

MEMBERSHIP DEFINITION AND DUES STRUCTURE PROPOSED CHANGES TO THE CONSTITUTION AND BYLAWS
SOCIETY COUNCIL NOVEMBER 12 & 13, 2017
(approved at the September 12 and October 4, 2017 Executive Board Meetings)
(additions appear in red)

Item	Document Reference	Existing Language	Proposed Language	Reason/Background
CONSTITUTION				
1	art 2.1	2.1 A "Member" is an employee of an employer for which The Society has been granted bargaining rights or for which The Society is seeking such rights and who is eligible to be represented by The Society, subject to the qualifications in Article IV, and who has submitted a membership application.	2.1 A "Member" is an employee of an employer for which The Society has been granted bargaining rights and who is eligible to be represented by The Society, subject to the qualifications in Article IV - MEMBERSHIP , and who has submitted a membership application.	This change made to be consistent with updates to article 4. Remove "or for which The Society is seeking such rights"
2	Art 4.1	4.1 All employees who are employed by an employer for which The Society has been granted bargaining rights or for which The Society is seeking such rights and who are employed as professional, administrative and associated personnel shall be eligible to be a member and to continue to be a member in the Society, if they formally apply.	4.1 All employees who are employed by an employer for which The Society has been granted bargaining rights and who are employed within the Society jurisdiction scope clause shall be eligible to be a member and to continue to be a member of the Society, if they formally apply.	Clarify who is eligible to apply for membership. Using the generic reference "Society jurisdiction scope clause" to cover new professionals coming into the jurisdiction. Remove "or for which The Society is seeking such rights and who are employed as professional, administrative and associated personnel"
3	Art 4.5	4.5 Member Rights - Every Member in good standing is entitled to:	4.5 Member Rights - Every Member in good standing, from a Local that is collecting and submitting dues , is entitled to:	Changed, throughout the Constitution and Bylaws, "fees" to "dues".

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4	Art 4.5.1	NEW	<p>4.5.1 participate in all business of The Society's at the local level including:</p> <ul style="list-style-type: none"> • nominate candidates for, be nominated for, participate in the election of, and hold elected office in the local, subject to qualifications stipulated elsewhere in this Constitution and Bylaws; • participate at Local membership meetings, including moving and seconding of resolutions; • in accordance with the rules stipulated elsewhere in this Constitution, petition the Local with support of other Members, as stipulated elsewhere in this Constitution, to require any matter of concern to be brought before a duly called General Meeting, or to be put to the membership of the Local, as a referendum; • vote on any proposed legal collective job action in their bargaining unit; • normally vote on ratification of the Bylaws of their Local. 	Split out members' rights within a local so that members within newly organized locals, but without a First Collective Agreement, can participate in activities of the local.
5	Art 4.5.1 change to 4.5.2	4.5.1 participate at General Meetings and Local membership meetings, including moving and seconding of resolutions;	4.5.2 participate at General Meetings including moving and seconding of resolutions;	Remove "and Local membership meetings,"
6	Art 4.5.2 change to 4.5.3	4.5.2 nominate candidates for, be nominated for, participate in the election of, and hold elected office in The Society, subject to qualifications stipulated elsewhere in this Constitution and Bylaws;	4.5.3 nominate candidates for, be nominated for, participate in the election of, and hold elected office in The Society outside the local level, subject to qualifications stipulated elsewhere in this Constitution and Bylaws;	

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7	Art 4.5.3 change to 4.5.4	4.5.3 nominate candidates for, be nominated for, participate in the election of, and hold office as a Delegate to the IFPTE Convention;	4.5.4 nominate candidates for, be nominated for, participate in the election of, and hold office as a Delegate to the IFPTE Convention;	
8	Art 4.5.4	4.5.4 participate in The Society's business at the local level;	Delete this article.	Incorporated in new 4.5.1.
9	art 4.5.5	4.5.5 vote on changes to the Society Constitution, changes to Society fees, or any matter put to the Members by referendum;	4.5.5 vote on changes to the Society Constitution, changes to Society dues , or any matter put to the Members by referendum;	
10	Art 4.5.6	4.5.6 in accordance with the rules stipulated elsewhere in this Constitution, petition the Society Executive Board or a Local with support of other Members, as stipulated elsewhere in this Constitution, to require any matter of concern to be brought before a duly called General Meeting, or to be put to the entire membership or the membership of a Local, as a referendum;	4.5.6 in accordance with the rules stipulated elsewhere in this Constitution, petition the Society Executive Board or a Local with support of other Members, as stipulated elsewhere in this Constitution, to require any matter of concern to be brought before a duly called General Meeting, as a referendum;	Remove "and Local membership meetings," Remove "or to be put to the entire membership or the membership of a Local,"
11	Art 4.5.11	4.5.11 vote on any proposed legal collective job action in their bargaining unit;	Delete this article.	Incorporated in new 4.5.1.
12	Art 4.5.12	4.5.12 normally vote on ratification of the Bylaws of their Local.	Delete this article.	Incorporated in new 4.5.1.
13	Art 4.6	NEW	4.6 Members in good standing from a local that is not normally collecting and submitting dues shall be entitled to all of the above rights except 4.5.2, 4.5.3, 4.5.4, 4.5.5, and 4.5.6.	A new article for depicting the rights of members who belong to a local that does not have a First Collective Agreement so that these members are allowed to participate in local business.

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14	Art. 4.6 change to 4.7	4.6 Associates shall be entitled to all of the above rights except 4.5.1, 4.5.2, 4.5.4, 4.5.5, 4.5.6, 4.5.11 and 4.5.12.	4.7 Associates shall be entitled to all of the above rights except 4.5.1, 4.5.2, 4.5.4, 4.5.3 , 4.5.5, 4.5.6.	Add 4.5.3 to exception list - Associate members are not eligible to participate in elections. Remove "4.5.11 and 4.5.12." because these articles were deleted.
15	Art 4.7 change to 4.8	4.7 Each Member, Associate and Pensioners' Chapter member, irrespective of their Society rank, office or role, shall adhere to this Constitution, its Bylaws and Society policy in the conduct of the affairs of The Society and shall act at all times in the best interests of The Society. Elected representatives, as part of The Society's compliance mandate, can be charged and be removed from office over issues including but not limited to: <ul style="list-style-type: none"> i. misuse of money ii. failing in duty of fair representation – despite staff advice iii. undermining other Locals iv. advocating de-certification of a group of Society members v. harassment and discrimination 	4.8 Each Member,...	Renumber the section

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Item	Document Reference	Existing Language	Proposed Language	Reason/Background
16	Art. 21.1	NEW	21.1 Effective April 1 2013, Society represented employee dues are raised to \$20 per week. This amount will increase each April 1 thereafter, by the weighted average of the economic increases the Society negotiated for its members during the fiscal year prior to each April 1.	Change "fees" to "dues" - better wording. Add the current dues structure for current members was passed by referendum in <u>2012</u> and is being introduced into the Constitution and Bylaws.
17	Art. 21.2	NEW	21.2 For Locals who join the Society after April 1 2017, the Society represented employee dues at this Local will be 1% of each individual base weekly salary, up to a maximum of the effective dues rate for all other Society represented employees as per article 21.1.	Add a new dues formula for new members to accommodate larger wage spans in order to have a more equitable dues structure.
18	Art. 21.1 change to 21.3	21.1 Any changes in the amount of the fees shall be approved by referendum of the membership as a whole.	21.3 Any changes in the amount of the dues shall be approved by referendum of the membership as a whole.	Change "fees" to "dues" throughout where this occurs
19	Art. 21.2 change to 21.4	21.2 The fee for Associates shall be set by the Executive Board.	21.4 The dues for Associates shall be set by the Executive Board.	
20	Art. 21.3 change to 21.5	21.3 Any Associate whose fees are in arrears more than six months shall automatically forfeit his/her rights as an Associate, except as dictated by the appropriate labour relations legislation.	21.5 Any Associate whose dues are in arrears more than six months shall automatically forfeit their rights as an Associate, except as dictated by the appropriate labour relations legislation.	
21	Art. 21.4 change to 21.6	21.4 Fees for part-time employees may be prorated as provided in the Bylaws.	21.6 Dues for part-time employees may be prorated as provided in the Bylaws.	

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22	Art. 21.5 change to 21.7	21.5 Fees for Pensioners' Chapter members will be determined according to the Bylaws of the Pensioners' Chapter.	21.7 Dues for Pensioners' Chapter members will be determined according to the Bylaws of the Pensioners' Chapter.	
23	Art. 21.6 change to 21.8	21.6 For newly-organized members, fees shall be suspended until the first contract is ratified.	21.8 For newly-organized groups of employees, dues shall be suspended until the first contract is ratified.	We reference "groups of employees" instead of "members" because signing a membership card voluntary but their dues will suspended anyway.