

HARDSHIP FUND FAQ

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. [Over twenty hardship funds](#) have been set up by members in Northern California and one in Hawai'i.

How can I find out if my worksite has a hardship fund?

All worksite hardship funds are listed on the NUHW website at nuhw.org/kaiserstrikefund/.

How do I request funds?

If your worksite has a hardship fund, reach out directly to the person or people who are managing the fund to learn how to request funds, and about what the parameters are. If you're not sure who they are, ask your steward or check the link to the fund (nuhw.org/kaiserstrikefund/). If it's a GoFundMe, the organizer or organizers will be named at the bottom of the page. If it's a Venmo, it may directly connect you to the fund manager's Venmo.

How do local hardship funds decide how to disburse funds?

Each local hardship fund is making this decision independently. Contact your local hardship fund manager for more details. NUHW does not advise on hardship fund disbursement strategy. We do recommend that all hardship funds share their disbursement strategy with members in a transparent manner.

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 local hardship funds 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 IBHS and IBH Hawai'i members. Any such supplemental funds collected will then be shared

among the various local hardship funds, on a per capita basis. For example, if 5% of all IBHS NorCal and IBH Hawai'i members are in San Jose, the San Jose hardship fund will automatically be sent 5% of the targeted donations to the NUHW Strike Fund. An exception to this would be if a donor to the NUHW Strike fund designates their donation to go to a specific local fund.

What if my site does not have a local hardship fund? How can I access funds?

There is also a Northern California Hardship fund, set up by members, listed on our website. This fund is solely for those who do not have an established local hardship fund and is funded through direct contributions and from a per capita distribution from earmarked donations to the NUHW Strike Fund.

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.

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.

Can IBHS Northern California and IBH Hawai'i members who are on strike donate to hardship funds?

Yes! Many members have already donated to one or more hardship funds. We are all in

different financial situations, and if you are able to support your co-workers to stay out on strike, you're encouraged to do so.

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 <https://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.