

Initiation Fee Policy

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 set out:

1.1.1 “The initiation fee” as enabled under Constitution Article 4.2.

2. Initiation Fee

2.1 The initiation fee uniformly required to be paid by all Members of the UCCE as a condition of acquiring and retaining Membership in UCCE is \$10.00.

2.2 The initiation fee shall be due and owing upon a person’s application and re-application for Membership in the UCCE.

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.”

2.3 The initiation fee shall be paid to the UCCE through payroll deduction by Co-op, and remittance to UCCE.

NOTE: The Collective Agreement between Co-op and UCCE presently reads, in part: “6.03 Each Employee eligible for membership in the Union shall sign a payroll deduction authority, authorizing the Employer to deduct initiation fees...”

2.4 Once an initiation fee is paid by a person to the UCCE it becomes and shall remain the property of UCCE, and is not refundable.