

Fighting Fund

Supporting members in hardship if employers suspend pay during strike action.

Policy code	TEU-Industrial-strike fund
Version	2.0
Effective date	2026
Review date	2028
Approved by	Te Pou Ahurei National Secretary
Related policies	Industrial Strategy 2025-2028

1. When this policy applies:

This policy applies when a strike has been called by the TEU and striking members have been notified by their employer that their pay will be suspended, and their pay is actually reduced.

Where members are in hardship as a result of a loss of pay, they can make an application to the fighting fund as outlined.

2. Legislative and policy framework

This policy is grounded in the following legislation and frameworks:

- Employment Relations Act 2000.
- The TEU's Industrial Strategy.

3. Our commitment: TEU values in action

Our strength to achieve the claims we endorse may rely on taking industrial action, including strike action. A full or partial strike may mean employers suspend the pay of striking workers. Where we embody the TEU whaingā Tū Kotahi | Tū Kaha, Awhi Atu | Awhi Mai, Ngā Piki | Ngā Heke, Tātou Tatou e.

Our whainga bring us together in solidarity through collective responsibility and in support of each member. Where an employer suspends pay the effects of this suspension may be greater on some than others. Where members suffer hardship as a result of a loss of pay, we invite applications to the fund in support of those members.

The Fighting Fund has been raised for the purpose of providing support to members at the time of strike. Branch funds are not to be used for the same purpose as this fund.

We apply the following criteria:

- a) The strike must be duly authorised as per TEU's rules.
- b) Hardship is the inability to cover expenses that cannot be reasonably met by making alternative personal arrangements.
- c) While we need to understand that there has been hardship suffered by the member for auditing purposes, the details on the hardship can be kept to particular examples of the effects of a loss of pay.
- d) There must be a clear explanation from the applicant of the need for support.
- e) A daily maximum per member of up to \$150.00 per strike day to a limit of \$750.00 for five strike days is available.
- f) Requests for financial assistance beyond the daily and weekly limits may be submitted and considered case-by-case.
- g) Evidence of loss of salary (payslips) through participation in the strike is required for audit purposes. In applying members should state the number of days you have been on strike and the actual loss of pay that has been incurred.

4. How do I apply:

Write to the Te Pou Ahurei | National Secretary, Amy Ross at strikefund@teu.ac.nz when making an application to the fighting fund. All applications will be administered in confidence. Every endeavour will be made to have a one-week turnaround on applications.