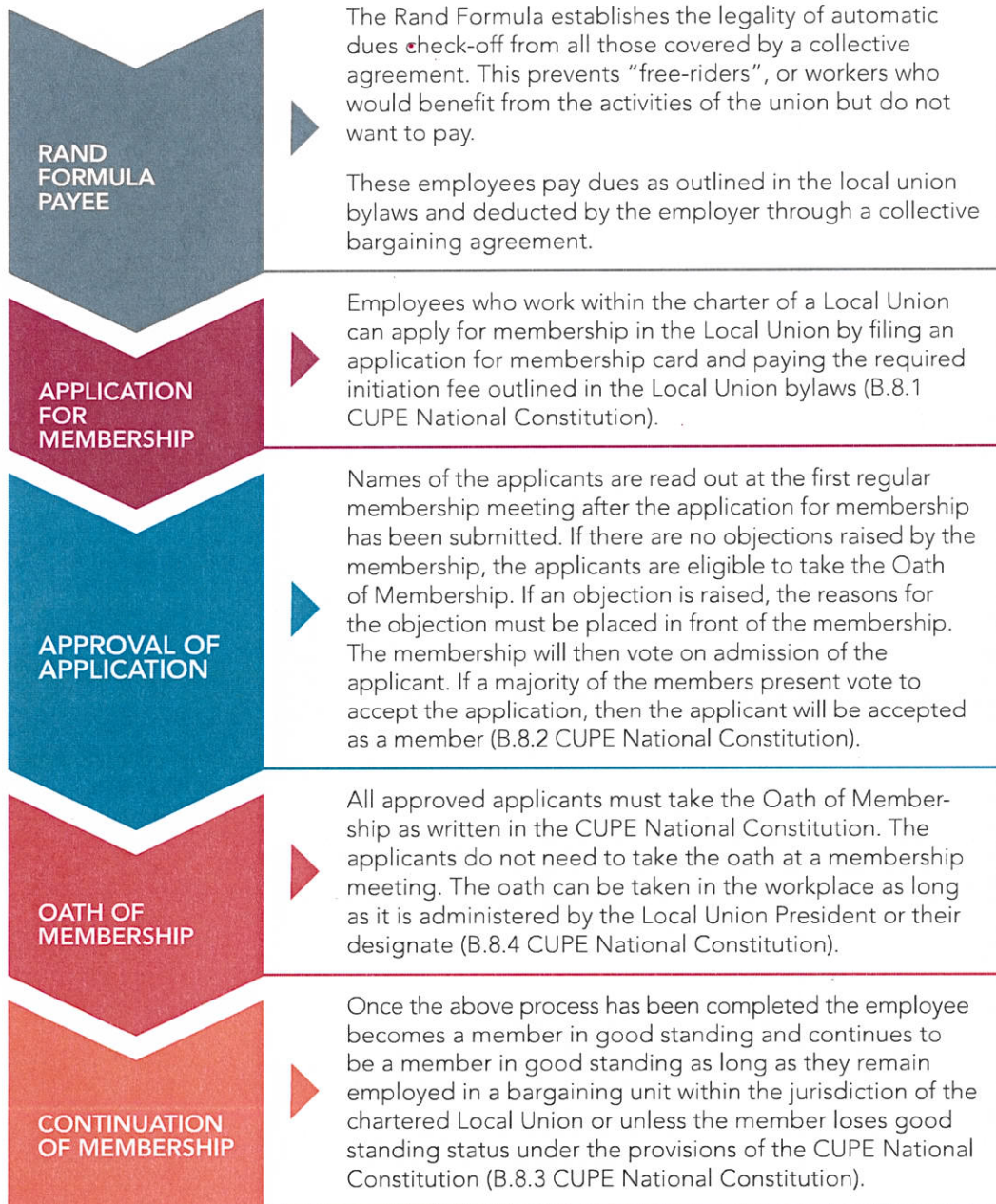


WHAT IS A "MEMBER IN GOOD STANDING"?



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.