

## 6.6 Grants and Donations

### A. Grants/Donations to Other Labour Organizations

Where the PEA receives a request for financial assistance from another union involved in a confrontation with its employer, the Association Executive may, by motion, grant such a request. In assessing such a request, the executive must consider the following factors:

1. The similarity in membership composition between the affected union and the PEA;
2. The issues over which the confrontation is occurring;
3. The potential impact of the confrontation on PEA members;
4. The potential impact of the confrontation on the PEA's bargaining prospects;
5. The financial position of the PEA at the time of request;
6. The amount of financial support requested; and,
7. Any other factors which the Association Executive considers relevant to the request.

### B. Grants/Donations to Parties Other than Labour Organizations

1. As part of its annual budget approval process, the Association Executive may budget funds for grants and donations to individuals and organizations other than labour organizations.

Up to one half of the budgeted funds may be allocated by Association Executive motion in response to requests for charitable contributions, and may be allocated on recommendation of the Grants & Donations Committee, as set out in Section B.2 below.

The remainder of the budgeted funds may be allocated by Association Executive motion following a process of membership consultation as set out in Section B.3 below.

2. At its first meeting following the Convention, the Association Executive will appoint, by motion, a Grants and Donations Committee comprised of three Association Executive members and up to two PEA members at large. To the extent possible, the Association Executive will ensure that the diversity of union membership is reflected in committee appointments, and that committees include members new to Association activities.

The purpose of the Grants and Donations Committee will be to review and make recommendations on charitable contribution requests from individuals or organizations, not including other labour organizations.

Where the Grants and Donations Committee determines that the aims and objectives of an organization or individual seeking monetary support are generally consistent with, or complementary to, those of the PEA and/or are compatible with the good and welfare of PEA members, it may recommend to the Association Executive that a grant or donation be given.

The Grants and Donations Committee shall vet all funding requests and may recommend that donations be made to individuals or organizations pursuing humanitarian, health or environmental objectives.

The Grants and Donations Committee is expected to follow the directives set out in "Administration of Policy 6.6B" and attached to this policy.

Requests from members in support of cultural or sporting events involving members and/or their immediate families shall be referred to the member's chapter executive.

3. Once each fiscal year, starting in 2010, members will be asked to nominate individuals or organizations, other than labour organizations, to receive PEA grants & donations.

The Grants & Donations Committee identified in Section B.2 above shall review all nominations received from members and compile a short list of nominated individuals and organizations.

The short list of nominated individuals and organizations will be put to a membership vote to determine the level of membership support for grants and/or donations to each of the short-listed nominees.

The Association Executive shall be guided by the results of the membership vote in approving grants and donations to short-listed individuals and organizations.

4. Grants and donations given under Part B of this policy shall be subject to the following provisos:
  - i. Total grants and donations (excluding grants to other labour organizations, PEA scholarships, and PEA chapter funding) approved by the Association Executive shall not exceed \$10 per active dues paying PEA member (as measured based on membership at the start of the fiscal year) in any given fiscal year;
  - ii. Grants or donations to any one organization or individual (excluding grants to other labour organizations, PEA scholarships, and the PEA chapter funding) shall not exceed \$3 per active dues paying PEA member (as measured based on membership at the start of the fiscal year) in any given fiscal year;
  - iii. Political parties are not eligible for grants or donations under this policy; and,
  - iv. Grants and donations shall not exceed current cash reserves.

The Association Executive will report all grants and donations to the next Convention.

## **Administration of Policy 6.6 B, 'Grants/Donations to Parties Other than Labour Organization'**

This directive to the Grants and Donations policy sets out the screening process the Association Executive expects the committee to follow in evaluating and making recommendations on requests for grants and donations brought by members or other parties.

1. The committee will evaluate all requests for grants and donations submitted to the union.
2. All grants and donations must be consistent with the good and welfare of PEA members. The words "good and welfare of PEA members" should be interpreted broadly, rather than narrowly. Donations need not be directed exclusively to the interests of PEA members. Grants and donations benefiting broader segments of society – including PEA members – are consistent with members' good welfare. Organizations and individuals supporting social objectives or defending fundamental democratic rights and freedoms on behalf of the wider population – including PEA members – are eligible for PEA grants and donations. Grants and donations likely to enhance the PEA's reputation or help build the PEA improve prospects for attracting new members and new bargaining are consistent with members' good and welfare.
3. The Grants and Donations policy contemplates grants and donations in two board categories: 1] organizations or individuals whose aims and objectives are generally consistent with or complementary to" the PEA's; 2] individuals or organizations "pursuing humanitarian, health or environmental objectives."
4. Regardless of whether a given request falls into the first or second category, the committee should evaluate each request not just on its own merits, but also with a view to its ramification for future requests.
5. In evaluating requests under the "consistent with or complementary to" language of the policy, the committee should always determine whether a donation would support social principles compatible with union values, and particularly the values of a union of professionals.

6. In evaluating requests under the humanitarian-health-environmental elements of the policy, the committee should always determine whether a donation in the subject circumstances is likely to generate additional similarly situated requests. As a general rule, the committee should not recommend a donation if it would be disinclined to make a similar recommendation as and when other similar cases arise.

**POLICY APPROVED SEPTEMBER 20, 1999**