

MAINTENANCE SICK FUND
By-laws as of March 8, 2010

- 1. The plan shall be extended to cover all members of USW Local 1137 who wish to participate.**
- 2. A new employee may become a member by paying \$5.00 plus first month's dues, provided he/she joins within 15 days after his probationary period. Members joining after this time shall pay 6 month's back dues plus one month's dues, and have a 60-day waiting period before receiving any benefits.**
- 3. The dues shall be set at \$10.00 per pay period**
- 4. After joining, a member will be required to participate for a period of at least twelve months, unless he/she terminates employment.**
- 5. Benefits shall begin on the first day of work missed due to an accident and the fourth day of work missed due to an illness (parallel with the company's S&A, Short Term Disability). Unlike our current Short Term Disability Plan, but in accordance with the original and long-standing practice of the Maintenance Sick Fund, absences due to illness will begin paying on the first day missed if the illness requires hospitalization. Benefits will be paid at the rate of \$20.00 per day for up to 52 consecutive weeks per occurrence.**
- 6. It will be the member's responsibility to notify the Sick Fund Coordinator (*Currently, Ray Boston - 5517*) if they are eligible to collect benefits. All claims for the previous year must be turned in by January 31.**
- 7. Should the sick fund become depleted, there will be a \$10.00 assessment of each member.**
- 8. A three-person committee shall be elected to investigate claims, and benefit checks shall have two signatures. (*Currently consists of Ray Boston, Janie Bush and Jerry Mask*)**
- 9. As payment for administering the Fund, and since the coordinator is responsible for paying the taxes on the interest earned by the Fund, the Coordinator shall receive the interest earned by the account.**