

Union Dues Policy and Procedures

Made Effective by the Executive Board pursuant to Constitution Article 12.1 on September 8, 2023.

1. Purpose

1.1 The purpose of this Policy is to:

1.1.1 Restate the amount and type of periodic union dues in effect on 13 September 2022, and the effective date of this Policy;

1.1.2 Set out procedures for the Executive Board to “adjust the amount [of periodic union dues] from time to time” “[w]ith the approval of the Membership through an Ordinary Resolution” as enabled under Constitution Article 4.3.

2. The amount and type of periodic union dues in effect on 13 September 2022, and the effective date of this Policy

2.1 The amount of periodic union dues in effect on 13 September 2022, and on the initial effective date of this Policy, is \$13.00 per person per pay period.

NOTE: The Collective Agreement between Calgary Co-operative Corporation (“Co-op”) and UCCE presently reads, in part:

6.01 Every Employee who is now or hereafter becomes a member of the Union shall maintain their membership in the Union as a condition of employment and every new Employee whose employment commences hereafter shall, within thirty (30) days after the commencement of employment, apply for and maintain membership in the Union as a condition of employment.

6.02 Any Employee who objects to joining the Union, for religious beliefs, shall not be required to join but shall, within thirty (30) days of employment, come under the Rand Formula. Accordingly, the Employee shall sign a payroll deduction authority granting the Union the equivalent dues of members in good standing.

2.2 The type of periodic union dues collected by UCCE since 1 February 2022 have been “core dues”, used exclusively for “core activity” pursuant to *Labour Relations Code*, RSA 2000, c L-1, s 26.1 and *Election of Union Dues Regulation*, AR 260/2021.

3. Procedures for the Executive Board to “adjust the amount [of periodic union dues] from time to time” “[w]ith the approval of the Membership through an Ordinary Resolution”

3.1 The Executive Board may decide to propose to adjust the amount of periodic union dues from time to time by passing an Executive Resolution.

3.2 UCCE shall not use any union dues collected for non-core activities, and thus shall not collect non-core dues from any person. As such, no “deduction election” is applicable to

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adjustments of periodic core dues, and *Labour Relations Code*, RSA 2000, c L-1, s 26.1(2) is inapplicable.

3.3 When the Executive Board has decided to propose to adjust the amount of periodic union dues:

3.3.1 A Resolution containing the proposed adjusted amount of periodic union dues shall be placed on the Agenda for a General Meeting, the Annual General Meeting, or a Special General Meeting.

3.3.2 The Meeting Notice shall contain the Executive Board's justification(s) for the proposed adjustment to the amount of periodic union dues, and the substance of the proposed Resolution.

3.3.3 With the approval of the Membership through an Ordinary Resolution, the adjusted periodic union dues amount shall become effective thirty (30) days following the passage of the Resolution.

3.3.4 UCCE shall notify Co-op of the adjusted amount of periodic union dues, and the effective date of the adjustment, for the purposes of dues check off and remittance to UCCE pursuant to the Collective Agreement.