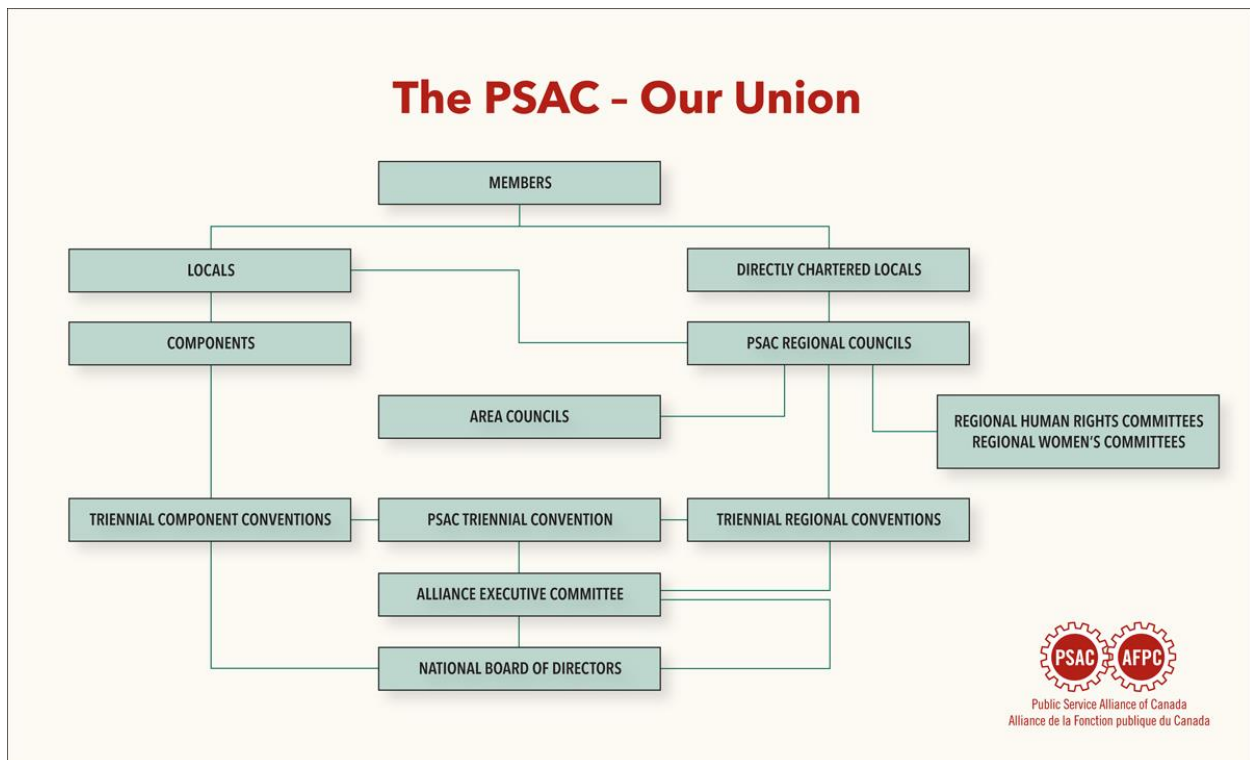


# Membership FAQs

## What Union do I belong to?

As a member of Local 70125 you belong to the Public Service Alliance of Canada (PSAC). The PSAC is structured like this:



Local70125 is part of the Union of National Employees (UNE) which is one of the 17 components making up the PSAC.

## I was recently offered a new position but the position is “Excluded”, what does that mean?

The type of position you hold is a bit complicated but, in general, there are only three different types of positions, they are:

- Regular
- Essential
- Excluded

**Regular** means you are a dues paying member of a Union (unless Rand, see below) and can benefit from Union assistance and representation.

**Essential** is almost the same as regular, but the Employer has designated you as an essential employee and you can't go on strike.

**Excluded** is a position that, through negotiation between the Employer and the Union, cannot be staffed with a member of a Union. Someone who accepts an appointment to an excluded position must resign from the Union and subsequently stops paying Union dues for the time they occupy an excluded position.

### **Isn't that a good thing for me, to not pay dues?**

In the short term, it may seem like a good deal but, and this is a big but, being excluded comes with a downside. The Union cannot provide assistance or representation to someone who is not a "member in good standing" The PSAC Constitution requires someone to pay Union dues to be a member in good standing.

If you aren't a member in good standing and need Union assistance, say for a disciplinary hearing or to make a grievance, the Union can't help you. If something unfortunate happens, you're on your own to find and pay for assistance.

### **How do I know if I'm in an excluded position?**

You should have a letter from Labour Relations explaining the status of your position. If you don't recall seeing a letter or are unsure ask your Manager to check with HSSS for you.

### **Can I still get help from the Union even though I'm excluded?**

The short answer is no. Neither the Union, nor its members can legally provide assistance or representation to someone who isn't a Union member. Prior to accepting an excluded position members should weight the pros and cons and consequences if things go wrong.

### **I've heard of Rand members, what's that?**

Back in 1946 Justice Ivan Rand introduced this formula in an arbitration decision ending the [Ford Strike of 1945](#) in [Windsor, Ontario](#).

The Rand formula requires all employees in a unionized workplace to pay Union dues even if they don't want to join a Union.

However, there are some exceptions, they are:

- An employee who, for religious convictions or beliefs, objects to joining a Trade Union or to pay Union dues must donate the equivalent to the amount of the

Union dues to a registered charity mutually agreed on by the employee and the trade union.

- An employee who for personal beliefs objects to joining a Trade Union will still be required to pay Union dues, however, he or she will not be required to sign a Union card.

Although RAND members don't belong to a Union, Unions are required to extend assistance and to represent RAND employees.

There's a last, informal, category of Rand employees. They are those who pay Union dues but have either never gotten around to or were never asked to sign a Union card. The Union will still provide assistance and representation but the employee can't participate in Union activities or run for election to a Union position. The simple fix is to contact an Executive member to arrange for you to sign a Union card.

### **How do I know if I'm a Rand member?**

Pretty well every employee who decides to be a RAND employee knows about it but if you're not sure check with an Executive member.