

## **ARTICLE XX – BENEFITS**

### **XX.01 Benefits Fund**

- (a) For the purpose of CUPE administered and sponsored Benefit Plan(s), which may include reproductive health and gender affirmation care, the Employer will remit to CUPE Local 3906 the following amounts, payable on the dates noted:

May 1, 2027: \$10,000

May 1, 2028: \$20,000

- (b) The Union will provide an annual summary report to the Employer accounting for the expenditures of the Benefit Fund. Payment of these funds is contingent on the Employer's receipt of this report.

### **XX.02 Employee and Family Assistance Plan**

Employees are entitled to access McMaster University's Employee and Family Assistance Program (EFAP), which may change from time to time, on the same basis as other employees at McMaster, at no cost to the Employee.