

SECTION 24. BENEFIT FUND

Introduction

The objective of the Benefit Fund shall be to give financial assistance to its members in time of need.

Benefit Fund Committee

The Committee shall be known as the Benefit Fund Committee and shall meet as often as necessary, or at the call of the Chair.

The Benefit Fund Committee shall consist of the following:

Chairperson - Local 728 2nd Vice-President

Secretary-Treasurer - Local 728 Secretary-Treasurer

6 Members at Large - 6 other Officers of the Local, elected by the general membership

Elections for the six (6) Members at Large will be elected in the following manner: shall be elected for a term of three (3) years from the general membership. At the October meeting of the Union, two (2) shall be elected to replace the two (2) who have completed their term of office.

Quorum shall be five (5) members of the Committee, including the Chairperson and Secretary-Treasurer.

Duties

1. To manage the Benefit Fund, as outlined below.
2. To manage the Sick Bank, as per CUPE Local 728 policy.

Authorized Expenses of the Benefit Fund

The Benefit Fund Committee is authorized to assist members of the Union in the following manner:

1. The Committee may authorize the payment of Employer provided group medical and group life insurance premiums for members absent from work due to lengthy illness or injury, who do not qualify for Sick Bank, or who are actively appealing a denied LTD or WCB claim to a maximum of one hundred and eighty (180) calendar days, or the end of the appeal process, whichever comes first. This benefit will only be paid once per year.
2. The Committee will reimburse the member's portion of the Addiction & Substance Use Treatment Cost-Sharing or the Medical Monitoring Cost-Sharing programs provided by the Public Education Benefits Trust to a maximum of \$2000.
3. The Committee may arrange for floral tributes to be sent to members in the event of a death in their immediate family, except where flowers are not desired and a donation to a designated cause is preferred.
4. The Committee will pay \$2500 to the next of kin of a deceased member to defray end of life costs. If there is no next of kin, the money will be paid to the member's estate.
5. The Committee will reimburse a member for the uncovered costs of an ambulance charge to a maximum of \$100. This benefit will only apply to costs incurred by a member or their immediate family.
6. The Committee may visit members who have been sick or disabled for more than six (6) days, and extend to them customary comforts and courtesies, such as flowers, candy, books, etc.