

2.0 MEMBERSHIP POLICY

2.1 Application for Membership:

Applications for membership in the NLEC shall be reviewed by the Executive Director to ensure that the applicant meets the member requirements. If the application meets the requirements of the NLEC, the Executive Director shall grant membership to the applying organization. If the applicant does not meet the requirements for membership in the NLEC, the Executive Director shall bring the application to the board of directors for a decision. If the board approves the application, membership shall be granted to the applying organization. If the board rejects the application, the applying organization may appeal to the board of directors of the NLEC for a final decision on the application.

When determining the sector the member is to be assigned, or whether or not a group of companies falls under a single membership, the NLEC will consider the decision making authority and structure of the business. Such decisions and the eligibility for membership are made on a case by case basis.

2.2 Eligibility:

Membership is open to any employer, corporation, association, partnership, employer organization, crown agency, local government, individuals in all regions of the province carrying on business or profession that subscribes to the Aims and Objectives of Council. The Executive Director or the board, depending on the status of the application, shall determine the decision on eligibility.

Organizations such as the Workplace Health, Safety and Compensation Commission, Labour Relations Agency, Provincial and Federal Government Departments, unions and employee organizations or organizations with union representation on their board of directors are not eligible for membership in the NLEC.

2.3 Different Types of Members:

- (a) Members with more than one location Membership shall be based on the number of employee's province wide at the time of peak operations and will apply to all sites and employees.
- (b) Groups of companies Membership shall be based on number of employee's province wide for each member company. Membership by parent company automatically includes subsidiaries in membership. If subsidiary company(s) would like a separate delegate/vote in NLEC meetings (including board elections) and separate representation in development of NLEC policy positions, subsidiaries must pay a separate membership fee.
- (c) Franchisees Membership will be based on number of employees/sites maintained by the individual franchisee. Membership by parent company does not automatically included franchisees.
- (d) Associations, Federations and Co-operatives Membership is limited to the association, federation or co-op and not the member employers of the association, federation or co-operative.
- (e) Associate Members –Industry associations that subscribe to the Aims and Objectives of the NLEC are eligible for membership and participation in the NLEC but will not be eligible to vote in NLEC matters or hold office. Membership does not apply to their members.



(f) Individual Members -- Retirees and students are eligible for membership and participation in the NLEC but will not be eligible to vote in NLEC matters or hold office. A retiree is a person retired from employment and who is not actively employed or engaged in business. A student is a person enrolled full time in a recognized business or management program in an educational institution.

Membership shall be allocated by sector as determined by the board, based on a recommendation of the Executive Director. It is the responsibility of NLEC members to accurately report the number of employees within their organization. The staff of the NLEC is to verify accuracy of this information and update it regularly.

The NLEC shall post on its web site in the "members only" section the names of members by sector.

2.4 Vesting of Membership:

Each member shall have only one (1) vote and the member cannot delegate or proxy voting rights to another member.

It is the responsibility of NLEC members to ensure the accuracy of contact information provided to the NLEC, including the name of the eligible person who will vote in NLEC matters, including the election of the board of directors. As the NLEC is an employer organization, this delegate must be the company CEO, owner or appropriate senior representative ("CEO Contact").

The "CEO Contact" will also be the name displayed in the membership list.

All employees are eligible to participate in NLEC committees (where appropriate), receive advice and information from the NLEC and receive member rates for NLEC events and training.

2. 5 Communications with Members:

The CEO Contact will receive only invitations to vote in NLEC matters, requests for feedback and/or updates on major NLEC advocacy issues, and invitations to major NLEC functions (such as CEO Roundtables and/or the Employer of Distinction VIP Reception), unless they are also designated as the "Primary Contact".

The "Primary Contact" is the primary administrative/communications contact who is responsible for accurately maintaining member contact information and online profile including the member username and password, and will receive all member communications with the exception of those pertaining to voting. Each member can have up to five "Additional Member Contacts" who also receive all member communications, with the exception of those relating to surveys and elections. These contacts can be updated or revised in the member's only section of the site at any time.

The staff of the NLEC shall work to ensure the proper person is receiving communication from NLEC and shall review the communication contact(s) with each member annually.

2.6 Privileges of Membership:

 a) Opportunity to be consulted on development of policy positions of the NLEC on matters that enhance the ability of employers to contribute to the economic growth and prosperity of Newfoundland & Labrador;



- b) A greater ability to communicate with Newfoundlanders and Labradorians, and government leaders through the NLEC's effective advocacy and influential submissions;
- c) Opportunity for senior representatives ("CEO Contact") to participate in roundtables and forums that contribute to the development of the NLEC's policy positions and priorities;
- d) Opportunity for senior representatives ("CEO Contact") to engage in early stage dialogue and collaboration on public policy formation with government decision makers;
- e) Eligible to have representative(s) on various committees of the NLEC, which help shape positions on key issues;
- f) Opportunity to receive regular updates on important legislative and policy consultations, and changes, impacting employers;
- g) Access to the NLEC's economic and policy research and analysis;
- Eligible for public support, and behind the scenes advocacy, on issues affecting individual employers that are in line with the mandate and policy positions of the NLEC, including the protection of employer rights during contract disputes;
- i) Entitled to send delegate(s) to all General meetings of the NLEC;
- j) Entitled to have an eligible person vote at any General meeting of the NLEC requiring voting;
- k) Entitled to have an eligible person elected to the NLEC;
- 1) Peer networking opportunities within the business community;
- m) Eligible to receive one-on-one confidential assistance and advice on employment related matters from employer advisors, NLEC staff and board members, and a network of employer representatives;
- Access to the NLEC's members only website, featuring NLEC member list, samples, templates and frequently asked questions on employment related topics;
- o) All employees of member organization are eligible to attend training and educational sessions of the NLEC at discounted member rate;
- p) Associate and individual members are not entitled to (c), (d), (j), and (k);
- q) All references in the Board's Policies and By-laws refer to regular members, not associates or individual members.