

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, or a labour organization undertaking an initiative to address labour rights or other labour issues, 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 or issue on PEA members;
4. The potential impact of the confrontation or issue 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.
8. The Association Executive will determine whether funding for requests granted for donations to Other Labour Organizations is separate from the budget allocation established for Grants and Donations to Other Organizations, as outlined in Section B of this policy.

B. Grants/Donations to Other Organizations

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

One half of the budgeted funds may be allocated by Association Executive motion in response to recommendations of the Grants & Donations Committee to provide targeted funding to a limited number of priority other organizations identified by the Grants and Donations Committee. Criteria to be considered for recommending targeted donations are as follows:

- i. The organization's impact on the labour relations and bargaining environment for PEA members;
- ii. The organization's relationship to PEA priorities; and,
- iii. Any other factors which the Association Executive considers relevant to the request.

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.
3. Once each fiscal year, 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 list of nominated individuals and organizations that meet following criteria:

- i. The organization must be a registered charity.
- ii. The organization must not have received a donation from the PEA in the same calendar year.
- iii. The organization must not be internationally based.
- iv. The organization must generally align with the values and principles of the PEA.

Every organization that meets the criteria listed in B.3 would be put to a membership vote, in their respective geographic groupings. The geographic groupings are pre-determined by the Grants and Donations Committee.

The list of organizations determined for the voting phase will be sent to the Grants and Donations Committee for approval and/or discussion if needed. The Committee will set a pre-determined amount that winners and runner-ups of each geographic grouping will receive.

After the voting closes, the final organizations and pre-determined amounts will be reported to the Association Executive for approval.

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.