

Policy of the Hardship Maternity Fund

Purpose

The Hardship Maternity Fund was established to distribute the yearly maternity benefit agreed in article 17.05(b) of the 2005 – 2010 Collective Agreement.

The Fund provides financial support, up to a maximum of \$2500 to CUPE 2278 members who are in financial hardship due to the birth, or imminent birth, of a child.

Eligibility

To be eligible for support from the Hardship Maternity Fund a member must meet the three eligibility conditions below:

- 1) the individual is a CUPE 2278 member (i.e., the individual was appointed as a TA, Tutor or Marker within the past 12 months) and is not currently on payroll as a TA, Tutor, or Marker,
- 2) the member considers themselves to be in financial hardship related to the birth, or imminent birth, of a child,
- 3) the member is not eligible to receive maternity / parental benefits under Employment Insurance (EI).

If the member is applying as a result of the recent or current pregnancy of a partner, that member is additionally required to provide medical documentation from a MD stating that:

- a) he / she has a partner with a medical condition related to pregnancy or childbirth and who requires care, **OR**
- b) he / she has a newborn child who is unwell and requires care.

In order for a partner to receive benefits for a period exceeding one month he / she must EITHER provide initial medical documentation that stipulates an inability to work for a period exceeding one month OR provide updated medical documentation.

Members are only eligible for financial support from the Hardship Maternity Fund for as long as they continue to meet all of the relevant eligibility requirements. If a member ceases to meet these requirements, for whatever reason, then their eligibility for the Fund ceases immediately.

Level of support

The intention is to provide members with financial support equivalent to their usual level of pay for their TA duties, up to the maximum entitlement.

For example, if an eligible member with a full TAship as a GTA II would normally expect to receive \$321 per week then the Hardship Maternity Fund would endeavour to provide financial relief equivalent to that weekly sum (up to the maximum entitlement).

There is a **maximum** that any individual is entitled to receive in each academic year. This maximum is:

- 1) \$2,500, OR

2) 8 weeks of financial support at a level equivalent to the member's normal level of pay during that period, whichever is the lesser amount.

No member is entitled to receive a level of weekly financial support that exceeds their own usual weekly earnings as a TA, tutor or marker, OR which exceeds the weekly earnings of a GTA I with a full TAship.

The level of support provided to each member will vary, depending on the individual's usual weekly earnings and upon the number of applications to the Fund.

Since we cannot predict how many applications the Fund will receive, there is no guarantee that an eligible member will receive support from the Fund.

Administration

The Hardship Maternity Fund is administered by CUPE 2278, specifically the Hardship Maternity Committee of the CUPE 2278 Executive.

Members wishing to receive support from the Fund must submit a completed application and the necessary supporting documentation. We will endeavour to provide a prompt reply.

The total sum paid out of the Hardship Maternity Fund during each academic year may exceed \$25,000 if there is a positive balance carried over from previous years.

Please visit our website – www.cupe2278.ca - for more information about the Fund and contacting the union.