

GALIANO ISLAND RECYCLING RESOURCES SOCIETY WELLNESS FUND

All employees who have accrued 400 hours, are entitled to access the Wellness Fund. Employees must work a minimum of 200 hours in a calendar year to be eligible for the following year's benefit.

Wellness at GIRR is defined as:

Wellness is an active process through which people become aware of, and make choices towards, a more successful life.

Wellness is a conscious, self-directed and evolving process of achieving full potential

Wellness is multidimensional and holistic, encompassing lifestyle, physical, mental and spiritual well-being, and the environment

Wellness is positive and affirming

This leads to happier, healthier staff and promotes a positive caring workspace for employees and public alike. All Physical, Emotional, Intellectual, Social and Spiritual requests will be considered.

Examples of allowed access include but are not limited to:

Physical – acupuncture, massage therapy, prescriptions, eyeglasses, supplements, etc.

Emotional – therapists, support groups, art lessons

Social – transportation to events or gatherings, gym membership

Intellectual – courses, books

Spiritual – retreats, materials, yoga classes

This discretionary fund will be a maximum of \$500 per employee per year. The employee must make a request to the Operations Manager for approval before accessing the fund. They will then need to submit their receipts and a cheque will then be issued.

In the case that a proposal does not meet the wellness fund criteria, the employee may ask for a re-evaluation from the board.