## **Crisis Fund/Job Action Policy**

**Original Policy Approval Date:** 6/24/2005

**Board of Directors Revision Dates:** 5/06/2010, 4/19/2013, 11/21/2014, 2/15/2019

**Summary:** Policy for job action and crisis fund distributions.

**Policy:**

Established and funded by Delegate Assembly action. A job action or crisis could be defined as a strike, shutdown or an extreme legislative attack.

**Crisis Fund balance:**

1. **Local Support -** A portion of the Crisis Fund will be set aside as a reserve earmarked for local job action use only (see policy C, below).
2. **Statewide Action/Crisis Expenses:**

* Strike pay (at minimum wage and limited to 40 hours per week)
* Public relations/communications (targeted)
  + To members
  + To media/legislators/public
* Materials
  + Printing
  + Phone banks
  + “Sticks”
* Member Support
  + Food
  + Transportation

1. **Expenditure Priorities**

|  |  |  |
| --- | --- | --- |
| **Priority** | **Expense** | **Description** |
| 1 | Communication | This would include tele-town hall meetings and paid media |
| 2 | Printed Materials | Signs and materials for picket lines |
| 3 | Local Support | Meeting space, food, beverages for those on the picket line |
| 4 | Health Care | Assist in paying health care premiums for represented employees that participate in the picket line |
| 5 | Strike Pay | Minimum wage for represented employees for hours spent on the picket line |
| 6 | Hardship Fund | Establish a hardship fund to assist members in paying their bills during a job action |

**Policy definitions:**

1. **Reserve Fund order of dissolution:** In the event of a major job action, the dissolution and use of Reserve Funds shall be, in order:
2. Crisis Fund
3. Undesignated Reserve
4. Building Line of Credit
5. Capital Improvement Fund
6. Future Years Operations Fund

The Operations Continuity Fund is reserved for the use of MAPE in continuity of business.

1. **Strike pay:** Shall be paid to bargaining unit members, including all employees represented by MAPE, at the federal minimum wage rate for reimbursements based on time or in-kind services to MAPE during a major job action totaling more than 20 hours per pay period. To be eligible, the bargaining unit member, including all employees represented by MAPE, must honor the job action from beginning to end andperform a service to MAPE.
2. **Local job action funds:** An initial proposed amount of $850 is to be set aside for each local with a balance less than $15,000, as an emergency reserve not to be included in the local’s annual budget. These funds shall be used in the event of a job action as an infusion of needed capital at the local level for use by the local job action committee in support of a MAPE job action. To support job actions on the local level, a portion of the total balance of the Crisis Fund will be earmarked toward that end.
3. **Authorization:** Once the Board of Directors approves the use of the Crisis Fund the decision of dispersal of funds for job action purposes ultimately resides in the Executive Committee. Advice from the Statewide Job Action Committee, the Board of Directors, the Board of Directors' Finance Workgroup, and the staff should be sought and considered.