

1. ELIGIBILITY FOR THE PROFESSIONAL DEFENCE FUND (PDF)

Striking members must meet the following conditions to be eligible for strike benefits.

- a) Sign up to participate in the labour conflict by the method stipulated by the CSN Executive Committee.
- b) Register using the form provided for this purpose within 7 days of the start of the strike.
- c) Follow the By-laws governing the members' participation in the labour conflict adopted by the union and vetted by the CSN.
- d) Strikers must have lost income because of the labour dispute.
- e) Strikers must not receive new income equal to or greater than the strike benefit during a given week. **However, employment or pension revenues already received when the strike begins do not affect entitlement to benefits.**
- f) Strikers on employment insurance (EI), health, or accident (CNESST) insurance benefits are not eligible for the PDF. If retroactive payments are received while claiming the PDF, strikers must reimburse the amount received from the PDF.
- g) Strikers must sign a register attesting receipt of each benefit payment.



2. MEMBERS WITH CONDITIONS RELATED TO COVID-19

- a) The eligibility conditions in **point 1** also apply to members exempted from picketing due to COVID-19.
- b) If a member is exempt from work due to COVID-19, they must provide the Information and Mobilization Coordinator with proof of exemption provided by the employer within 7 days of the start of the strike to be eligible for the PDF.

If the employer informs the union that a member's exempt status has been revoked during the strike period, they will no longer be considered exempt and will have to participate in picket actions to be eligible for the PDF.

- c) If a member shows symptoms of COVID-19, they cannot participate in the picket line. The member must get tested and request a certificate from the screening center to validate their absence. They must send this document to the Information and Mobilization Coordinator within 7 days of the strike day.
- d) If a member is waiting for a COVID-19 test result or has been ordered by public health to isolate, they cannot participate in the picket line. The member must obtain a certificate from the screening center or a letter from public health to validate their absence. They must send this document to the Information and Mobilization Coordinator within 7 days of the strike day.

The APPA Strike Committee will review all applications regarding PDF eligibility related to COVID-19.

3. PARTICIPATION IN PICKETING ACTIONS DURING THE STRIKE

To be eligible for the PDF, non-exempt striking members must participate in picketing actions during each strike day.

- a) Strikers must picket for the amount of time determined by the union. *(see point 4.d)*
- b) Strikers must report to their place of work or any other place determined by the union.



- c) Strikers must respect all public health measures in place, such as maintaining a distance of 2 metres from others, wearing a face mask is compulsory, etc. **Strikers must bring their own pen to sign the register.**
- d) No alcohol or drug use will be tolerated on the picket line or in any other place determined by the union.
- e) **It is strongly recommended that only workers be present on the picket line** for security and transmission reasons.

4. PAYMENT OF PDF STRIKE BENEFITS

Strike benefits are provided through the CSN Professional Defence Fund and the APPA Professional Defence Fund.

- a) The benefits outlined in the table below apply only to the current 5-day strike mandate.
- b) One strike day is equal to 24 hours and may be consecutive or non-consecutive.
- c) The union will distribute the benefit to eligible striking members in accordance with PDF rules approximately 8 weeks **after the end of the current strike mandate**.
- d) Picketing time is a block of 2 hours per half-day (half-day = 4 hours) or according to union directives.

Amount per day	Strike Day ¹	Cumulative Amount	Who Pays?
\$60	Day 1	\$60	APPA
\$60	Day 2	\$120	APPA
\$300 ²	Day 3	\$300 ²	CSN
\$60	Day 4	\$360	APPA
\$60	Day 5	\$420	APPA

1. For a ½ day, the strike benefit amount is \$30.
2. From the CSN which replaces the \$120 for days 1 and 2.

For more information on the professional defence fund, see the [CSN PDF brochure](#).



FOR INFORMATION ON STRIKING OR MOBILIZATION, PLEASE CONTACT OUR INFORMATION AND MOBILIZATION OFFICERS

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 Association professionnelle du **personnel administratif (CSN)**

IMPORTANT GENERAL INFORMATION FOR STRIKERS

