must be submitted to CUPE BC immediately following the settlement of the dispute. |
| d) | A final report of the Strike Benefits received from CUPE BC must be submitted as soon as possible after the settlement of the dispute. |
| e) | All unused Defence Fund monies received from CUPE BC will be returned immediately following the settlement of the dispute for redeposit into the CUPE BC Defence Fund Account. |

6.

Local Unions that are on strike or locked out and are eligible for Defence Fund benefits may apply to the CUPE BC Secretary-Treasurer for an exemption from Per Capita Tax for the duration of the strike or lockout.