

GALIANO ISLAND RECYCLING RESOURCES SOCIETY WELLNESS FUND

All employees who have accrued 250 hours are entitled to access the Wellness Fund. Employees will continue to be entitled to access the Wellness Fund on an annual basis unless their employment is interrupted by 3 months, after which they must work a minimum of 100 hours to requalify.

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.