

SOCIETY MEMBERSHIP PROGRAMS

AFFINITY PROGRAM

The Society offers a Deals and Discounts affinity program to members, including members of the Pensioner's Chapter, that provides savings at dozens of retailers. Included in the program are discounts on attractions, travel, wellness, insurance, clothing retailers, and many others.

The discount program is accessible to members via the membership portal on the Society's website.

SCHOLARSHIP PROGRAM

The Society's scholarship program supports children and grandchildren of Society members and pensioners. The more than 30 annual winners receive \$1,500 or \$1,000 to help with the cost of an education that will advance the student's career goals and contribute to their efforts to improve society as a whole.

Winners are scored based on their current volunteer work, a personal statement describing the applicant's interest in impacting their community or broader society, as well as a short essay on the Canadian labour movement. Qualified applicants' submissions were assessed by a committee after applicants names had been removed to ensure objectivity.

PENSIONERS' CHAPTER

In 2005, the Society created a **Pensioners' Chapter** to advocate for retirees, both within the Society and beyond. The prime objective of the chapter is to protect the interests of the Society's pensioners and of the Society itself, especially pension, health and dental benefits. The chapter listens to members and acts on their concerns within the Society and externally.

There are more than 1,000 members in the Pensioner's Chapter, which has its own elected executive body. The executive runs the chapter but depends on chapter members to promote the organization's goals, often in the political arena.

Membership is open to retirees of any Society bargaining unit in addition to other membership levels to recognize and include different employment/pension circumstances.

SOCIETY EQUITY COMMITTEES

UNITED SISTERS

United Sisters began as the Women's Committee. It was initially formed at a time when Ontario Hydro began hiring greater numbers of women into Society jobs. They were becoming a significant Society demographic but "unseen" in terms of Society involvement. At that time, there was an effort to recruit women into Society Committees, including the creation of Committees focused on what were considered to be women's issues – the Work and Family Committee and an Employment Equity Committee.

United Sisters works in the workplace, union and society as a whole to identify and take action on issues that affect the status of women. United Sisters recommends measures to eliminate barriers to women's full participation in the Society, and undertakes education, activism and communication to advance gender equity and women's rights everywhere.

INDIGENOUS RELATIONS CIRCLE

The Society of United Professionals and the **Indigenous Relations Circle** are committed to addressing and advancing the economic and social conditions of Indigenous people in Canada (First Nations, Metis and Inuit). As a union, we have taken this position for two important reasons. First, alleviating the poverty, social disconnection and historical disadvantages to ensure that all Indigenous people are given appropriate opportunities and resources for advancement is simply the right thing to do. Second, we know that there are many members within the Society who identify as Indigenous and would like to advance the status of Indigenous people in Society-represented workplaces and in society more broadly.

YOUNG PROFESSIONALS NETWORK

The **Young Professionals Network (YPN)** is comprised of Society of United Professionals members 35 and under. The goal of creating this network is to help increase the participation and representation of young Society members in the union and in the broader labour movement. The YPN organizes activities that enrich the experience of young members, brings voice to issues of shared concern for young members and encourages young members to become involved in all aspects of the union.

PRIDE & SOLIDARITY COMMITTEE

The **Pride & Solidarity Committee** meets regularly to discuss creating education opportunities and awareness of 2SLGBTQI+ issues in the workplace and our union. The Committee mandate is to advance two-spirit, lesbian, gay, bi, trans, queer, intersex, plus (“2SLGBTQI+”) issues in the union, the workplace and the communities where we live. Membership on the committee is open to Society members who are committed to furthering discussions either identifying as a member of the community or as an ally.

BLACK AND RACIALIZED PROFESSIONALS COMMITTEE

The **Black and Racialized Professionals Committee** is a space for Society members to organize for racial justice within their union, workplaces and communities. The Coalition of Racialized Professionals meets regularly to discuss creating education opportunities and awareness of issues affecting racialized professionals in the workplace and our union. The committee’s mandate is to advance issues affecting racialized professionals in the union, the workplace and the communities where we live. Membership on the committee is open to all Society members who are committed to furthering discussions on issues of importance to racialized professionals in their workplaces and planning education and awareness events.

PROFESSIONALS WITH DISABILITIES COMMITTEE

The **Professionals with Disabilities Committee** works to advance the interests of persons with disabilities and injured workers within the Society, employer workplaces and the communities where we live and work. Its mandate is to provide a forum to discuss and identify cultural, economic, social and career-related issues impacting members with a disability in the workplace, with an aim to incorporate these issues into Society Policies and provide recommendations for improvements to collective agreement language.

The committee strives to exchange information with persons with disabilities and injured workers, and with the general membership about relevant programs and issues of interest and engage in outreach to persons with disabilities and their allies to disseminate information and encourage participation of all members. It also works to help ensure employers do not discriminate based on a disability or a perceived disability and assists the union by providing elected representatives with tools to help eliminate this employer practice.