REMINDER: ALL CLINICIAN MEETING TONIGHT
We will meet tonight, Wednesday June 14, 7:30-8:30 p.m. for an all ONA-PHHH clinician meeting to answer strike questions and provide necessary updates. Please plan to join and bring any questions. We advise that you do not take action around visit triage or prioritization (or other questionable requests by your manager) until after this meeting.

https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SIFkSktEOG1XUT09
Password: ONA

STRIKE HARDSHIP FUNDS
Our strikes have been sanctioned by the ONA Labor Cabinet so that the ONA strike fund will be available to use when we go on strike. We have established a Hardship Committee to provide oversight and ensure that our strike fund is utilized for those most in need of assistance. The intent of the hardship fund is to provide resources for nurses who would otherwise experience extreme hardship. Because of the timing of our strike, we will receive full paychecks on June 23 and partial paychecks July 7, meaning we have some time to get the funds distributed before any wage loss is experienced.

Treasurers from all three striking bargaining units—Colleen Butler (PPMC), Mary Nguyen (PHHH), and Tracy Hutkowski (PSH)—will be joined on the Hardship Committee by additional members, including Dana Otto (PHHH Social Worker). The Hardship Committee will establish guidelines for prioritizing any hardship requests for financial assistance, review and approve or deny applications for financial assistance as well as work to garner more resources and assistance for our striking nurses and clinicians.
The ONA strike fund must be administered in accordance with ONA policy, which includes the following important provisions:

(1) **Qualification**
   a. Only ONA members and fair share contributors (not those who have opted out of ONA) are eligible to receive hardship funds.
   b. No one who crosses an authorized picket line for unauthorized reasons will be approved for hardship funds.
   c. Participation in strike activities (picketing shifts, negotiations, other efforts) are required for a member or fair share contributor to qualify.
   d. Applicants for hardship funds must demonstrate they have made efforts to reduce their need by seeking other employment and notifying creditors.

(2) **The Fund**
   a. The ONA strike fund is for the entire state membership of ONA.
   b. The strike fund should not be seen as an alternate source of income, but a means to offset a particular financial need.

(3) **Application & Approval**
   a. Application must be made in writing to the Hardship Committee via a forthcoming ONA-provided form (check your bargaining unit page and email soon).
   b. The Hardship Committee will decide who is eligible for funds and in what amount, based on the needs of our membership.
   c. We anticipate being able to approve and distribute hardship funds before the impacted paycheck (July 7).

**FINANCIAL PREPAREDNESS**

Consider taking the following steps NOW to prepare for our strike:

**W-4 Withholding.** Increase your number of withholding allowances on a W-4 form (claiming more than nine may trigger attention from federal tax authorities). Remember to change the number back immediately after the contract is settled. Please remember that what you save in taxes now you will have to pay at tax time. However, this may give many members a cushion while there is a strike.

**Notify Creditors.** Inform your creditors (credit cards, mortgage company, loan office, daycare center). Creditors greatly appreciate knowing this and consider such advance warning to be the act of a responsible debtor. It is important you contact all creditors prior to the time a payment is due if you are unable to make payment. Contact the creditors in person or by phone for general information on credit and late payment policy. Maintain a record of when and whom you speak with. We also recommend written notification. This also needs to be done before the payment is due so that your credit rating won't be affected. Most creditors will make payment arrangements, either a minimum payment or payment of interest only. Again, keep a copy of ALL correspondence. The following is a sample letter.
To Whom It May Concern: I am a [RN/PT/OT/SLP/SW/BC] at [PPMC/PHHH/PSH] in [CITY], Oregon. I hold an account with your institution, #________. Our bargaining unit is planning to go on strike June 19th. [Or] We have been on strike since June 19th. I may not be able to make full payments on my account but would like to arrange a deferment or minimum payment schedule to maintain my account in good standing. I would be happy to meet with a service representative. Please contact me if this is required. Thank you.

Sincerely,

 Bank Loans. You must contact your bank to defer payment. Some banks have pass payment cards with loans to let you skip a payment. Late payments will be assessed if the bank is not notified in advance of your inability to make payments. Some banks will give unsecured loans with good credit ratings, first payment due in 30-45 days.

Mortgages/Rent. Notify your mortgage company and/or landlord that you are going on strike. They may allow a grace period. Companies usually require that mortgage payments be made but may be willing to allow deferment of payments for a month or two. Landlords may be willing to allow deferred payments and/or a minimum payment amount for a month or two.

Credit Cards. Contact your creditor, as advised above. Some companies allow a "free pass" for one or two months a year when a monthly payment can be missed but the interest continues. Other arrangements may also be made with different companies.

Unemployment Insurance. It is our understanding that people on strike do NOT qualify for unemployment insurance.

Food Stamps. You can only qualify for food stamps while on strike IF you qualified for food stamps while employed or before any strike action.

Workers Compensation. At a minimum you will receive the 2/3 Workman's Compensation entitlement. Your ability to supplement Worker's Comp with vacation, sick, and/or comp over the week we strike may be impacted.

Health Insurance. There will be no disruption to health insurance coverage due to our strike.

Vacation. If your vacation is preauthorized and you are away on vacation at the time of the strike, your vacation should be honored. In the event you are not paid for your preauthorized vacation, please let a bargaining team member know, and we will work to address it.