

STRIKE HARDSHIP FUND POLICY

SEIU Local 1021 has established a Strike Hardship Fund to be used to support strike actions.

Objective: This fund is not intended to be a substitute for wages but rather a tool to strengthen participation in approved strike actions by supporting a limited number of financially disadvantaged members in a strike action.

Policy:

1. Overview

The Local 1021 Executive Board may approve “hardship” funds toward a strike action against a particular employer based on \$20 per member of the striking bargaining unit(s) to a maximum of \$50,000. Funds provided exclusively by the Local become payable to eligible members on or after the 4th day of the strike action. In addition to the above, the Executive Board may approve up to \$50,000 or \$20 per member (whichever is less) to match funds raised by a Chapter toward its own strike fund. Chapters may use their own funds and Local matching funds to cover additional strike days including all or a portion of the initial waiting period. After the initial waiting period, Local funds shall be expended prior to using chapter plus matching funds. Any unused chapter or Local funds shall revert to the respective chapter and Local strike funds. Monies raised for chapter strike funds shall be separately tracked and maintained in the Local’s accounts.

2. Distribution of Local Hardship Funds

Local hardship funds shall be distributed as follows:

- a. Starting on Day 4 of the strike, eligible members may apply for the funds.
- b. Chapters may choose a payout of up to \$50 per day. All those who apply within a week of the 4th day of the strike, and are eligible based on the completed application, shall be considered for up to \$50 for the 4th day and each subsequent day of the strike until the strike ends or the funds allocated to the chapter are exhausted.
- c. The calculation shall be as follows: Amount of Allocated Fund divided by Number of Eligible Applications = up to \$50 dollar max for the day. (*See Distribution Example below.*)

3. Distribution of Chapter Plus Matching Funds

To be eligible for matching funds, Chapters must submit an application to the Executive Board. Chapters shall establish a distribution plan for their chapter plus matching funds prior to going out on strike. The distribution plan must be consistent with the terms of this policy with the following exceptions to be specified on the application:

- a. Chapters may elect to use their own funds and Local matching funds to cover additional strike days including all or a portion of the initial waiting period (days prior to the 4th day of the strike action).
- b. Chapters may choose a payout of up to \$50 per day.
- c. Chapters may establish a two month or a three month member “in good standing” requirement.

- d. Chapters may set maximum member incomes for eligibility.

4. **Member Eligibility**

Members are urged to apply only if they have a serious hardship. To be eligible to receive funds, a member must submit an application to the Local 1021 Finance Department based on the timeline established in number 2 above. Applicants must:

- a. Be a member “in good standing” for a minimum of one month prior to the strike date (be current with dues, not on medical or any other kind of leave, and not retired).
- b. Participate in the strike activities each day, for the whole day, and document this on the application form.
- c. Acknowledge on the application that the member has read the “Strike Hardship Fund Policy” and understands the following statement: “This fund is not intended to be a substitute for wages but rather a tool to strengthen participation in approved strike actions by supporting a limited number of financially disadvantaged members in a strike action.”

5. **Payout**

Within 2 weeks of receipt of a timely application form, the Finance Department will distribute checks by mail to those authorized to receive the funds based on this policy.

This policy will be in effect through the October 2013 Executive Board meeting or until the Local’s strike fund is exhausted. At the October 2013 Executive Board meeting, this policy may be modified or extended.

Distribution Example:

Number of Members X \$20 = Strike Hardship Fund Allocation (to a maximum of \$50,000). Allocation divided by Number of Eligible Applications with a maximum of \$50/day.

Assume \$10,000 dollars was allocated for a group of 500 striking members at a particular employer (500 X \$20 per member = \$10,000). The strike goes into its fourth day and 100 members fill out and submit a valid application within a week of Day 4. The hardship payment for Day 4 of the strike would be \$10,000/100 = \$100. \$50 is the max/day. Each valid applicant will get \$50 for Day 4 and \$5,000 will be available for further days. If the chapter anticipates a longer strike and decides to lower the max/day, they would be able to fund more strike days until the \$10,000 allocation is exhausted. If everyone in the chapter applies, they will get \$20 for Day 4 and the allocation will be exhausted.