

November 28, 2023

**To All Knappett Projects Employees' Association Members**

**Re: Information regarding the Employees' Association**

We appreciate your active engagement and inquiries concerning the KPEA, and we hope the information provided below will address your questions effectively.

**Understanding the Employees' Association (EA)**

The EA at Knappett Projects is a distinctive model of labour representation, offering several benefits compared to a traditional union. This model is no different from a traditional union in the eyes of the law and involves elected board members from within the membership and dedicated labour relations representatives. Advantages of this model over a typical Union are:

- Increased flexibility
- Increased decision-making power for members
- Lower dues rates
- More accessibility to reps
- Increased competitiveness for winning work

**Roles and Responsibilities of Mark and Angela**

In general, Mark and Angela are responsible for:

1. Negotiating Collective Agreements and Memorandums of Agreement (MOAs)
2. Advising members as to their rights and obligations under the collective agreement
3. Advocating for the EA and its members with management, HR, and other stakeholders
4. Offering conflict resolution advice to members and stewards
5. Handling investigations, grievances, and arbitrations as required
6. Participating in the implementation of policies, programs, and employee management governed by the collective agreement
7. With site supervisors active in the bargaining unit, our role also includes mitigating conflicts of interest within the Association

**Significance of site visits**

Site visits are a crucial aspect of our operations because they provide a forum to put names to faces and to develop trust between workers and reps. Some of the key factors that we hope to utilize site visits for are:

- Communicating information to members
- Opportunities for members to seek assistance or ask questions
- Enhanced understanding of member needs and work environments, leading to more effective advocacy

## Allocation of Dues

Dues are fundamental for the regular functioning of the association. Historically the EA board has allocated the majority of dues revenue to accrue in the bank account in the event the Association needs to go to arbitration. It's not uncommon to spend in excess of \$30,000 for an arbitration when you factor in legal expenses, arbitrator costs, and expenses around the arbitration. The EA Board also budgets a portion of the dues to be utilized for members in need; a hardship fund. The Board has also instructed that once the bank account of the EA reaches a threshold that allows for unexpected costs, the surplus funds be reallocated back to members.

## Prospective Increase in Dues

Currently, our dues are significantly lower than those of comparable groups, outlined in the table below, and have remained stable despite inflation and wage increases. However, to continue fulfilling our objectives effectively, a modest increase of \$5 per month will be proposed at the upcoming Biennial meeting. This proposal is subject to membership voting and approving the recommendation put forth by the Board.

Union	Rate	Monthly dues amount for income of \$5000 gross	Non-working dues
Knappett Projects EA	\$25 / Month	\$25	No
CMAW	Minimum 1.8%	\$90+	Yes
Carpenters Union	3%	\$150	Yes

For further inquiries, please feel free to contact Angela or Mark, or address your questions during our site visits.

Sincerely,



and



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