

TOP THREE REASONS TO JOIN THE SOCIETY OF UNITED PROFESSIONALS

1. INCREASED BARGAINING POWER

- Society bargaining teams take professional, in-house bargaining training.
- Professional research, including wage indexing and benchmarking. The Society has been successful in negotiating wage increases for members using research and comparators that demonstrate if employers have fallen behind industry expectations.
- Ability to fight against collective bargaining clawbacks through increased clout at the bargaining table, and coordinated public pressure campaigns if needed.
- Access to a \$30 million collective agreement renewal fund and strike averting strategy support.
- Affiliation with provincial and municipal labour organizations will increase the Locals reach and political influence.

2. FINANCIAL INCENTIVES

- The \$25 per pay period that you currently pay on the load to the Society from the Blue Cross debt would no longer be your individual responsibilities and would be covered by your union dues.
- SCMMA member dues will not increase until after members ratify their collective agreement.
- A scholarship program that supports children and grandchildren of members and retired members. About 30 students are selected each year to receive \$1,500 or \$1,000 to help with the cost of their post-secondary education.
- Opportunities to support local community initiatives and charities through the Society's philanthropic approach to giving back.

3. INCREASED SERVICES

- Gain the support and knowledge of full-time staff, with specialities in workplace advocacy, communications, education, training, government relations, membership engagement, research, IT, and administrative support.
- An in-house Deals and Discounts program for members that provides savings at dozens of retailers, including discounts on attractions, travel, gym membership, insurance, and clothing retailers.
- Members have access to an in-house training program covering topics such as: steward training, health & safety, EDI, pensions, handling stress, mental health & wellness.



SOCIETY *of*
UNITED PROFESSIONALS
IFPTE 160



FREQUENTLY ASKED QUESTIONS

WHO IS THE SOCIETY?

The Society of United Professionals (SUP), IFPTE Local 160, is a member-led union of over 10,000 professionals mostly in Ontario. Founded in 1944 by engineers at the provincial energy provider, it has grown to 15 bargaining units covering 18 agreements, representing engineers, scientists, lawyers, IT specialists, financial analysts, and other professionals across the public, private, and non-profit sectors. SUP is committed to protecting professional integrity, securing fair compensation, and improving working conditions.

The Society employs 30 full-time staff and has a proven record of negotiating strong agreements, leading industry standards, and earning the respect of both its members and their employers.

WHY IS THE SCMMA BOARD RECOMMENDING AN AFFILIATION?

The SCMMA board recommends an affiliation with the Society of United Professionals for several reasons. The first is that membership continues to grow and has reached a point where the resources needed are more than volunteers can manage or have the expertise for. This was considered as far back as 2011, when the membership was half the size, for the same reason.

Additionally, a Judge's ruling in a recent arbitration for a member who was terminated "without cause" was in favour of SCMMA's position. This ruling is monumental for SCMMA and will restrict the employer from terminating members without giving a reason and following fair mitigation.

SCMMA needs on-the-ground help and a larger, more powerful ally to represent members going forward.

Additional benefits of this merger are the low dues structure compared to other unions and the cost of hiring staff, an arrangement to delay any dues increase until a renewed collective agreement contract is ratified, and the benefit of eliminating our Blue Cross debt repayment loan.

The affiliation proposal comes at a time when SCMMA is at a crossroads and change is needed. Along with IFPTE, the Society has significantly helped position SCMMA to approach bargaining in a strong position, and SCMMA's leadership is confident this is the right partner to move forward with.



FOR MORE INFO

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QUESTIONS?

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