

Article __ - Medical Assistance and Financial Hardship Support Fund

Section 1. The university shall maintain the Medical Assistance and Financial Hardship Support Fund (MAFHSF) with the following modifications to assist bargaining unit members with a temporary hardship due to a significant emergency event.

Section 2. The University will designate \$100,000 for the MAFHSF in Fiscal Year XX [after contract]. An individual bargaining unit member may request up to \$12,000 per year from the MAFHSF. Any unused dollars remaining in the MAFHSF at the end of one academic year will roll over to the next academic year. This limit shall be subject to year to year adjustment based on utilization of the fund, and shall increase by the total remaining in the fund divided by the number of applicants in the previous year. If in any year, funds are utilized in their entirety, the Labor Management Committee shall meet to discuss increasing the fund in subsequent years.

Section 3. Distribution of money from the MAFHSF shall be made in accordance with procedures, policies, and requirements established by the University, subject to input from the Union. These procedures, policies, and requirements shall be publicly posted. Requests for money from the MAFHSF shall not be unreasonably denied before the budget is exhausted. If a bargaining unit member believes a request has been unreasonably denied, the Labor Management Committee shall meet to discuss the application, and may adjust the policies, procedures, and requirements according to mutual agreement.

Section 4. If the funds are exhausted in a given year, nothing shall preclude a bargaining unit member from asking their School for additional funds to deal with emergency events recognizing, however, that any such distribution by the School is entirely discretionary and not a right or expectation.

Section 5. The Graduate School shall create a report annually about the requests and use of the emergency fund without revealing any personally identifiable information regarding any bargaining unit member who made a request for assistance from the emergency Assistance Fund. This report shall include number of requests and usage by department and program.