

# Compassionate Fund Motion

# Section 7: MRFA Compassionate Fund

In 2005 by resolution of the membership, the MRFA created an emergency support fund to support members facing an extraordinary financial crisis. This policy formalizes the operation of the fund.

1. The fund shall be named the MRFA Compassionate Fund.

2. Expenditures are permitted up to \$2000.00 per faculty member per fiscal year, to a total maximum expenditure from the fund of \$20,000 per year. Expenditures from the fund beyond these maximums in a given year must be approved by the MRFA membership.

# Uses

5. The emergency fund will not normally apply to cases where the regular remuneration or benefits are inadequate for the individual's expenses. Rather, this fund is to be used when there is an unexpected change in remuneration or when a personal financial crisis arises. Without limiting the discretion to determine individual cases, applications to the fund may be based on bereavement; sudden or serious injury or illness of a member or immediate family member leading to extraordinary costs or a disruption in income; a sudden or unanticipated change of residence; sudden or unanticipated change in employment status. The tests should always be whether the crisis could have been anticipated or prevented and whether it materially affects the welfare of the Member and the Member's family.

# Motion

A part-time member's son died unexpectedly in Eastern Canada. The family flew there suddenly and stayed for four days while making funeral arrangements. An expenditure of \$2,000 from the Compassionate Fund has been approved for this member and the Executive recommends:

**Resolved**, that the MRFA membership approve an additional expenditure of \$2,000 from the Compassionate Fund to support this member.