



Canadian Union of Public Employees Local 3903
Strike Head Quarters – 635 Petrolia Rd, Toronto On, M3J 2X8

CUPE 3903 STRIKE HARDSHIP FUND FAQ

CUPE 3903 recognizes that members will experience hardship due to the loss of wages during the strike and therefore has set up a system for adding to the strike pay. A strike hardship fund committee has been set up to disburse needs based bursaries as well as interest free loans in the event that the strike continues into the next scheduled pay period.

Q. Who is eligible?

A. All CUPE 3903 members who actively support the strike through picketing or through alternative picket duties and who experience hardship as a result of the strike are encouraged to apply. Those who are unable to picket and have not already done so are encouraged to enquire about alternative picket duties (alternativeduty.3903@gmail.com).

Q. What is the difference between the bursary and the interest free loan?

A. CUPE 3903 will be able to offer members bursaries to alleviate hardship during the strike. If after receiving bursary funds members still experience hardship they will be able to apply for an interest free loan. This loan will be owed to CUPE 3903 and will become payable at the end of the strike and only after members have started to receive their wages. The strike benefits committee will bring forward a proposal at an upcoming GMM for the membership's approval that will suggest bursary amounts to be disbursed and to be set aside for loans.

Q. What if I experience hardship before the next pay date?

A. The CUPE 3903 Ways and Means Committee will continue to process applications until November 17th and members are encouraged to apply to this committee.

Q. How can I apply?

A. Applications for bursaries and interest free loans will be available on the CUPE 3903 website, at the CUPE 3903 temporary office at 635 Petrolia Road (East of the York U Campus) and at picket lines as early as November 17th 2008.

Q. How are the funds disbursed?

A. The Strike Benefits committee will be meeting on a regular basis after November 17th 2008 to adjudicate and disburse funds and process interest free loans. Once the funds are ready for pick up the applicants will be notified.

Q. Is this a confidential process?

A. Yes. Committee members maintain the strictest possible confidence regarding applications.

Q. What do I need to apply?

A. Similar to CUPE 3903's Ways and Means fund, members will only be asked to offer a minimal amount of details concerning their financial status and needs. The committee's priority is to fund members through this process in an equitable manner, with as little delay as possible.

Q. Is there a limit on how many times I can apply?

A. NO. Unlike the Ways and Means Funds, members are able to apply for these funds as needed. Receiving funds in November will NOT make you ineligible to receive funds the following month.

Q. What about Childcare?

A. CUPE 3903 will maintain its childcare fund and therefore members who have to incur childcare expense due to the strike will be able to request funds for this purpose. To enquire about alternative picket duties and child friendly picket lines please contact alternativeduty.3903@gmail.com.

Q. What about transportation costs?

A. Bursary funds will be disbursed based on need and transportation is one of the many reasons that members may apply to the hardship fund.

Q. What about my regular CUPE 3903 Health Benefits?

A. The CUPE 3903 Executive announced on November 5th that they will ensure our members' benefits continue during the strike.

If you have any other questions please direct them to cupe3903strikebenefits@gmail.com