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September 2019

Sisters, Brothers and Friends:

Over the last few months, our union has had many discussions about membership in CUPE. At the heart of those conversations has been the difference between being a worker who pays union dues and enjoys the protection of a collective agreement, and being a member-in-good-standing who enjoys the right to full participation in our union.

We committed to updating our processes, tools and materials to make it easier for CUPE locals to ensure that all members of their bargaining units are given the opportunity to become members in good standing.

At its June meeting, the National Executive Board adopted the following changes to facilitate this process:

- Temporarily waiving the initiation fee until June 30, 2020.
- A revised application for membership form, and an understanding that by completing the application form the worker may be accepted into membership in accordance with our National Constitution.
- Names of applicants are made available at the first membership meeting after the application has been submitted.
- In cases of mergers or transfers of jurisdiction, members who show proof of being a member in good standing will be deemed a member in good standing on the successor local.

Enclosed you will find a document explaining the updated “member in good standing” process, along with the new CUPE membership form. This form can be found online at <https://cupe.ca/local-application-membership-form>. All previous CUPE cards and forms that followed the CUPE Constitution will be accepted as membership proof as well. If you have any questions about the process, please contact your National Representative.

The local union is responsible for maintaining up-to-date membership lists that identify members in good standing. In the coming months, we will be exploring ways to better support CUPE locals with membership list management.

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MARK HANCOCK
National President/Président national

CHARLES FLEURY
National Secretary-Treasurer/Secrétaire-trésorier national

DENIS BOLDOC, PAUL FAORO, FRED HAHN, JUDY HENLEY, DANIEL LÉGÈRE
General Vice-Presidents/Vice-présidences générales

Ensuring that everyone employed in the jurisdiction of your local becomes a member in good standing is a good opportunity to engage with members and have one to one conversations about the union and workplace issues. I encourage every local to seize this opportunity to strengthen our union.

In solidarity,

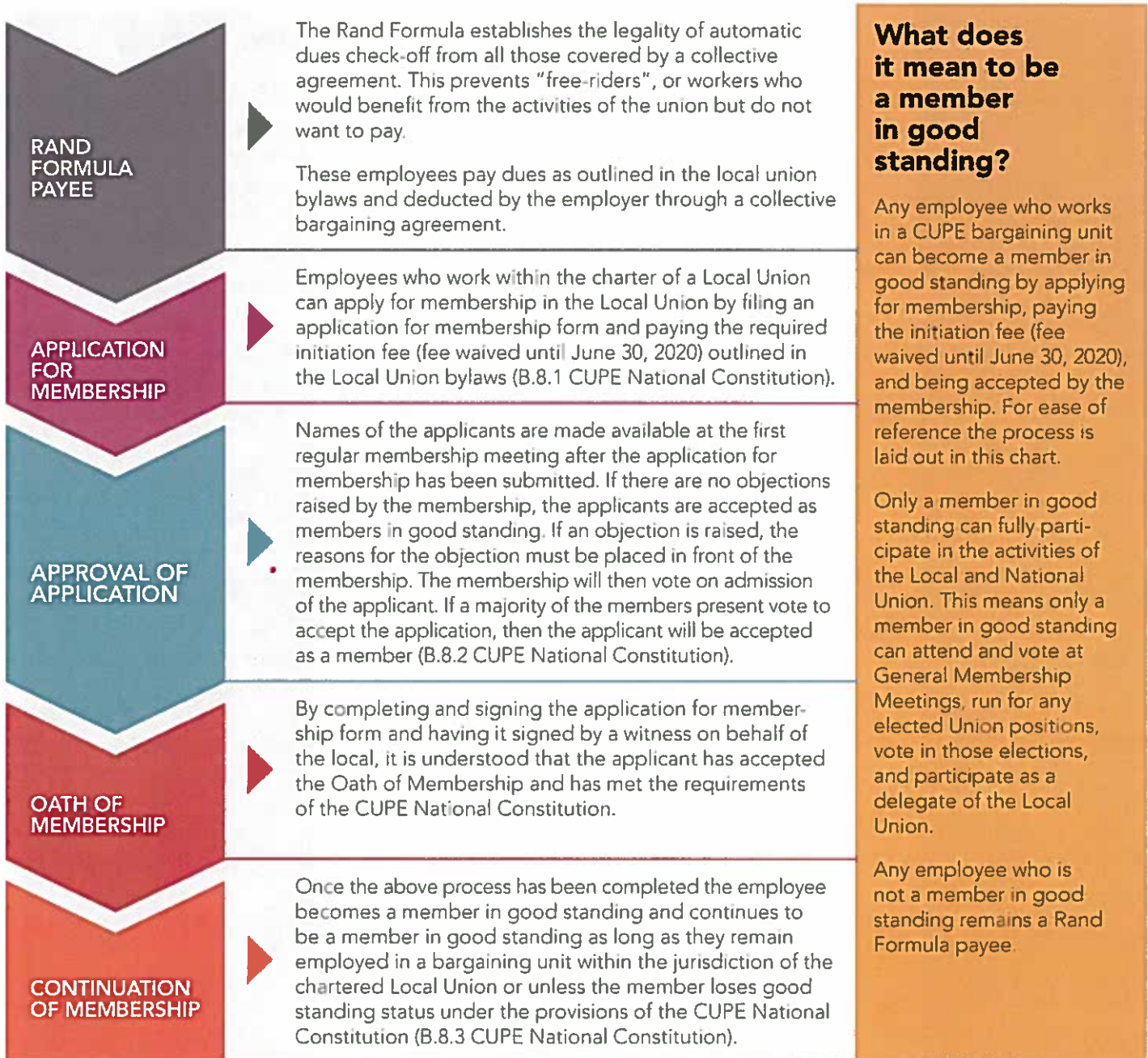
A handwritten signature in black ink, appearing to read 'MH' followed by a stylized flourish.

National President
MARK HANCOCK

jv/ceu

Encl.

WHAT IS A "MEMBER IN GOOD STANDING"?



WHAT DOES IT MEAN TO BE A RAND FORMULA PAYEE?

A Rand Formula payee is an employee in a bargaining unit who pays union dues according to the applicable collective agreement and Local Union bylaws but who has not gone through the process of becoming a member in good standing of the union.

Note: Rand Formula payees have the right to be represented by the Local Union for violations of the collective agreement in accordance with the duty of fair representation legislation.

TIPS FOR LOCALS AND NATIONAL REPS

<p>GETTING THE MEMBERSHIP FORM SIGNED.</p>	<p>▶ If you have language in your Collective Agreement that allows for the union to meet with all new members, utilize this meeting to get the form signed and explain the process of approval. If you don't have this language, ensure you have a process in place that verifies your stewards are meeting with new members within their areas and getting the forms signed.</p>	<p>PROCESS....</p> <ul style="list-style-type: none"> • Form signed • Initiation fee collected (fee waived until June 30, 2020) • Approval of membership • System for tracking and verifying members in good standing
<p>HOW TO COLLECT THE INITIATION FEE (fee waived until June 30, 2020)</p>	<p>▶ Some locals have a process in place whereby the Employer deducts the initiation fee along with the first dues deduction for new Employees. This money is then either directly remitted or sent to the Local. If this is not the process within your Local or if your Employer will not agree to this process, then the money must be physically collected by the Local. The initial introductory meeting is probably the best opportunity for this.</p>	
<p>APPROVAL OF APPLICATION</p>	<p>▶ As per B.VI of the Constitution, this should be a standing agenda item for all membership meetings.</p>	<p>NEWLY ORGANIZED GROUPS</p> <p>At the first General Meeting, before conducting any business of the Local, the National Representative assigned to the Local will provide the opportunity for all bargaining unit employees to sign membership forms and pay their initiation fee (fee waived until June 30, 2020) in order to become new members.</p>
<p>THE OATH OF MEMBERSHIP</p>	<p>▶ The Oath of membership is now part of the Application for Membership form. In order to meet the requirements of the CUPE National Constitution the applicant signature must be witnessed by the Local President or designate, including stewards.</p>	
<p>WHY THIS INFORMATION IS IMPORTANT</p>	<p>▶ It is imperative that all Locals have a system for tracking who is a member in good standing and who is not. Only members in good standing can fully participate, as outlined on the reverse side of this document.</p>	