

WHAT IS A "MEMBER IN GOOD STANDING"?



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.

Employees who work within the charter of a Local Union can apply for membership in the Local Union by filing an application for membership card and paying the required initiation fee outlined in the Local Union bylaws (B.8.1 CUPE National Constitution).

Names of the applicants are read out 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 eligible to take the Oath of Membership. 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).

All approved applicants must take the Oath of Membership as written in the CUPE National Constitution. The applicants do not need to take the oath at a membership meeting. The oath can be taken in the workplace as long as it is administered by the Local Union President or their designate (B.8.4 CUPE National Constitution).

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, being accepted by the membership, and finally taking the Oath of 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.