

IFPTE LOCAL 21 TEMPORARY STRIKE HARDSHIP FUND POLICY: Fiscal Year 2025-2026

(Approved by the Executive Committee on October 30, 2025)

IFPTE Local 21 has established a one-time temporary Strike Hardship Fund for jurisdictions that may be striking in fiscal year 2025-2026.

Objective: This fund is not intended to be a substitute for wages but rather a tool to support a limited number of financially disadvantaged members who participate in a strike action.

Policy:

- 1. OVERVIEW:** The Local 21 Executive Committee has approved a temporary “hardship” fund. Funds provided by the Local become payable to eligible members after their application has been reviewed and approved by their area Employer Council. If no Employer Council exists, then the Executive Board for the Chapter shall assume the duties of the Employer Council in this policy.
- 2. DISTRIBUTION OF LOCAL HARDSHIP FUNDS:** Local hardship funds shall be distributed as follows:
 - a. The Executive Committee will establish a deadline for hardship applications to be submitted for each jurisdiction that goes on strike. Any hardship applications received after the application deadline will not be considered.
 - b. Eligible members will receive a payout of up to \$120 per covered strike day. There is no allocation for the first two strike days. Eligible members will receive an allocation on the third day of a strike through the seventh day of a strike. All members who apply before the deadline for submission of hardship applications in 2.a. above, and are eligible based on the completed application, shall be considered for an allocation of up to \$120 for a maximum of 5 days starting on the third strike day for each day a member is on strike.
 - c. The calculation shall be as follows: $[\text{Funds Allocated} \div \text{sum of all of the approved days for all the approved applications submitted}] \times \text{the number of approved days for a given member submitting an approved hardship application} = \text{the payment for that member}$.
- 3. MEMBER ELIGIBILITY TO RECEIVE FUNDS:**
 - a. Members are urged to apply only if they have suffered a serious hardship due to the strike.
 - b. To be eligible to receive funds, a member must submit an application to Local 21 based on the timeline established in number 2.a. above. Applicants must:

- i. 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).
- ii. Participate in the strike activities each day of requested hardship funds, for the whole day, and document this on the application form.
- iii. Have not cashed out any available leave to help offset the wages lost because of the strike.
- iv. 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 support a limited number of financially disadvantaged members that participate in a covered strike action.”
- v. Members who cross the picket line on any day of the strike are not eligible for any hardship funds.

4. EMPLOYER COUNCIL APPLICATION REVIEW STRIKE HARDSHIP FUND APPLICATION COMMITTEE

- a) The area Employer Council will establish a committee of members in good standing to review and approve timely applications based on the criteria set forth above, including but not limited to the documentation of strike participation. The committee must complete their review of applications within two weeks of receipt of the application.
- b) In order to extend the use of the fund, the committee may set a maximum member income for eligibility.

5. PAYOUT:

- a) With receipt of a timely application form, Local 21 will distribute checks by mail to those authorized to receive the funds based on this policy.

6. POLICY EXPIRATION:

- a) Unless extended by the Executive Committee, this policy expires on June 30, 2026 and any unused funds will revert back to the Local general fund.