

## **Benefits Officer Annual Report**

Dear Members,

I would like to take this opportunity to sincerely thank you for selecting me to serve as your Benefits and Advocacy Officer this year.

Throughout my term, I worked to improve awareness of the benefits offered by the Union. With the support of our administrative staff and Executive Board, informational pamphlets were prepared and distributed to members to keep them informed. In response to frequent inquiries, a list of ineligible expenses was also developed and published on the website to provide greater clarity.

Several enhancements were made to member benefits. The Professional Development Fund for technological items for Unit 2 and Unit 3 members, which was relatively new and previously capped at \$200 per academic year, was expanded. The cap was removed, allowing members to claim up to \$1,000, which was very well received. In addition, a Gender Affirmation and Reproductive Health Fund was introduced for Unit 2 members at \$800 and later increased to \$1,000, retroactive to September 1, 2025.

Since beginning this role, I have also worked to streamline and organize Professional Development applications to support a more efficient and transparent review process. I would like to thank all members for their patience and continued support throughout this process. Application reviews are conducted carefully to ensure fairness and consistency. The Benefits Committee increased the frequency of meetings for unit 2 members to approximately every other month, compared to once per semester previously, to help expedite decisions and allow members to access their entitlements more quickly.

We remain committed to improving efficiency, and I will be sharing additional suggestions with staff at the end of my term to support the incoming Benefits Officer and further enhance the process.

Sincerely yours

Shabnam Fadaei

Benefits Officer