

M.A.S.H. PROGRAM

(Membership Accident, Sickness and Hardship Fund)

In an effort to assist our fellow members in times of need, Glaziers, Architectural Metal and Glass Workers Local No. 188 will create and fund a program to be known as the Membership, Accident, Sickness and Hardship Fund (M.A.S.H.). This program will be created consisting exclusively of assessments made by Local Union No. 188 membership, to be used to pay or assist in the following situations:

1. Paying for remembrance recognition of deceased members.
2. Paying for out of work member's quarterly dues.
3. Assisting out of work members with food during holidays.
4. Assisting out of work member's families with Christmas gifts.
5. Assisting members that are out of work due to illness with medical insurance payments (Cobra).

The Executive Board of Local Union No. 188 shall review requests and make recommendations to the membership, based on the following guidelines:

1. Members must be in good standing.
2. Members must make requests for assistance in writing, which includes the circumstances the request is being made.
3. The members must be eligible to receive funds based on the limits and rules outlined for this program.
4. The availability of funds at the time of the request.
5. The situation of the member at the time of the request.

The limits the fund may be used for each circumstance are as follows:

1. Remembrance Recognition: flowers or a donation to a charitable organization for deceased members at a maximum of \$75.00.
2. Dues Assistance Request: Members that are not working may have one-quarter of dues paid if request is received prior to the end of that quarter. Dues assistance shall be limited to a maximum of three quarters during any one-year period.

3. Food Request: Members that are not working may receive assistance in the form of food for Thanksgiving, Christmas and Labor Day at a maximum of \$75.00 per event.
4. Christmas Gift Request: Members that are not working may receive assistance in the form of gifts for member's children under the age of 16 at a maximum of \$50.00 per child.
5. Medical Insurance Request: Members that are unable to work due to illness and are paying for medical insurance (Cobra) may receive a maximum of \$100.00 per month for three months in any one-year period to help offset those costs.

Additional limits or rules of the M.A.S.H. Program are as follows:

1. A member is ineligible for assistance if he/she is receiving Workman's Compensation due to an on the job injury or if he/she is receiving unemployment benefits.
2. The maximum assistance a member can receive during a one-year period is \$750.00 dollars. The lifetime maximum shall be \$1,500.00.
3. For the good of the Union, a member that receives M.A.S.H. funds will be expected to help Local Union No. 188 with future organizing activities such as phone banks, picket lines, etc.

The initial funding of this program will be from the reallocation of \$10,000.00 from the Local Union No. 188 Defense Fund. Future funding of this program will come from the remaining Administration Processing Fees after all required costs are taken care of as outlined in Exhibit "A" of the Local Union No. 188 by-laws.

A review of this program will be made by the Local Union No. 188 Executive Board every February. Any changes to this program, such as rule changes, funding procedures or the need to terminate, shall be by recommendation of the Local Union No. 188 Executive Board and the membership shall vote by secret ballot at a special called meeting. In the event the M.A.S.H. Fund is terminated funding will immediately cease and all remaining assets of the fund will be placed in the Local Union No.188 General Fund.