

# IAWP Board Proposal

## Membership Fees

**Proposal:**

Create standardized membership fee for each membership category that includes both association and chapter development fees. This proposal creates two fee categories, employment security agency and workforce partner. In addition, this proposal moves from members from an annual to anniversary date renewal.

Proposed fees:

	Employment Security Agency	Workforce Partner
Workforce Professional	\$98 (\$60 int/\$38 chapter)	\$118 (\$70 int/\$48 chapter)
Senior Workforce Professional	\$74 (\$50 int/\$24 chapter)	\$94 (\$60 int/\$34 chapter)
Emeritus Workforce Professional	\$0	\$0
Lifetime Member	\$900	
Organization Affiliate	\$1495	

**Why:**

Fee increase – fees last increase in 2010-11 (from \$42 to \$50). We have not kept up with ever expanding costs to provide administrative support to our members and chapters. In addition, the association is now providing more services to chapters to no charge including websites, association management software (Your Membership), and member welcome kits. We are also one of the lowest cost professional associations in the field. If we want to be looked at as valuable, we need to think of ourselves in the same way.

Standardizing fees – With some states having chapters and others not, our dues structure is complex and complicated for people to figure out and join. By creating a standardized fee it allows the association to create a dedicated fund to assist chapters starting up or who might be struggling. It also allows the association to more easily market both the association and the chapter to potential members. This change does mean chapters cannot set their own dues. It does not preclude chapters from continuing to enroll members and transmitting member data and fees to the association.

Anniversary date – Moving to an anniversary date allows the association to have a revenue stream throughout the year. In addition, by getting new and updated member data throughout the year, it allows for members to start receiving benefits sooner. This change does mean that chapters will need to submit dues and member data on a quarterly basis to the association.

**Implementation:**

The new fee structure and anniversary date renewal will go into effect January 1, 2018. Retirees with current membership as of December 31, 2017 automatically become senior workforce professionals.

For states with chapters that have a signed Chapter Affiliation Agreement, IAWP will rebate the chapter portion of dues and provide membership data for those members paying through International at the end of each quarter.

For members in states that do not have chapters, the chapter portion of dues will go into a dedicated account for chapter development activities.

The goal of the fund is to provide resources for the Executive Director to use to work to support, maintain, and start chapters. Long term, the goal is to have funds to hire a part time staff member to focus entirely on chapter services and development.

**Moving to anniversary date renewal.**

**For current members:**

Anniversary date will be set based on when IAWP receives dues for 2018

- Example #1 – IL transmits dues for members November 15, 2017. November 15 becomes renewal date for members within that transmittal. Dues will next be collected on November 15, 2018.
- Example #2 – CA transmits dues for 2018 on April 1, 2018. April 1 becomes the renewal date for members within that transmittal. Dues will next be collected on April 1, 2018.

**For members joining after January 1, 2018 through International:**

Anniversary date is date member joins the IAWP. Renewal is due each year on the same date. International will transmit membership data and chapter dues to chapters at the end of each quarter.

**For members joining after January 1, 2018 through Chapter:**

Anniversary date is date membership data and dues are transmitted to International. Renewal is due each year on the same date.

**Changing the transmittal requirements**

Per the Chapter Affiliation Agreement, Chapters are required to transmit dues and membership data by the last day of each quarter to International for all new and renewing members.

December Jumpstart and March Mania are discontinued.

Membership awards will be determined by International based on quarterly transmittals. Chapters will not need to provide additional data.

**Other Documents:**

<b>BYLAWS</b>	<b>STANDING RULES</b>	<b>HANDBOOK</b>	<b>Other</b>
No	Yes, see attached	TBD	No

**Attached:**

Standing Rules Proposed Language

**IAWP Board Proposal - Chapter Affiliation Agreement and CAAR**  
**Proposed Language for Standing Rules**

*This language will be replace the membership category related sections of the IAWP Standing Rules, with the exception of membership categories.*

**2.3 MULTIPLE MEMBERSHIPS**

No individual or organization may hold membership in more than one (1) class or subcategory. If there is uncertainty as to which class or subcategory of membership an applicant should be admitted, a determination shall be made by the board of directors.

**2.4 ESTABLISHMENT OF FEES**

The Board of Directors sets the annual membership fees for each class and category for the following calendar year during the fall meeting of the Board of Directors. Two-thirds (2/3) of the Directors present and voting at the meeting shall determine the fees for each class and subcategory.

Workforce Professional and Senior Workforce Professional membership fees shall include both an association fee and a chapter development fee.

**2.4.1 Chapter Development Fee**

Each year the Board shall determine a portion of fees of the Workforce Professional and Senior Workforce Professional categories to set aside for chapter development (CD). For states with chapters in good standing, IAWP will rebate the chapter development fees for members residing in that state back to the chapter.

For states without a chapter in good standing, IAWP will set aside the chapter development funds into a dedicated account. Monies in this account will be used by the Executive Director to support, maintain, and start chapters.

**2.4.2 Current Fees**

Effective January 1, 2018 the fees of IAWP shall be...

	Employment Security Agency	Workforce Partner
Workforce Professional	\$98 (\$38 CD)	\$118 (\$48 CD)
Senior Workforce Professional	\$74 (\$24 CD)	\$94 (\$34 CD)
Emeritus Workforce Professional	\$0	\$0
Organizational Affiliate	\$1495	
International Affiliate	\$1495	
Life Member	\$995	

## **2.5 MEMBERSHIP YEAR**

A membership year begins on the date membership data is received by IAWP, hence forth called member anniversary date.

## **2.6 MEMBERSHIP FEE DUE DATE**

Annual membership fees for all classes and categories, with the exception of Life Member, are due on the member anniversary date.

## **2.7 WAIVER OR REBATE OF FEES**

No part of the annual IAWP membership fee shall be prorated or apportioned to fractional parts of the year, and no part of the annual IAWP membership fee shall be waived or rebated for any reason.

## **2.8 NON-PAYMENT OF MEMBERSHIP FEES**

Any member whose annual IAWP membership fees have not been received by the administrative office on or before the member anniversary date, shall be considered inactive and not entitled to exercise any rights as a member.

## **2.9 REINSTATEMENT OF CONTINUOUS MEMBERSHIP STATUS**

Any member who desires a continuous membership record but whose membership has lapsed because of a failure to pay membership fees, may be reinstated upon showing proof of qualification and paying all financial obligations in arrears.

## **2.10 MEMBER RESIGNATION**

Any member may resign from IAWP by notifying the association in writing. Dues are non-refundable if a member resigns. Resignations are effective upon receipt of notice by the association, but the member shall remain liable for financial obligations incurred by the member before the association's receipt of notice of resignation.

## **2.11 MEMBER INELIGIBILITY**

Any member who becomes ineligible for continued membership in the association shall provide written notification to IAWP and shall have his or her membership terminated. Dues are non-refundable if a member is deemed ineligible. Said members may reapply for membership upon re-establishing eligibility.

## **2.12 REVOCATION OF MEMBERSHIP**

A member of any class and/or subcategory may be terminated, or other disciplinary action taken for cause, upon the by affirmative vote of two-thirds (2/3) of the board of directors. The member shall be afforded notice of the charges and given an opportunity to provide written comments to the Board in response to the allegations.

The term "for cause" shall include, but is not limited to:

- Any violation of the bylaws or policies of IAWP.
- Any conduct on the part of a member that is prejudicial to the interests and welfare of IAWP and its members.

### **2.12.1 Reinstatement of Membership**

After a period of five years, any individual who has had his or her membership privileges revoked may be reinstated at the discretion of the board of directors.

### **2.13 TRANSFER OF MEMBERSHIP**

Membership in IAWP is not transferrable.

### **2.14 APPLICATION FOR LIFE MEMBERSHIP**

Any member in good standing that is 62 years of age or older shall be eligible to request consideration for a life membership. A request, in accordance with the terms set forth for each subcategory of life membership below, shall be submitted to the IAWP administrative office with the one-time life membership fee. Such request shall be submitted no later than sixty (60) days prior the annual meeting of the members at which the life membership shall be conferred.

All requests for life membership must be approved by the board of directors prior to the annual meeting of the members at which the life membership shall be conferred.

- Chapter Affiliated Life Member - A written request for a bestowment of a Chapter Affiliated Life Membership shall be submitted to the IAWP administrative office, with recommendation from his or her chapter.
- Non-Chapter Affiliated Life Member - A written request for a bestowment of a Non-Chapter Affiliated Life Membership shall be submitted to the IAWP administrative office.

### **2.15 VOTING RIGHTS**

With the exception of International and Organizational Affiliates, all classes and subcategories of members, in good standing, shall have the right to vote, make and second motions, place names in nomination, be nominated for and hold office, and serve on committees.

International and Organizational Affiliate members do not have voting rights.

### **2.16 LEGISLATIVE AND OTHER PUBLIC INTEREST ACTIVITIES**

Members may not promote, promulgate, nor represent views on public issues as being endorsed by the IAWP unless authorized by the Board. Without authorization, such personal views may not be disseminated to the general public nor to government officials using IAWP letterhead, IAWP position titles, or in any way giving the appearance of IAWP endorsement.

*This language will be added to the chapter section of the IAWP Standing Rules*

#### **4.7 TRANSMITTALS**

For members joining or renewing through a chapter, per the Chapter Affiliation Agreement, chapters will transmit association fees and membership data by the last day of each quarter to the parent organization.

For members joining or renewing through the parent organization, IAWP will transmit chapter development fees and membership data to active chapters on the last day of each quarter.