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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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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,

National President MARK HANCOCK

jv/ceu

Encl.

WHAT IS A "MEMBER IN GOOD STANDING"?

RAND FORMULA PAYEE The Rand Formula establishes the legality of automatic dues check-off from all those covered by a collective agreement. This prevents "free-riders", or workers who would benefit from the activities of the union but do not want to pay.

These employees pay dues as outlined in the local union bylaws and deducted by the employer through a collective bargaining agreement.

APPLICATION FOR MEMBERSHIP Employees who work within the charter of a Local Union can apply for membership in the Local Union by filing an application for membership form and paying the required initiation fee (fee waived until June 30, 2020) outlined in the Local Union bylaws (B.8.1 CUPE National Constitution).

APPROVAL OF APPLICATION

Names of the applicants are made available at the first regular membership meeting after the application for membership has been submitted. If there are no objections raised by the membership, the applicants are accepted as members in good standing. If an objection is raised, the reasons for the objection must be placed in front of the membership. The membership will then vote on admission of the applicant. If a majority of the members present vote to accept the application, then the applicant will be accepted as a member (B.8.2 CUPE National Constitution).

OATH OF MEMBERSHIP By completing and signing the application for membership form and having it signed by a witness on behalf of the local, it is understood that the applicant has accepted the Oath of Membership and has met the requirements of the CUPE National Constitution.

CONTINUATION OF MEMBERSHIP Once the above process has been completed the employee becomes a member in good standing and continues to be a member in good standing as long as they remain employed in a bargaining unit within the jurisdiction of the chartered Local Union or unless the member loses good standing status under the provisions of the CUPE National Constitution (B.8.3 CUPE National Constitution).

What does it mean to be a member in good standing?

Any employee who works in a CUPE bargaining unit can become a member in good standing by applying for membership, paying the initiation fee (fee waived until June 30, 2020), and being accepted by the membership. For ease of reference the process is laid out in this chart.

Only a member in good standing can fully participate in the activities of the Local and National Union. This means only a member in good standing can attend and vote at General Membership Meetings, run for any elected Union positions, vote in those elections, and participate as a delegate of the Local Union.

Any employee who is not a member in good standing remains a Rand Formula payee.

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

PROCESS.... If you have language in your Collective Agreement that allows for the union to meet with all new members, Form signed **GETTING THE** utilize this meeting to get the form signed and explain MEMBERSHIP Initiation fee the process of approval. If you don't have this language, FORM SIGNED. collected ensure you have a process in place that verifies your (fee waived stewards are meeting with new members within their areas and getting the forms signed. until June 30. 2020) Approval of membership Some locals have a process in place whereby the System for tracking Employer deducts the initiation fee along with the first HOW TO COLLECT THE dues deduction for new Employees. This money is then and verifying **INITIATION FEE** either directly remitted or sent to the Local. If this is not members in good (fee waived the process within your Local or if your Employer will standing until June 30, not agree to this process, then the money must be 2020) physically collected by the Local. The initial introductory NEWLY meeting is probably the best opportunity for this. **ORGANIZED GROUPS** At the first General APPROVAL OF As per B.VI of the Constitution, this should be a APPLICATION Meeting, before standing agenda item for all membership meetings. conducting any business of the Local, the National Representative The Oath of membership is now part of the Application for Membership form. In order to meet assigned to the THE OATH OF the requirements of the CUPE National Constitution Local will provide **MEMBERSHIP** the applicant signature must be witnessed by the the opportunity for Local President or designate, including stewards. all bargaining unit employees to sign membership forms and pay their initiation It is imperative that all Locals have a system for tracking WHY THIS fee (fee waived until who is a member in good standing and who is not. **INFORMATION** June 30, 2020) in Only members in good standing can fully participate, IS IMPORTANT order to become as outlined on the reverse side of this document. new members.