

Text of the Proposed By-Law Amendment

Changes are denoted in red font. Relevant text in the existing by-laws is included for reference.

1.1 Definitions

“extraordinary dues increase” means an increase in the upcoming year’s dues compared with the current year’s dues that is greater than the previous year’s annual Manitoba Consumer Price Index (CPI) published by the Government of Manitoba plus 3% (three percent).

10.1 Dues and Fees

(a) On or before December 31st of each calendar year, the council shall publish the dues and fees payable for the upcoming calendar year, based upon the financial needs, objectives, and requirements of the association.

(b) Without limiting the generality of the foregoing, by resolution the council may set and/or impose:

(i) dues and fees upon any professional member (whether a practising member, an on leave member, or a retired member), intern, student, temporary licensee, and/or specified scope of practice licensee;

(ii) fees relating to the admission, registration, cancellation, suspension, reinstatement of any professional member (whether a practising member, an on leave member, or a retired member), intern, student, temporary licensee, and/or specified scope of practice licensee;

(iii) fees relating to application for and renewal of certificates of authorization, the review and/or assessment of academic credentials and/or written examinations; and

(iv) fees relating to the late payment of any fees or dues owing to the association and professional liability insurance.

(c) Where council wishes to enact an **extraordinary dues increase** for professional members for the upcoming year, council shall obtain the approval of a majority of professional members using the process set out in 16.6.8, 16.6.9, 16.6.10, 16.6.11, and 16.6.12. Notice of and a justification for the proposed extraordinary dues increase shall be issued to all professional members no later than October 31 with voting results to be available within 30 days of the notice.

(d) All dues and fees published by the council shall be due at or within the timelines so specified in the council’s publication and shall be remitted to the registrar in accordance therewith.

16.6.8 Voting

16.6.8.1 Online Voting

Except as provided in 16.6.8.2, professional members shall vote on the proposed by-law **or extraordinary dues increase as the case may be** through the electronic ballot system.

16.6.8.2 Mail Vote

Professional members who have made a written request to vote by mail shall receive mail ballots to be completed in accordance with instructions approved by the council and enclosed

with the mail ballot. To be eligible for inclusion in the ballot count, mail ballots must be properly completed in accordance with the instructions and received by the secretary no later than the close of business on the last day of the voting period.

16.6.9 Scrutineers

At least 10 days before the close of the voting period, the president shall appoint three professional members who are not councillors to act as scrutineers.

16.6.10 Counting of Ballots

The counting of the electronic and mail ballots shall be supervised by the scrutineers in accordance with a policy adopted by the council.

16.6.11 Report of Scrutineers

16.6.11.1 The written report of the scrutineers on their count of the ballots, in the form and containing the information required by the council and signed by each scrutineer, shall be delivered to the secretary no later than three days after the end of the voting period.

16.6.11.2 The results of the scrutineers' report, whether for an expedited vote or otherwise, shall be communicated to the members no later than five working days after having been delivered to the secretary, through posting on the association's website, by email, and in the next edition of The Keystone Professional.

16.6.12 Destruction of Voting Records

The secretary shall retain mail ballots and online voting records for a period of 30 days after the date when the results of the scrutineers' report are posted on the association's website, after which such ballots and records shall be destroyed.

Purpose of the Proposed By-Law Amendment

Amend By-law 10.1 *Dues and Fees* to add the requirement for council to obtain approval from the membership for any future extraordinary dues increases where *extraordinary* is defined as consumer price index (CPI) plus 3%. Any annual increase in dues larger than this would require a majority vote by the membership.

Justification for this by-law change:

- Avoid alienating members through excessive dues increases which in turn will cause an exodus of members from the organization, especially those who do not require a seal in their professional work. The 2020 increase has already had this effect. The 2020 dues increased the practicing members' dues by 23% and pushed EGM into the second from the top spot for the cost of P.Eng. registration in Canada, second only to Quebec (which includes additional fees that are added to their basic registration).
- Give members the opportunity to decide on large dues increases because either they must fund dues increases out of their own pockets, or their employers must fund them.
- For members whose dues are paid by their employers, avoid the situation in which the member must justify the reason for the EGM dues increase and the related value to the employer. Also avoid the risk of motivating companies to consider pushing the costs down to the members themselves.
- Ensure that the membership is provided with a convincing rationale for any large increase and time to consider before approving. Currently there is no legal requirement for council to review large increases with the membership. The published justification for the 2020 increase was later changed, and then raised questions and concerns by the membership that went unanswered.
- Provide a reminder to future councils that the membership is interested in the efficient and cost effective management of the organization. In the dues increase for 2020, it seemed there was no consideration given to cost restraint. The rest of the Manitoba economy and the average member lives within a 2% inflation regime. Our provincial government has been holding the line on cost increases.
- With the CPI plus 3% threshold, council will retain a reasonable financial latitude to manage the organization but be obliged to consult the membership for extraordinary increases.

Mover and Seconder of the Proposed By-Law Amendment

Mover: E. Wright

Seconder: J. Sykes