From: Paul Conway [mailto:paul@adralberta.com]
Sent: August 25, 2017 2:49 PM
To: Wendy Hassen <wendy@wendyhassen.ca>
Cc: 'Frederique Vincent' <fvincent@notarius.net>; 'ADRIO - Susette Clunis' <susetteclunis@adrontario.ca>; 'Siemens, Scott' <Scott.Siemens@cra-arc.gc.ca>; 'Thierry Bériault' <tberiault@beriault.qc.ca>; 'ADRIC - Janet McKay' <janetmckay@adric.ca>
Subject: Joint Communiqué from the MOU Membership Working Group

Joint Communiqué from the MOU Membership Working Group (with a focus on Full memberships and access to ADRIC)

In meetings conducted over the past three months, representatives from IMAQ, ADRIO & ADRIA have agreed upon the following facts, conclusions and recommendations:

- Full, voting membership in an Affiliate is currently the only path to an ADRIC individual membership (Full, voting)
- ADRIC only has one membership category for individuals (Full, voting, with fees collected by the Affiliate and transferred to ADRIC)
- An ADRIC individual membership does not distinguish between practicing members, students, users or supporters of ADR
- ADRIC has indicated that ADR students, users and supporters are welcome to become individual ADRIC voting members through their local Affiliate (or any Affiliate)
- Based on local policies, some Affiliates accept out-of-region members, while others do not.
- Individual membership pricing is set by the Affiliate.
- ADRIC individual membership costs are set by ADRIC (currently $89/year)
- Full, voting membership criteria in the seven Affiliates differ significantly across the country.

After due consideration, the Working Group has concluded that harmonizing the Full membership eligibility criteria for all Affiliates is not practical or possible at this time.

Some Affiliates have rigorous eligibility requirements (eg Ontario & Quebec):

- Some Affiliates require their Full, voting members to have relevant/approved ADR training, ethics training, other non-ADR professional experience and/or to be practicing ADR
- Within such Affiliates, there is no current path to ADRIC membership when they do not meet the eligibility requirements for Full, voting membership in the Affiliate
- These Affiliates wish to retain some or all of their current Full membership criteria, and believe that only trained and/or experienced professionals should have Affiliate voting rights

Some Affiliates have an open membership policy (eg Alberta & BC):

- Other Affiliates have eliminated all restrictions to Full, voting membership, and welcome ADR students, users and supporters (eg. Alberta & BC). These Affiliate Full memberships include an ADRIC voting membership.
- These Affiliates believe that offering open membership is the best way to grow the profession and/or the Affiliate, and wish to be consistent with ADRIC's current membership criteria.

- Some such Affiliates have suggested that the distinction between "professional" practitioners and all others should or could be vested in whether or not the individual member holds an ADRIC professional designation or not.
- These Affiliates also acknowledge that, should the ADR professions become regulated in the future, they may have to adopt different membership structure and/or criteria

All Working Group representatives agree that the path to ADRIC membership should continue to require status with an Affiliate:

- Full (voting), and all other Affiliate individual membership categories, rights, responsibilities and pricing should remain at the discretion of the Affiliate.
- The Working Group believes that lower-priced membership options for students, retired members and others remain appropriate, as structured and administered by the Affiliates, with or without ADRIC connectivity. Harmonization of such categories has not been the focus of the Working Group's discussions.

The Working Group has concluded that, while harmonization of our Full membership criteria is not possible at this time, all Affiliate members or applicants should or could be offered access to an ADRIC individual membership regardless of their professional status, experience, training, province or territory of residence. Affiliate Boards must still formally consider this proposal, and how it might be administered locally. Hopefully these Board discussion will occur in September, before the mid-October ADRIC conference and MOU discussion. The Working Group, however, does not believe that individual memberships should be offered by ADRIC directly to the public.

Therefore, after careful consideration, the Working Group recommends that all Affiliates adopt or explore a membership structure that offers ADR students, users and supporters a path or option to secure an ADRIC Full, voting individual membership. Such a path or option will not place any obligations on the Affiliate, nor imply that the member has Full, voting rights in the Affiliate.

The Working Group will reconvene in late September, after Affiliate Board meetings have concluded in Quebec, Ontario & Alberta, to reassess and potentially augment their initial conclusions and recommendations. In the interim, ADRIC and MOU Task Force feedback is welcome, and the other four Affiliates will be consulted vis-a-vis their current Full membership criteria and preferences. ADRIC and the MOU Task Force are invited to utilize or further promulgate this initial communiqué at their discretion.

Paul Conway | ***Executive Director***

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Contact details: fax. (780) 433-9024
7128 Ada Boulevard, Edmonton AB T5B 4E4
1-800-232-7214 or **(780) 433-4881 ext. 111**

ADRIA has engaged a dedicated team of part-time staff, so calls and e-mails are usually returned within 2 business days. Calls & visits are best accomodated weekdays from 10am-2pm.