



2026 PHIB Program Overview

- This program opens for applications on January 1, 2026, and the deadline to apply is **November 30, 2026** – 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 2025 calendar year.
- The member must be current and up to date on all dues. The member must be current throughout the entire awards process or be a dues-exempt retiree. The actual expense incurred by the member, or the payment made by the member must occur between January 1, 2026, through November 30, 2026.
- The maximum award for each member is **\$500.00 per year**.
- Each member may only submit one application each year. A maximum of **5 receipts** will be accepted on the application.
- This is a reimbursement fund. The expense must have already been paid, and a copy of the actual original receipt must be attached to your application.
- Receipts attached to the application must be specific to the fund selected.
- You may submit receipts from different funds on the same application. There is only one application.
- All applications will be date-stamped based on the date submitted online. Applications are only accepted when submitted through the WuFoo app (the link is below).
- Applicants may not be working for a non-union employer at any time during the application period.
- Applications are reviewed every 2 weeks. It is expected that if your application is approved, funds will be dispersed within 30 days of your application being received.
- **All decisions made by the WSRCC are final.**

WE ARE PLEASED TO OFFER THE FOLLOWING FUND CATEGORIES

- o Boots / Tools Purchase
- o Fuel Cost Assistance
- o Home Buyer Closing Cost Assistance
- o Legal Assistance
- o Licensed Day Care Program
- o Member Medical Assistance
- o On-The-Job Injury Assistance
- o Tuition & Educational Assistance
- o U.S. Savings Bond Purchase
- o Vehicle Repair Assistance
- o Wellness Program

HERE ARE THE DETAILS FOR EACH OF THE PHIB FUNDS

The maximum award for each member is \$500.00 per year.



Boots / Tools Purchase

- This fund reimburses qualifying members for their purchase of work boots and non-power tools
- We request that the Boots and Tools are made in the U.S.A.
- Boots must be work boots. No other type of shoe or boot will be reimbursed
- Any tool powered by a battery or power cord is excluded from this program
- This program is only for expenses incurred by the member



Fuel Cost Assistance

- This fund reimburses qualifying members for their purchase of fuel and fuel gift cards



Home Purchase Closing Cost Assistance

- This fund reimburses qualifying members for costs incurred in the purchase of a home
- The purchase must close, and the mortgage funded before the expenses can be reimbursed. If the purchase does not close, the expenses will not be reimbursed
- Costs are only reimbursed if the home is in the name of member, and/or the member's legal spouse



Legal Assistance

- This fund reimburses qualifying members for out-of-pocket legal expenses
- The following legal expenses are excluded from this program: all labor issues, any legal matter involving your employer, any legal matter involving the WSRCC, violent crimes, and any legal matter related to the use of drugs or alcohol, including DUI, DWI cases, or a Domestic Violence case
- This program is only for costs incurred by the member



Licensed Day Care Assistance

- This fund reimburses qualifying members for daycare costs
- Only receipts from licensed daycare centers will be accepted. The daycare's license number must appear on the receipt
- The expense must be for the member's legal dependent



Member Medical Assistance

- This fund reimburses qualifying members for out-of-pocket medical-related costs that have not been covered by their medical insurance, employer, or 3rd party (HRA).
- This program covers medical expenses incurred by the member, including expenses for the member's spouse, children, and legal dependents

- This program includes treatment for medical needs, dental, optical, and psychological



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 or from a union job
- Injuries that occur while under the influence of drugs or alcohol and injuries incurred while performing prohibited actions on the job are exempt from this program
- You may not apply for reimbursement of expenses if you have filed a worker's comp or grievance against the employer for this injury
- This program is only for costs incurred by the member



Tuition & Educational Assistance – Carpenter's Scholarship

- This fund reimburses qualifying members, member's children, spouse, and the member's legal dependents for qualified expenses related to their education
- A child is defined as biological, adopted, legal stepchild, or foster child
- A dependent is defined as a person that is claimed on the member's federal tax return
- All accredited public or private school and college program expenses are covered
- School expenses directly tied to education are covered by this fund
- **Sports programs and associated costs are excluded from this fund**
- Only specific trade school programs are covered by this fund. Please review the list of approved trade school programs



U.S. Savings Bond

- This fund reimburses qualifying members for the purchase of a United States Savings bond for their child or legal dependent up to and including the age of 18
- The bond must be in the name of your child. No other name may appear on the savings bond
- No other type of savings' account or bond will be reimbursed
- This program is only for purchases made by the member



Vehicle Repair

- This fund reimburses qualifying members for their payment(s) for vehicle repairs and maintenance, and the purchase of parts needed for the vehicle repairs
- Only receipts from a licensed auto repair center will be accepted. (The auto center's business license must be available online for verification.)
- This program is only for costs incurred by the member



Wellness Program

- This fund reimburses qualifying members for the purchase of goods or services related to their health and wellness. Examples: (gym membership, cycling shoes, or supplements)
- This program is only for expenses related to the health of the member

ENGLISH APPLICATION LINK:

<https://cuppphib.wufoo.com/forms/q1oi88xp0cqr5n8/>

SPANISH APPLICATION LINK:

<https://cuppphib.wufoo.com/forms/qeh4aml03kvrdaq/>