

Notice of Bylaw Amendment, 2026-07-27
Submitted to the September 2026 GMM by the W&M Committee

APPENDIX C – Ways and Means Fund

[Note: additions underlined and in bold, deletions struck through]

BIRT the CUPE 3903 membership approve the following amendment to Article 10:

I. Preamble

[...]

- The Ways and Means (W&M) Fund is available to members of all bargaining units who have experienced a recent, ~~unexpected~~ hardship that resulted in ~~unexpected~~ financial stress or hardship. **W&M Fund allocation is divided annually into two sub-funds (50/50): the Emergencies Fund, which assists members who demonstrate an acute unexpected financial need or hardship caused by a recent emergency or other significant adverse event; and the Hardship Fund, which assists members who demonstrate ongoing financial need or hardship unrelated to emergency circumstances. The Hardship Fund is divided equally into three rounds (Fall, Winter, and Summer).**
- Examples of such hardships ~~cases~~ **eligible for the emergencies fund** include, but should not be viewed as limited to, a death in the family, unforeseen illness of the member or their dependents, theft and/or legal costs, and other emergency circumstances. **Examples of cases eligible for the hardship fund include, but are not limited to, ongoing financial constraints because of the high cost of living compared to the income of the member.**

II. Adjudication Process

- **The Emergencies Fund has no set deadline; applications will be assessed on a regular basis.** Due to the urgency of the applications, the committee shall endeavor to meet every two weeks to adjudicate new applications and review any appeals.
- **The Hardship Fund has three rounds of adjudication (Fall, Winter, and Summer) with specific deadlines for each round. The exact allocation for each fund and deadlines can be adjusted by the committee in September at the beginning of the academic year. Members will be awarded an equal share of the fund up to the individual maximum benefit per academic year for the W&M Fund (\$1500). Members may apply in multiple funding periods but cannot receive more than the yearly maximum allowance.**