

## NZNO Industrial Action Hardship Fund

We know a decision to strike is never easy and can be further complicated by financial considerations. So the NZNO Board has approved an industrial action hardship fund to support those most in need for whom any strike action would cause a financial challenge. You can read the criteria below.

If a strike were to proceed in relation to any NZNO collective bargaining, up to 50 percent of wages lost may be available to NZNO members who meet the hardship fund criteria. Applications can be made once a current member has received their payslip showing no payment for a rostered strike day.

Our power is not that of one, it is of 52,000. Let's use that as we journey forward together.

### NZNO Industrial Action Hardship Fund Criteria

Applications to the NZNO Industrial Action Hardship Fund by financial members will be assessed taking account of **one or more** of the following criteria:

1. The applicant is currently employed in the health sector and is covered by the collective employment agreement for which negotiations have reached an impasse and industrial action or strike action has taken place.
2. The applicant provides proof that during the period of strike action they were rostered to work and did not get paid (payslip).
3. The applicant is able to demonstrate hardship, e.g. inability to cover necessities (not specific bills).
4. The applicant submits a completed application within six weeks following the date of the industrial action.
5. The applicant validates they are the principal wage earner in the household.
6. The applicant confirms that there was more than one parent (in the household) who lost wages due to taking the industrial or strike action.
7. The applicant has one or more dependants.
8. The application is from an affected member not on behalf of another member.

**NZNO Industrial Action Hardship Fund – Application Form**

1. Name: \_\_\_\_\_ Membership Number \_\_\_\_\_

2. Employer: \_\_\_\_\_

3. Name of collective agreement: \_\_\_\_\_

4. Date(s) of industrial action member was not paid for: \_\_\_\_\_ (copy of payslip that covers the period of the strike action must be provided). **Note:** as part of the application process NZNO needs proof that during the period of strike action the member was rostered to work and did not get paid. If your payslip does not provide this information, NZNO would also need confirmation from your Employer/Payroll of the hours you were rostered to work during the period of strike action and did not get paid. Members may claim 50 percent of wages lost.

5. Describe what the funds will be used for:

6. **Declaration:** (please strike out what does **not** apply) applicants need to meet one or more of the criteria below

I am the principal wage earner in my family.

There are two financial members of NZNO who are parents in our family who lost wages due to the industrial action.

I have \_\_\_\_\_ people who are dependants.

I am making this application on my own behalf.

7. Bank Account Details Form: to be completed and returned with application form.  
*If your application to the NZNO Industrial Action Hardship Fund is approved by the hardship fund subcommittee, payment will be made into the bank account specified.*

8. Signature: \_\_\_\_\_ Date of application: \_\_\_\_\_

Send forms to: [hardship-fund@nzno.org.nz](mailto:hardship-fund@nzno.org.nz)

Applications to the NZNO Industrial Action Hardship Fund close 6 weeks following the date of the industrial action for which the application is being made.



NEW ZEALAND  
**NURSES**  
 ORGANISATION

TŌPŪTANGA  
**TAPUHI**  
 KAITIAKI O AOTEAROA

### Industrial Hardship Fund bank details

Send this form to	<a href="mailto:hardship-fund@nzno.org.nz">hardship-fund@nzno.org.nz</a>
From	
Contact Phone	
Membership ID	
Date	
Email	
Bank <i>(ANZ, BNZ, ASB, KiwiBank etc)</i>	
Account number	
Branch	
Account Name BLOCK CAPITALS	
Bank account verification	Please attach bank deposit slip or copy of bank statement
Signature	