

1 ARTICLE X8

2 THE SUMMER HARDSHIP FUND

3 Section 1. Summer Hardship Fund

- 4 a. On May 1, 2019 a “Summer Hardship Fund” (the “Summer Fund”) shall be established
5 for the purpose of assisting GEs facing financial hardship relating to a Qualifying Event
6 during the summer term (defined below in subsection b). The University shall place
7 \$2,000,000 into the Summer Fund to distribute to eligible GEs between May 1, 2019 and
8 September 14, 2019 and annually thereafter. The University shall replenish the Summer
9 Fund to \$2,000,000 annually on May 1st.
- 10 b. For purposes of this section, a Qualifying Event is defined as follows: (1) the GE has no
11 summer appointment; (2) The GE has no summer scholarship or grant; (3) the GE
12 experiences a housing emergency;
- 13 c. Grievances under Article 13 related to the Summer Hardship Fund are limited to those
14 disputes over the process used to review the application and may be filed directly at Step
15 3. All other Fund disputes, including substantive determinations, shall be resolved
16 through the Fund’s appeal procedures.

17 Section 2. Application Process

- 18 a. Applications shall be evaluated by the Summer Fund Committee (the “Committee”)
19 composed of three (3) members, two (2) of whom shall be appointed by the Union and
20 one (1) appointed by the University.
- 21 b. Applications to the fund shall open on May 1st and applications to the fund shall be due
22 June 15th except in AY 2019, in which case applications shall be due no later than July
23 15th of 2019.
- 24 c. Applications shall include a written description of the qualifying event.
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26 Section 3. Distribution of Funds

- 27 a. Funds shall be distributed equally based on number of recipients to a maximum of \$3,000
28 and minimum of \$2,000 no later than July 14th annually, except in AY 2019 in which
29 case funds shall be distributed no later than August 15th, 2019.
- 30 b. If there are more successful applicants than the summer Fund can accommodate based on
31 the minimum payout of \$2000 after an initial review process, then a second round of
32 application review shall commence. In this second review, the Committee shall prioritize
33 distribution of funds to international GEs with a goal of ensuring that no less than 30% of
34 assistance is allocated to international GEs. Otherwise, priority will be given to GEs who
35 have not received assistance from the Summer Fund in previous years.
- 36 c. The Summer Fund shall set aside \$20,000 year round reserved specifically for housing
37 emergencies. Housing emergency payouts will be capped at \$2,000. Graduate employees
38 can only apply for a housing emergency once.

39 Section 6. The Summer Fund Committee shall publish a report of the number of people who
40 applied, the average payout, the number of each qualifying event claimed, and other quantitative
41 and qualitative descriptions of the applicants and funding distribution no later than October 1
42 each year. The report shall be made publically available and sent to the Union.

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