

Oregon Nurses Association

8.2.2

Subject	<i>Policy for Use of ONA Strike Fund</i>
Section	ONA Labor Cabinet/Finance
Date Reviewed	May 20, 1994; January 9, 2002 ; February 19, 2010; May 19, 2014; December 14, 2017, June 20, 2025
Date Approved	February 19, 2010; September 3, 2014, June 20, 2025

POLICY

The ONA Labor Cabinet shall administer the Oregon Nurses Association (ONA) Strike Fund, including determination of investment fund deposits. Subject to the approval of the Cabinet, the ONA Strike Fund may be used for an ONA sanctioned strike for the following categories of lawful expenditures:

1. Expenses incurred in preparation for, or actually waging, a strike (including grants and/or loans to striking members).
2. Hardship disbursements to striking members and fairshare fee payers
3. Organizing.
4. Attorney's fees.
5. Cost of contract negotiation and administration.
6. Educational programs and/or materials for represented employees concerning collective bargaining.
7. Publications and reference materials in aid of any of the above listed activities.
8. Staff salaries or consultant's fees in aid of any of the above listed activities.
9. Travel and related expenses in aid of any of the above listed activities.
10. Conventions, meetings, or assemblies in aid of any of the above listed activities.
11. Social gatherings in aid of any of the above listed activities.
12. Recognition of member's efforts.
13. Any other lawful purpose.

INTENT

The ONA Strike Fund was established pursuant to Article II, 7.b, of the Bylaws. This section states in pertinent part: *An amount equivalent to 2% of ONA income by dues, except by those administrative nurses who have made the indication provided for in Article II, 7.b., shall be set aside as a Strike Fund for represented nurses in ONA contract facilities, administration of the fund shall be by policies and procedures as established by the ONA Labor Cabinet , consistent with the law.*

PROCEDURE:

1. The strike shall be sanctioned by the Cabinet before any strike fund moneys can be distributed.
2. The strike fund shall maintain a reserve balance of \$40,000, or whatever amount is deemed feasible. The reserves may be used if the Cabinet finds extenuating circumstances.
3. ONA members and fair share contributors shall be eligible for strike hardship moneys. However, an applicant will not be eligible for strike fund moneys if he or she crosses an authorized ONA picket line at any time for any unauthorized reason.
4. If more than one sanctioned strike is in process or if the potential for more than one sanctioned strike exists, a proportionate share of the strike fund (less the reserve) may be available for each affected unit. The proportionate share shall be based on the number of members and fair share contributors in each unit.
5. Each bargaining unit with a sanctioned strike shall maintain a strike hardship committee. The strike hardship committee shall be responsible for:
 - 5.1 The initial screening of all applications for strike hardship moneys, make a recommendation on each application, and forward the application to ONA headquarters;
 - 5.2 Maintenance of the spreadsheet discussed in Item 6.1;
 - 5.3 Determination with ONA when patient care standards require nursing service from the strike force as described in Item 7.
 - 5.4 Presentation of checks for strike hardship moneys sent from ONA headquarters to individual applicants (see Item 8.).
6. Application for strike hardship moneys must be made by the member or fair share contributor on the ONA *Application Form for Strike Funds* (see Attachment B) and filed with the strike hardship committee.

The strike hardship fund is a needs-based program intended to help members pay for essential household needs that cannot be deferred. Examples of essential needs are healthcare, medication, food, utilities, rent or house payments.

To be eligible for strike hardship moneys, an applicant must demonstrate the following:

- 6.1 The applicant has actively participated in the authorized strike as determined by the local strike committee. Such activities can include, but are not limited to, activities on the picket line, in negotiations, on the local strike committee, at strike headquarters, or provision of childcare for other unit members. A record must be kept by the strike coordinating committee

to document the strike related activities of members and fair share contributors (see attached *Application Form for Strike Funds*).

- 6.2 The applicant must demonstrate that they have taken steps to notify creditors of strike action.
 - 6.3 The strike hardship fund is a needs-based program and therefore the applicant must demonstrate a substantial financial need for the hardship moneys. Such need may be evidenced by a prolonged inability to pay a home mortgage or rent, inability to feed oneself or family or inability to pay for one's utilities.
 - 6.4 The applicant must demonstrate they have made substantial effort to secure employment, including seeking employment outside the nursing profession. Such will be evidenced by copies of applications for employment and a log indicating the times and dates the applicant has attempted to locate work.
 - 6.5 Application for strike hardship funds does not guarantee that funds will be disbursed by the strike hardship committee.
7. If the strike hardship committee and ONA decide that community patient care standards require nursing service from the strike force, at least 25 percent of each paycheck of nurses who have been approved to work by the local strike committee shall go to the strike fund.
 8. ONA staff designated by the Director of Labor and Organizing shall review all recommendations made by the strike hardship committee for disbursement of strike fund moneys. If such recommendations comply with these policies, staff shall disburse the funds as available. Staff will send checks made payable to the member or fair share contributor.
 9. No member of the Cabinet shall participate in any Cabinet decision related to the use of hardship fund moneys if the bargaining unit to which the Cabinet member belongs is on strike or faces the potential of a strike.

Member education process:

- Bargaining units should start strike education early (six months or more ahead of a possible strike) and continue throughout the campaign
- Bargaining units should establish hardship committee at the time a formal strike authorization vote is taken (or sooner) to work with CAT in conducting one-on-one member conversations, unit meetings, and other forums to provide preparation and hardship information
- Member education should give significant emphasis to strategies for saving money to prepare for a strike:
 - Making sure that members are seeking extra or additional work to save ahead of a strike
 - Reducing retirement contributions ahead of time

- Investigate borrowing against retirement funds to supplement household needs during a strike
- Look at low or no interest loans and credit cards
- Does your CBA allow for vacation cash out to help supplement income
- Reduce unnecessary spending
- Bargaining units should consider forming mutual aid committees to help support members with fundraising, food donations, childcare, and other needs during an action

Timing of strike hardship fund disbursements

Applications—No strike hardship applications will be accepted until a strike action has started.

Disbursements—The Cabinet will not disburse money for hardship during the first 5 days of a strike action. ONA will actively fundraise for the purpose of providing hardship awards for that period. ONA Strike Fund monies will be made available for hardship beginning on day 6 of a strike action and thereafter.

The Labor Cabinet will make its decision about the ONA Strike Fund disbursement once the bargaining unit has demonstrated the required support through a strike authorization vote. Their decision will be based on the proposed strike duration, the number of members participating, and any other relevant information available at the time.