

PEF Division 169 Health and Welfare Benefit Guidance

**Introduction:** The PEF officers have been burdened with the difficult task of deciding under what circumstances and to what level of support Division 169 will benefit its members regarding joyous occasions and times of sorrow.

**Purpose:** The purpose of the Health and Welfare Benefit Policy is to provide a clear and well defined procedure to be followed for circumstances such as new membership, death, illness, retirement, and charitable donations.

**Proposed Health and Welfare Guidance:**

Health and Welfare Benefit	Who Qualifies	Benefit/Donation
<b>Death</b>	Council Member; Spouse of Council Member; Child or step-child of Council Member Parents of Council Member	\$100.00 flowers, Mass card, or donation to requested charitable organization
	Retired Council Member Sibling of Council Member	\$50.00 flowers, Mass card, or donation to requested charitable organization
<b>Long Term Illness/Injury</b>	Council Member for loss of work due to illness or injury requiring long term treatment equating to one month of time.	\$40.00 flowers or gift basket
<b>Short Term Illness/Injury</b>	Council Member requiring hospitalization for short term illness or injury.	N/A
<b>Loss of Property/Fire</b>	Council Member	N/A
<b>Retirement</b>	Retiring Council Member < 15 yrs Retiring Council Member 15 yrs+ or Retiring Ex. Council Member 5+yrs	\$100.00 PEF plaque or other gift \$200.00 PEF plaque or other gift
<b>Births/Adoptions</b>	Council Member	\$25.00 flowers or gift
<b>Marriages</b>	Council Member	N/A
<b>Job Promotions</b>	Council Member	N/A
<b>New Membership</b>	Council Member	N/A

**Notes:**

1. The value of the flowers, gift basket and other donations shall include tax, shipping, and handling charges.
2. The bills and receipts for all benefits shall be forwarded to the Treasurer as soon as possible following purchase of the benefit.
3. Whenever possible, the flowers or gift basket should be delivered in person to the injured or sick by a Member of the Steward Council, Health and Welfare Committee, or PEF member.