

**ASEA/AFSCME LOCAL 52 HEALTH BENEFITS TRUST****Policy on  
Compensation Reimbursement**

Individual Trustees will be reimbursed for compensation lost during time spent in attending to official Trust Fund business in accordance with this Policy. It is the intent of the Trustees that any reimbursement of compensation under this Policy be made solely in conformance with any applicable legal requirements.

This Policy shall be applied as follows:

1. Trustees eligible for reimbursement shall be any individual Trustee who loses compensation on account of attendance to official Trust Fund business. Such reimbursement shall not apply to an individual who receives full-time pay from a contributing employer under the Paid Leave for Trustees provision of the collective bargaining agreement or full-time pay from the Union from the Business Leave Bank. All other unreimbursed compensation shall be paid to the Trustee under the terms of paragraphs 2 and 3 of this policy.
2. The amount of lost compensation to be reimbursed shall be limited to wages or salary, plus health and pension contributions that are not paid to the Trustee by his or her employer on account of attending to official Trust Fund business.
3. Attendance at or to official Trust Fund business shall include the following:
  - a. Attendance at Board of Trustees meetings, plus reasonable travel time.
  - b. Participation in and attendance at Board of Trustees committee meetings, plus reasonable travel time.
  - c. Attendance at educational seminars and conferences in accordance with the Education Policy of the Trust Fund, plus reasonable travel time.
  - d. Performance of any other duties, functions, or activities as approved by the Board of Trustees in fulfillment of their duties and responsibilities in administering the Trust Fund.

Any Trustee desiring reimbursement of lost compensation shall submit a written request to the Trust administrator for payment. The Trustees may prescribe a form for this purpose, and any such request may be submitted in conjunction with the Trustee's expense reimbursement request.

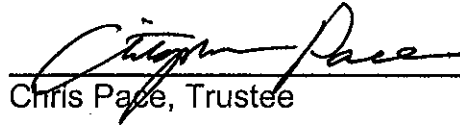
If a Trustee is reimbursed under the Union Business Leave Bank, the Trust Fund, upon receipt of proper documentation of the Business Leave Bank expense, shall reimburse such amounts to the Union Business Leave Bank.

Any request for reimbursement of lost compensation may be subject to review and approval by the full Board of Trustees.

This Policy is adopted this December 9<sup>th</sup>, 2004, replaces any previously adopted versions, and is effective until revoked, revised, or amended.



Fred G. Brown, Trustee




Chris Pace, Trustee



Michael Williams, Trustee



Frank Puschak, Trustee



Stanley Kaneshiro, Trustee



Patricia Nault, Trustee