

BY-LAW NUMBER ONE
RCEME CORPS FUND

THE PROGRAMME OF BENEFITS

GENERAL

1. This By-Law details the programme of benefits that will be offered to members of the Fund and to the RCEME Corps Community.
2. The dollar amounts identified in this By-Law are considered to be baseline amounts and are subject to review and adjustment as necessary on an annual basis by the BOD.
3. Terminology. The following terms are defined as follows:
 - a. Immediate Family. Spouse or common-law partner and children of the member or those of his/her spouse or common-law partner;
 - b. RCEME Corps Community. Serving and retired Regular or Reserve Force members of the RCEME Corps and its predecessors, whether members or not of the RCEME Corps Fund, and all members of the RCEME Corps Fund; and
 - c. Member in Good Standing. Per By-Law Number Two.

BENEFITS TO FUND MEMBERS

4. The benefits described here below are intended to be offered to all Fund members in good standing, with certain caveats or exceptions specifically noted.
5. Commencing on 1 January 2016, upon joining the RCEME Corps Fund, a new member will a Membership Coin engraved with his/her unique membership number.
6. On 1 January 2016, all existing members in good standing of the RCEME Corps Fund will retain their membership in the Fund; additionally, all existing members of the Associations will automatically be enrolled in the RCEME Corps Fund. Members who already have a Membership Coin will not receive another Membership Coin.

Accoutrements

7. The intent of this benefit is to provide RCEME accoutrements to Fund members in two instances: first, upon entry into the RCEME Corps and second, upon retirement. At entry, upon successful completion of NCM Developmental Period 1.1 or Officer Developmental Period 1, a new Fund member will receive a set of RCEME buttons and RCEME or GEMRC slip-ons, as well as a RCEME T-shirt. At retirement, an existing Fund member will receive their choice of RCEME blazoned accessory such as a tie, a blazer crest or a scarf.

RCEME Bursary

8. The intent of this benefit is to encourage and broaden our families' understanding of the RCEME Corps and to offer a modest amount of financial assistance toward the completion of a post-secondary programme leading to a degree, diploma or certificate. This benefit is available to the immediate family of all Fund members who have been a member in good standing for at least one full year prior to the date of application. This benefit is limited to a one-time award per applicant.

9. Applications are to be made in writing to the Office of the RCEME Corps Fund and received by the RCEME Corps Adjutant no later than the first week of July. The application consists of:
 - a. Application Cover Page;
 - b. Proof of enrolment into an accredited post-secondary institution; and
 - c. A 500 word well-constructed and error-free essay by the applicant which provides the following information to the BOD:
 - i. Who is the applicant and what are his/her goals, and
 - ii. Demonstration of a general understanding of the Corps of RCEME, its purpose and role within the Canadian Armed Forces, both historically and today, along with an expression of what the Corps of RCEME means to him/her and what elements of the Corps of RCEME does he/she find particularly interesting, and why.
10. The Application Cover Page pro forma, together with the BOD marking guide, is available on the RCEME Corps Fund webpage.
11. Each application is reviewed by the BOD during the summer session and successful applicants may expect to receive the bursary in the early Fall. The number of bursaries available will be promulgated each year in the Spring.

Loans and Grants

12. The intent of this benefit is to offer some financial assistance by way of loans or grants to Fund members in good standing where such assistance will be of a clear benefit to the member.
13. Education Short-Term Loan. The intent of this benefit is to provide a short-term loan to members who require financial assistance for academic or technical education upgrading. The loan will be offered interest-free, but will not exceed 50% of the course cost or \$500, whichever is less. The Education Short-Term Loan would normally be repaid within two years from the date of disbursement of the funds. An application consists of an Application Cover Page (available on the RCEME Corps Fund webpage), together with a short letter which provides the following information:
 - i. Who the applicant is, and the institution the applicant is attending, or intends to attend, and the field of study,
 - ii. Dates of the course, and
 - iii. Any other pertinent details.
14. Benevolent Loan and/or Hardship Grant. The intent of these two benefits is to provide a loan and/or grant to members who are in financial distress and/or who experience personal hardship. The Benevolent Loan, which would normally not exceed \$5000, will be offered interest-free, with repayment terms to be determined by the Administrative Committee, but would normally be repaid within a maximum of five years from the date of the disbursement of the funds, whereas the Hardship Grant, which would normally not exceed \$1000, is not required to be repaid. An application for the Benevolent Loan and/or Hardship Grant is to be made, through the applicant's chain of command to the Office of the RCEME Corps Fund, on the form available on the RCEME Corps Fund webpage.

Emergency Funds

15. The intent of this benefit is to provide emergency financial assistance of up to \$200 to any member of the RCEME Corps community who is experiencing a situation of immediate distress. For clarity, this benefit is not meant to be restricted to members of the Fund. Application for this benefit can be made either by the individual or on their behalf by anyone else, by the most expedient means (i.e. a phone call or email) to the Office of the RCEME Corps Fund. Emergency Funds are not required to be repaid.

RCEME Sporting Events

16. Sporting Events are an excellent venue for fostering team spirit, friendly competition, and esprit de corps. The following Regional and National Sporting Events have over many years become tradition within the RCEME Corps:

- a. Regional Sporting Events:

- i. 3rd Canadian Division Curling Bonspiel;
- ii. 4th Canadian Division Curling Bonspiel;
- iii. 5th Canadian Division Curling Bonspiel;
- iv. 2nd Canadian Division Golf Tournament;
- v. 3rd Canadian Division Golf Tournament;
- vi. 5th Canadian Division Golf Tournament; and
- vii. Western RCEME Hockey Tournament.

- b. National Sporting Events (Home Station):

- i. WO J.R. Muise Memorial Hockey Tournament; and
- ii. RCEME National Golf Tournament.

17. The intent of this benefit is to provide support to the RCEME Sporting Events which in turn affords the organizers the ability to offer a reduced entry fee for Fund members in good standing and, where possible, prize draws for participating Fund members only. The organizing committee of each RCEME Sporting Event will send a request to the RCEME Corps Adjutant for the funds at least six weeks in advance of the Event. The Regional events will each receive \$400 and the National events will each receive \$800.

18. Requests to change the RCEME Sporting Events must be approved by the BOD.

Bereavement

19. The intent of this benefit is to offer written condolences to the surviving immediate family on behalf of the RCEME Corps Fund in the event of the death of a member, or of his/her immediate family, of the RCEME Corps community.

New Member Kit Shop Voucher

20. Anyone who joins the Fund and was not eligible to receive the Accoutrements benefit will receive a Kit Shop voucher for \$10.

Fund Membership Awards

21. The intent of this benefit is to encourage and reward membership in the RCEME Corps Fund. Annually, there will be eight draws of an award of \$250, comprised of \$150 cash and a \$100 Kit Shop Gift Certificate, for Fund members in good standing.

Loyalty Coins

22. The intent of this benefit is to recognize continuous membership in the RCEME Corps Fund. There are three coins: Bronze, which recognizes seven years of continuous membership; Silver, which recognizes fourteen years of continuous membership; and Gold, which recognizes twenty-one years of continuous membership.
23. Continuous membership is meant to include combined membership in the EME Branch Fund and the RCEME Corps Fund. For members who retired prior to 1 January 2016 and after the inception of the EME Branch Fund in 1997, previous membership in the EME Branch Fund and/or the RCEME Corps Fund is deemed to be qualifying time. In addition, such members who have a break in membership due to retirement are permitted to buy back their membership.

Anniversary Pins

24. The intent of this benefit is to provide Fund members with an annual Anniversary Pin which is designed every year in accordance with the approved theme for the year.

BENEFITS FOR THE CORPS COMMUNITY

Director RCEME Awards

25. The intent of this benefit is to foster esprit de corps and recognize outstanding efforts by members of the RCEME Corps Community, as well as the RCEME Army Cadets, and to provide the recipients with a cash award. Nominations are to be submitted as required in the annual call letter. The awards will be as follows:

26. Regular and Reserve Force Awards:

- a. Regional Awards. The best nominee from each of the following areas will receive a cash award of \$200 and a framed certificate:
 - i. 2nd Canadian Division;
 - ii. 3rd Canadian Division;
 - iii. 4th Canadian Division;
 - iv. 5th Canadian Division;
 - v. National Capital Region and Operation Command;
 - vi. Air and Naval Commands; and
 - vii. Training System.

- b. National Award. Of the seven winning recipients, an additional award of \$500 together with a framed certificate will be awarded to the best of those recipients.
27. RCEME Army Cadet Award. Through the National Office of the Army Cadet League of Canada, the top cadet from among all the RCEME Army Cadet Corps across Canada will receive a cash award of \$200 and a framed certificate. The runner up will receive a cash award of \$100 and a framed certificate.
28. Reserve Craftsman Award. The best Reserve RCEME Craftsman from among all the Reserve units across Canada will receive a cash award of \$200 and a framed certificate.
29. Retiree Award. The retiree who among his/her peers is deemed to have made the most significant contribution to the RCEME Corps community over the past year will receive a cash award of \$200 and a framed certificate.

RCEME Craftsman/Second Lieutenant Team Sponsorship

30. The intent of this benefit is to support and encourage the participation of Craftsmen and Second Lieutenants in the Regional Golf and Curling RCEME Sporting Events. For each of these Regional Sporting Events, the RCEME Corps Fund will sponsor one team, comprised of Craftsmen and/or Second Lieutenants, that has been selected by the respective organizing committee. The team members may or may not be members of the Fund. The sponsorship will comprise the team registration cost or \$300, whichever is less.

Support to Cohesion Events

31. The intent of this benefit is to support and foster esprit de corps by providing some financial assistance to each Region to defray the costs of running RCEME cohesion events. This benefit cannot be combined with sporting events. The organizing committee will send a request to the RCEME Corps Adjutant for the funds at least six weeks in advance of the event. The amount available to support these cohesion events will be established annually by the BOD.

Light Aid Detachment Network Disbursement

32. The intent of this benefit is to support and foster the establishment and growth of the Light Aid Detachment (LAD) network across Canada by providing an annual disbursement to each LAD based on the number of retired Ordinary members enrolled in the respective LAD. While a LAD is expected to be comprised of both serving and retired members, in order to more equitably distribute Fund benefits across its membership, the disbursement is an amount equal to 50% of the product of the number of enrolled Ordinary retired members, and the annual membership dues.

Annual Stables

33. The intent of this benefit is to foster the maintenance of the bonds of comradeship and the traditions of the RCEME Corps, as well as to offer an opportunity for retired members and serving members, particularly apprentices and subalterns, to meet and interact by holding an Annual RCEME Stables, normally in the Fall, to comprise a day programme and closing dinner. Stables may occur at any location throughout Canada as approved by the BOD.

Arte et Marte Artwork Competition

34. The intent of this benefit is to foster engagement of the RCEME Corps community in designing the Annual Anniversary Pin. The author of the winning design will receive a cash award of \$200.

National Remembrance Day Wreath

35. The intent of this benefit is to provide a RCEME Corps Fund wreath annually to be laid at the RCEME Gates on Remembrance Day.

RCEME Army Cadet Corps Outreach

36. The intent of this outreach program through the National Office of the Army Cadet League of Canada is to foster a positive public image as well as the traditions of the RCEME Corps as they are embodied within the RCEME Army Cadet Corps across Canada.

Heritage

37. The intent of this benefit is to maintain and foster the heritage of the RCEME Corps by providing a programme of activities under the aegis of the Heritage Committee.

Courtesy Gifts

38. From time to time the RCEME Corps will receive or host visiting members of foreign forces, dignitaries or other honoured guests on occasions of special significance. In accordance with NPP guidelines on Representational Expenses, it is appropriate on such occasions for the DRCEME or other senior Corps representative to present a courtesy gift or memento of a minor nature to the guest or to the senior member of a delegation in respect of tradition and protocol. Annually, the Corps Fund will establish an amount to procure or maintain a small supply of suitable mementos, the distribution of which will normally be authorized by the DRCEME or the Chair of the Administrative Committee. Requests for courtesy gifts for visits occurring outside the NCR or CFB Borden should be forwarded to the Corps Adjt by the Senior Regional Representative of the hosting area no less than 30 days before the anticipated visit.