

BENEFITS

Expanding the Pension Board of Trustees

Whereas, the security of the pension fund is of primary importance to all PEF members; and

Whereas, the sole trustee has done an excellent job of maintaining earnings; and

Whereas, expanding the board would only blur the responsibility for maintaining the security of the fund and make it more difficult to hold a poor comptroller responsible; and

Whereas, multiple representatives will not provide anything near a controlling interest from a public employee perspective; and

Whereas, multiple representatives on a board would only give the Governor an opportunity with which to further negotiate away the security of the pension fund as he did with the teacher:

Therefore be it resolved, PEF policy in regard to a pension board shall be to support the sole trustee.

Submitted by: Kevin E. Jones
Jeff Satz
Terry O'Neal
Scott Ray
Region 8 Stewards Council

Adopted 10/23/93
PEF Convention

MEMBERSHIP BENEFITS FOR MEMBERS LAID OFF

Employees laid off on or after March 4, 1987, shall maintain a membership in PEF for the purpose of membership benefits up to one year during their duration on the preferred list.

(This policy shall be instituted within the confines of the PEF Constitution and applicable precedent.)

January 29, 1987

MEMBERSHIP BENEFITS FUND

Approval for Membership Benefits Program to Administer PEF Regional Benefits

As used in this policy:

1. "Fund" is the PEF Membership Benefits Program.
2. "Fund Participants" are those individuals eligible for participation under the PEF Membership Benefits Program.
3. "Benefits" are goods and services which may be offered to fund participants.
4. "Vendor" is an individual or organization wishing to offer benefits to fund participants.
5. "Approved Vendor" is an individual or organization which has met the application, investigation and approval requirements of this policy.
6. "PEBF" is the Public Employees Benefit Fund.
 - I. Applications for Approved Vendor Status
 - A. Applications shall be accepted:
 1. Directly from vendors.
 2. From PEF regional or local membership benefit committees.
 - B. The fund may, on its own, solicit applications from vendors.
 - C. All applications shall be in writing, indicating the name of the vendor, the type(s) of benefit(s) to be offered, and the cost to the fund participant of such benefit(s).
 - II. Investigation of Applications
 - A. Upon receipt of an application, the fund Administrator shall initiate an investigation.
 - B. Such investigation shall include provisions for determining:
 1. Whether the applicant is a reputable vendor;
 2. Whether the cost of the benefit(s) being offered is in fact less than would be available to fund participants as individual consumers;
 3. That an appropriate dispute resolution mechanism exists for handling complaints from fund participants;
 4. Such other information as the Trustees of the fund consider appropriate in making their determination.

III. Granting of Approved Provider Status

- A. Upon completion of the required investigation, the fund Administrator shall forward a report to the Trustees for their action.
- B. Such report shall be in writing, in a form approved by the Trustees and shall include the Administrator's recommendation for or against approval.
- C. Based upon the Administrator's report and any other available information, the Trustees shall vote on the applicant's request for approved vendor status.
- D. Applicants shall be notified in writing of the action taken by the Trustees.
- E. Approved vendor status may be rescinded by the vote of the Trustees.

IV. Limitations on Approval of Applications

- A. Except in the case of a complete rebidding of a program, no application from a vendor may be considered for a benefit which is being offered to fund participants through payroll deduction.
- B. No application for dental, optical and pharmaceutical benefit unless such applications have been referred to PEBF and the Trustees of the fund are notified by PEBF that the application is not in conflict with any cost containment program established by it.
- C. Where a medical practitioner can apply for inclusion in the Empire Plan and does not, the Program will not honor their request for approved status and the Program will rescind any previous approvals.

January 16, 1986

- D. Where a medical practitioner is not eligible to apply for inclusion in the Empire Plan, the Program will entertain their application for approved status.

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- E. Where a medical practitioner is a participating member of the Empire Plan, the Membership Benefits Program will no longer be involved in granting approved status but rather the medical vendor will be referred to the PEF administration.

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V. Mailings to Eligible Participants

- A. Only approved vendors may be granted permission to mail offerings to participants.

- B. Approved vendors will only be given access to the names and addresses of those persons enrolled in, or expressing interest in, their programs.
- C. The fund will have final approval of the form and content of any material to be mailed to fund participants.
- D. The fund, wherever feasible, will make arrangements to have the mailing sent to fund participants.
- E. Before a mailing may be sent, the approved vendor shall arrange to pay all costs incurred by the fund in preparing the mailing.

VI. Administrative Costs

- A. An approved provider shall be required to pay those administrative costs incurred by the fund in relation to its offering of benefits to plan participants.
- B. Such costs shall include, but not be limited to, personnel costs, computer costs, telephone, reproduction and postage costs.
- C. Any request for administrative costs shall be in writing to the approved vendor specifying the type of costs incurred or expected to be incurred.
- D. No administrative costs shall be charged to vendors for costs incurred in investigating its application to provide benefits.
- E. Where the Trustees of the fund determine that the charging of administrative costs to be an approved vendor would result in a loss of valuable benefits to plan participants, they may waive such costs.

VII. Delegation of Authority

- A. The Trustees of the fund recognize that strict adherence to the application, investigation and approval process above may result in some benefits not being offered to plan participants. This is especially true in the case of local retail and service establishments who are interested in providing small discounts to participants.
- B. In such cases, the Trustees of the fund may delegate to a regional or local PEF benefits committee, the right to approve specific benefits from specific vendors.
- C. Any request for such delegation shall be made in writing to the Fund Administrator specifying the type of benefit, and the name of the provider.
- D. A request for delegation will be approved or denied within 15 days of receipt by the fund.
- E. A delegation of authority shall not include the right to authorize a mailing to plan participants or to levy or collect administrative fees from a vendor in excess of \$25.

- F. A copy of any flyers or other offering materials which are distributed to plan participants as a result of such delegation shall be forwarded to the fund office for its files.

VIII. Benefit Offerings

- A. The Trustees of the fund shall take no responsibility for any benefits which are offered to plan participants by any process not in conformity with this policy.
- B. The Trustees shall take whatever actions they deem appropriate to protect the interests of the plan participants or the good name of the fund in relation to an offering of benefits not in conformity with this policy.

February 7, 1985

PEF Membership Benefits Fund to be named "The Ruth Mintz Membership Benefit Fund."

May 16, 1980

PUBLIC EMPLOYEES BENEFIT FUND

PEF will have fair and equitable representation on the PEBF Board of Trustees.

December 14, 1982

1989 Resolutions

PEF ISSUES V

Resolution 113 – Review and Accountability of PEF Benefit Funds

WHEREAS, PEF is involved in two multi-million dollar benefit funds; and

WHEREAS, the Public Employees Benefit Fund (PEBF) administers optical, dental and prescription drug benefits; and

WHEREAS, the Membership Benefits Fund administers home, care, life, disability and other insurances and a myriad of other benefits; and

WHEREAS, there is membership dissatisfaction regarding the reduction of certain of the above benefits; and

WHEREAS, the PEF Membership Benefit Fund has an over \$7 million reserve account which is growing at approximately \$1 million per year; and

WHEREAS, the PEBF and PEF Membership Benefit Fund have over \$30 million and \$5 million, respectively, in annual revenues; and

WHEREAS, the only review and accountability of the administration and utilization of these union benefit funds is through an annual published audit summary; and

WHEREAS, minutes of benefit fund trustee meetings have been recorded and are maintained; and

WHEREAS, these benefit fund minutes are not distributed to the PEF Executive Board or general membership; and

WHEREAS, membership organizing and participation is stimulated by the distribution of accurate and timely information:

THEREFORE BE IT RESOLVED, that detailed PEBF and Membership Benefit Fund minutes be recorded and distributed to the PEF Executive Board; and

BE IT FURTHER RESOLVED, that detailed benefit fund quarterly financial statements will be attached to these minutes; and

BE IT FURTHER RESOLVED, that these minutes and financial statements will be made available to the general membership upon request.

Submitted by:

Roger Benson, Region 8 Coordinator

Arlene Beverly, Region 11 Coordinator