

**ARTICLE XV
LOCAL UNION 488
SUPPLEMENTARY BENEFIT TRUST FUND**

The Local Union 488 Supplementary Benefit Trust Fund was established through negotiations in the Construction Agreement in 1969.

The fund is administered by a Board of Trustees comprised of five (5) Union members elected by the Local Union membership for a three (3) year term in accordance with Article III, Clause 3.01 contained herein.

The Fund is financed by a per-hour contribution contained in the various Collective Agreements. In order to be eligible for benefits from this fund you must be a member in good standing of the Local Union for a period of 24 months prior to application for benefits.

The purpose of the Supplementary Benefit Trust Fund is to provide assistance to members and their dependents as stipulated by the rules and regulations defining eligibility and benefits itemized below. As a Board of Trustees, we suggest that you as a member familiarize yourself with the benefits available to you.

THE 600 HOUR' RULE

No member shall be eligible for Supplementary Benefit Trust Fund benefits unless that member has had a minimum of six hundred (600) hours of contributions remitted on his/her behalf by a contributory employer within twenty-four (24) months of the date of application to the Supplementary Trust Fund Benefit Plan. Effective January 1, 2024, (we will grandfather the bursaries from 2023).

Exceptions to the '600 Hour Rule' include the following:

1. Applicant members attending full-time courses at accredited institutions (i.e. University, College, NAIT, etc.)
2. Members employed in the Quality Control sector who are not covered by the QCC National Agreement and who remain ineligible for hourly benefit remittances. This group does not include members working for a non-union or 'union of convenience' contractor who are classified as working 'trade-related'.
3. Any member employed full-time with the United Association Canadian Office where it remains impossible to remit benefits on the member's behalf.
4. Any member with a prolonged serious illness or injury as evidenced by H & W records over a period of one (1) year or more.
5. Any retired or disabled member receiving a pension from Local 488 and who remains in good standing.
6. A member may still be eligible if they do not have enough hours (600/24 months) providing they have at least ten (10) years' active membership in good standing with the UA. (case by case review required)

Any of the above-noted exceptions may be reviewed by the Board of Trustees if the individual member has been found to be consistently working against the Local Union's Bylaws and Working Rules regarding abuse of 'trade-related' work (non-union).

SECTION 1 BURSARIES

Bursaries will be made available to Journeyman and Apprentice members of the Local Union or their dependent children providing:

- 1.01 The claimants for Advanced Education Bursaries are in full-time attendance at any accredited Post-Secondary Education Facility. Full-time means full-time as defined by the accredited facility.
- 1.02 All claims must be made within twenty-four (24) months of registration.
- 1.03 The claimant must successfully complete the term year attended and reimbursement for only passed and completed courses per term will be considered.
- 1.04 Journeyman Members, in order to qualify, must be members in good standing of the Local Union for a period not less than 24 months year from the date of application.
- 1.05 Apprentice Members, in order to qualify must:
 - (i) Have completed the second year of their apprenticeship program.
 - (ii) Be a member in good standing of the Local Union for twenty-four (24) months.
 - (iii) Have satisfied the Trustees that neither the apprenticeship contract nor the post-secondary program is in jeopardy of default.
- 1.06 **Dependent Children, in order to qualify must:**
 - (i) Maintain single status.
 - (ii) Must be under 25 years of age and/or have commenced their chosen program before attaining the age of twenty-five (25) years or have commenced their program within three (3) years of completing their secondary education, whichever shall first occur.
- 1.07 **Dependent Children of Deceased Members:**

In the event of the death of a member in good standing of the Local Union, bursaries may be granted to their dependent children.
- 1.08 **Schedule of Payment**

The value of bursary maximums will be established on an annual basis by the Trustees and communicated to the membership through the Local 488 newsletter and website (www.local488.ca).

1.09 Bursaries Outside of Alberta

Bursaries for attendance at accredited post-secondary facilities outside the Province of Alberta will be reimbursed to the maximum outlined in Clause 1.08 - Schedule of Payment. Outside of Canada will require special review.

1.10 Applications

All applications must be made on authorized forms provided by the Trustees and must:

- (i) Be addressed to the Local Union 488 Supplementary Benefit Trust Fund c/o the Local Union Office.
- (ii) Be accompanied by a duplicate copy of the claimant's birth certificate, the official transcript of term year marks, proof of completion, and duplicate receipt(s) for tuition fees.

1.11 The Supplementary Benefit Trust Fund will only be reimbursed upon completion of ONE (1) Post Secondary Educational Program.

**SECTION 2
WELDING TICKET RENEWALS**

2.01 All Journeyman members, in good standing of the Local Union 488 who hold valid Alberta welding tickets are eligible to receive partial reimbursements, as determined by the Board of Trustees, for the cost of requalification providing:

- I. The original receipts must accompany their application.
- II. The test must be for requalification or renewal of a previously held ticket. Initial testing will not be reimbursed.
- III. The application must be made on authorized forms provided by the Trustees and addressed c/o Local Union office.
- IV. The application for reimbursement must be made before twelve (12) months have passed from the date the receipt was issued.
- V. For Local Union 488 members requalifying their tickets at the Local Union 488 test facility, reimbursement maximums will be established on an annual basis by the Trustees and communicated to the membership through the Local 488 newsletter and website and weld shop(www.local488.ca). All requalification's performed separately and apart from the Local Union 488 test facility shall be reimbursed at a maximum of \$65.00 per test.
- VI. CWB check test (see website for reimbursement maximums)

SECTION 3
SUBPOENA FOR JURY DUTY/ WITNESS FOR CROWN

- 3.01 If a member of the Local Union is subpoenaed to appear for selection of jurors, crown witness, or in response to a subpoena for the defense for criminal trials, the resulting loss of wages may be reimbursed providing:
- (i) The claimant must be a member in good standing of the Local Union for twenty-four (24) months.
 - (ii) Reimbursement shall be in accordance with the current Collective Agreement and will not exceed a maximum of journeyman rate of pay for normal straight-time hours, plus holiday pay.
 - (iii) Any payment received from the courts will be deducted from the above payment.
- 3.02 Application
- (i) Applications must be made on authorized forms provided by the Trustees and addressed to the Local Union 488 Supplementary Benefit Fund c/o the Local Union Office.
 - (ii) The application must be accompanied by the statement from the court.
 - (iii) The claim must be made prior to the passing of twelve (12) months from the issuance of the statement by the court.

SECTION 4
SPECIAL ASSISTANCE

- 4.01 The Supplementary Benefit Fund Trustees will consider requests from members for special assistance upon written application.
- 4.02 The Fund may reimburse up to a maximum of one thousand dollars (\$1,000.00) per family, per year for expenses to seek or obtain medical attention where there is sufficient evidence to warrant such.
- 4.03 The Trust Fund may provide grants to members in good standing for the training of single dependent children with learning or other disabilities. These disabilities shall include any handicap where specialized training is required for the individual to obtain future self-sufficiency.
- 4.04 Claims must be made in writing and must be accompanied by the proper documentation supporting the claim.
- 4.05 Dependent children are defined in Section 1, Clause 1.06.

SECTION 5
PRERETIREMENT COUNSELLING

- 5.01 Members in good standing of the Local Union who wish to attend a union-recognized

program in preretirement counseling may obtain a refund for registration fees upon completion of a written application and the application must be accompanied with the proper receipts. This applies only to members who don't have access to the Member Assistance Program (MAP)

**SECTION 6
RETIRED MEMBER BENEFITS**

- 6.01 The Supplementary Benefit Trust Fund will provide 'at no charge' tickets to the Local Union's Annual Banquet and Dance for all 'NON-WORKING' retired members, their spouses, and widows. For purposes of clarification, the term 'non-working' retired members shall mean any member who is recorded as a 'life member' and whose name is not on the out-of-work board nor recorded as working trade related.
- 6.02 Upon presentation of proper receipts the fund will also reimburse the retired members, spouse, or widow for local transportation to and from the Local Union's Annual Banquet and Dance.

**SECTION 7
CHARITABLE DONATIONS**

- 7.01 The Supplementary Benefit Fund may provide funding to assist organizations who provide services and facilities for charitable projects.
- 7.02 Applications must be made in writing and addressed to the Local Union 488 Supplementary Benefit Fund c/o the Local Union Offices.
- 7.03 A specified amount shall be set aside to promote and advertise the charitable contributions of this fund. This amount will be set annually by the Trustees.

**SECTION 8
SAVING CLAUSE**

- 8.01 All claims for funding or assistance will be judged and dealt with by the Board of Trustees based upon their individual merit.
- 8.02 All plan benefits are dependent upon availability and the continued existence of the Fund. Nothing contained within the plan document is to be construed in any way as a guarantee of the payment of benefits. Exceptional or extenuating circumstances may, in the absolute discretion of the Trustees of the Fund, be considered in circumstances where the granting of a benefit would not otherwise be allowed. Should the plan or any portion thereof be declared invalid or inoperative by action or law, or any competent authority, then the remainder shall be unaffected thereby.