

Kaiser Southern California Strikers' Hardship Fund

Frequently Asked Questions

What is a hardship fund?

A hardship fund is a collection of donations that are subsequently disbursed to striking individuals who have pressing financial needs.

How do I request funds?

To request funds you can fill out this form here. If you have questions please reach out to Julie Siegel-Turner (siegel.n.julie@gmail.com; 951-897-5717) or Amy Dinovo (swbruin@yahoo.com; 818-458-7974).

Why doesn't NUHW have its own hardship fund?

Unlike individuals, unions are heavily regulated and disbursement of any union funds is scrutinized by both the Department of Labor and the IRS. An individual member can give any other member money without incurring any liability.

What is NUHW doing to assist the local hardship funds?

As mentioned above, we are advertising the hardship fund and using our NUHW website as an aid in collecting donations to these funds. Besides this, we are spreading the word to other labor organizations, community allies, NUHW members in other bargaining units, and the general public and providing an avenue for contributions to be made to our existing NUHW Strike Fund, specifically designated for striking KPC members.

If I receive a disbursement from a hardship fund, do I have to file a 1099 form?

No. The hardship funds are being distributed from individual to individuals; there is no employment relationship, and therefore no 1099 is generated.

Can members who are on strike donate to hardship funds?

Yes! Many members have already donated to the hardship funds. We are all in different financial situations, and if you are able to support your coworkers to stay out on strike, you're encouraged to do so.

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How local hardship funds are disbursed

The Hardship Fund Committee has decided on these rules:

- 1. When.** Disbursement of the funds will begin after you receive your last paycheck. First date to apply will be November 4 and disbursement will begin November 8.
- 2. You must participate in picketing to be eligible.** Three picket shifts a week are a requirement of accessing hardship funds.
- 3. Exhaust other resources before applying.** These funds will be made available to those in need, but you are expected to look for alternative sources of financial support, such as temp work, prior to accessing the hardship fund.
- 4. Timeline for applying and disbursement of funds.** You must submit your application for funds by no later than Mondays at 5pm for disbursement at the end of the same week. Decisions regarding disbursement will be made by hardship fund managers by Thursday of the same week, and funds will be disbursed Friday. Funds will be disbursed via Zelle, Venmo, or check.
- 5. Priorities for disbursement.** All requests will be considered, but priority will be given to funds that are needed for food, housing, medical expenses, utilities, car payments, and items subject to repossession.
- 6. How much can I expect to receive?** The hardship fund managers will consider and review ALL requests, but we respectfully ask that you only apply for what is necessary. These funds are intended to cover as many people as possible for as long as it takes to win. The suggested maximum is \$500.

Please note that the amount and ability for disbursement of funds are contingent upon donations and size of fund.

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Are there any restrictions on who can donate to a hardship fund or NUHW's strike fund?

Contributions cannot be accepted from Kaiser or any other healthcare industry employer or from employees of those employers who work in labor relations. Donors to the NUHW Strike Fund are asked to agree to the following conditions. These conditions also apply to donors to worksite hardship funds:

1. I do not contribute on behalf of any employer or association of employers in the healthcare industry;
2. I am not employed by Kaiser Permanente or any of its related entities or any other healthcare industry employer as a labor relations expert, adviser or consultant. I act for myself only and I do not have any authority to act in my employer's interest by paying, lending or delivering or agreeing to pay, lend or deliver any money or other thing of value to any representative of my employer's employees, or to any labor organization which seeks to organize healthcare employees;
3. This contribution is made from my own funds, and funds are not being provided to me by another person or entity for the purpose of making this contribution.

How can donations be made to the unionwide NUHW Strike Fund?

Individuals and organizations can donate to the NUHW Strike Fund in one of two ways:

1. Via check, made out to NUHW with "Kaiser Strike Fund" in the memo line, mailed to:

NUHW
1250 45th Street, Suite 200
Emeryville, CA 94608

2. Online, at nuhw.org/kaiserstrikefund/ via credit card or e-check (direct transfer from a bank account).

Are donations to the NUHW Strike Fund tax-deductible?

NUHW is a 501(c)5. Donations to 501(c)5s are not tax-deductible.

How is NUHW's Strike Fund different from a hardship fund?

A strike fund is a fund established by a union, funded by dues, to pay for the costs of conducting a strike, such as picket signs, food, leaflets, strike line supplies, etc. Sometimes unions that are part of a large international union pool resources to form larger strike funds that are able to make equal disbursements to all members who participate on a picket line. These payments are generally low (United Auto Workers, for example, is currently \$20/day) and require the payee to spend an entire shift on a picket line. NUHW's strike fund (funded by \$1 per member per month from dues) is not large enough to make payments to picketers.