



- **PHIB Program Overview**

- This program starts on February 3, 2021 and the deadline to apply is December 3, 2021 – or until all funds have been distributed.
- To be eligible for this program, a member must have volunteered a minimum of 24 CUPP hours during the 2020 calendar year.
- The member must be current on all dues throughout the entire awards process, or be a dues exempt retiree.
- The actual expense and payment by the member must occur between January 1, 2021 through December 3, 2021.
- The maximum award for each member is \$500.00 per year.
- The member must be part of one of the following dues payment plans: the opt-in program, one of the auto-pay programs, work for an employer that deducts dues from your paycheck or pay 12 months in advance.
- Each member may only apply for one assistance program per year and each member may only submit one application each year. The minimum amount considered on an application will be \$100.00
- This is a reimbursement fund. The expense must have already been paid, and a copy of the receipt must be attached with your application.
- All applications will be date-stamped based on date submitted on-line or in the case of a retiree - the date received if delivered personally, or post marked if mailed. Faxed applications will not be accepted. Applications will be given priority based on the date received. Only retirees may mail in their applications, all others must be submitted using the WuFoo app (the links are below).
- The CUPP PHIB committee and the Eboard are scheduled to meet once per month. It is expected that if your application is approved, funds will be dispersed within 75 days of your application being received.
- The CUPP PHIB committee will make recommendations to the Eboard regarding which applications should receive an award. The Eboard decision will be final.

We are pleased to offer the following assistance programs:

- Boots / Tools Purchase
- Legal Assistance
- On The Job Injury Assistance
- Member Medical Assistance
- Tuition & Educational Assistance
- U.S. Savings Bond Purchase

Here are the details for each of the PHIB funds:

- **Legal Assistance**
 - This fund reimburses qualifying members for out-of-pocket legal expenses
 - The following legal expenses are excluded from this program: labor, employer, or SWRCC related legal issues, and any driving violation related to the use of drugs or alcohol
 - This program is only for expenses incurred by the member
 - The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/r1qh0md31avl5tw/>
- **On-The Job Injury Assistance**
 - This fund reimburses qualifying members for out-of-pocket costs incurred due to a non-exempted on-the-job injury while working on, or traveling to a union job
 - Exempted injuries would include injuries that occur while under the influence of drugs or alcohol and injuries incurred while performing prohibited actions while on the job
 - You may not apply for this program if you have filed a worker's comp claim or a grievance against the employer for this injury
 - This program is only for expenses incurred by the member
 - The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/qsd2lcn0vxibz1/>

- **U.S. Savings Bond – Child’s Education**

- This fund reimburses qualifying members for the purchase of a United States Savings bond
- No other type of bond or savings account qualifies for this program
- The bond must be purchased for a child under age 5
- The bond must be purchased in the name of the child
- This program is only for purchases made by the member
- Please note: the purchase price of the bond and the reimbursement amount may be up to \$500.00 – the face value of the bond may be a higher amount
- The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/wn3lufg0uk8bba/>

- **Member Medical Assistance**

- This fund reimburses qualifying members for out-of-pocket medical related costs that have not been covered by their insurance, the employer, or any other 3rd party
- This program covers medical expenses paid by the member, including expenses for the members legal children or dependents
- This program includes standard medical treatment, dental, covid-19 related medical, optical, and psychological
- The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/zn2cl8z124vbz9/>

- **Boots / Tools Purchase**

- This fund reimburses qualifying members for their purchase of work boots and non-power tools
- Boots and Tools must be made in the U.S.A. in order to qualify for reimbursement
- Boots must be specific work boots. No other shoe or boot expense will be reimbursed
- Any tool powered by a battery, or a power cord is excluded from this program
- This program is only for expenses incurred by the member
- The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/pzwkp881asujen/>

- **Tuition & Educational Assistance – Carpenters Scholarship**

- This fund reimburses the member, member’s children, and the member’s legal dependents for qualified expenses related to their education
- The member, member’s children, and the member’s legal dependents are eligible for this program.
- A child is defined as a biological, adopted, legal step, or foster child
- A dependent is defined as a person that is claimed on the member’s 2020 federal tax return
- All accredited college classes are covered by this fund
- School expenses directly tied to educational costs are covered by this fund
- Sports programs are specifically excluded from this fund
- Only specific trade school programs are covered by this fund. Please review the list of approved trade school programs
- The link to apply for this program is:
 - <https://cuppphib.wufoo.com/forms/swocfx0lsgss0/>

Congratulations on volunteering enough hours to be a part of this great program. Please feel free to call me, or your local CUPP Manager or CUPP Coordinator with any questions. Good luck with your application!

Thank you,



Marc Shapiro
CUPP Administrator

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Southwest Regional Council of Carpenters
swcarpenters.org



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