

MCAM Annual General Meeting – Bylaw Amendments

March 2026

AMENDMENT 1 – ARTICLE VI - FEES

The proposed amendments to Article VI – Fees are driven by two strategic considerations: the Board’s governance responsibilities under Policy 2.5 and a national alignment request from the Mechanical Contractors Association of Canada (MCAC). Together, these factors highlighted the need to modernize the fee framework to ensure parity across sectors and long-term organizational sustainability.

- **National Alignment:** MCAC requested MCAM review its annual dues to achieve parity across provincial associations at a rate of 4 cents per manhour across all sectors. This reinforces national consistency, ensures Manitoba contractors remain aligned with industry standards across Canada, and reflects the value derived from national representation.
- **Governance Stewardship:** Policy 2.5 – *Governance Cycles, Ends Development Process, and Strategic Planning* require the Board to consider membership fees annually and to establish a review process concluding with recommendations to the membership at the Annual General Meeting. The policy directs the Board to evaluate fees across sectors, relative to comparable organizations, and in the context of the association’s sustainability. This necessitated a thorough examination of the existing structure.

In response, the Board undertook a comprehensive year-long review of the membership fee structure. The review identified the need for a broader restructuring based on a parity-driven model for contractor members and the long-term sustainability of the association. The process concluded with a formal implementation plan, including governance updates, budget alignment, strategic growth initiatives, member consultation, post-consultation analysis, reporting milestones, and a special membership meeting in late 2026, with final implementation effective for the 2027 budget year.

This bylaw amendment represents a key milestone in the implementation plan. It establishes a fair, parity-based system for contractor membership dues, ensuring equity across all sectors, supporting the long-term sustainability of the association.

CURRENT WORDING

ARTICLE VI – FEES

6.1 In establishing the basis of fees, a flat fee together with an assessment of productive labour or any variation or combination of same may be applied.

6.2 The structure of Membership Fees shall be as follows:

I. CONTRACTOR MEMBERS:

- a. Union Contractor Member Fee: will pay monthly payment to the industry fund based on the number of hours worked by a member's employees working with "the tools of the trade".
- b. Non-Union Contractor Member Fee: will pay a flat fee at the beginning of the fiscal year. Fees will be prorated for members joining after January 31st. The first-year membership dues will be 50% of the regular annual rate.

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6.3 Changes to membership dues or special assessments shall be recommended by the Board of Directors for approval at the MCAM Annual General or Special Meetings through motion.

PROPOSED WORDING

ARTICLE VI – FEES

6.1 In establishing membership fees, a flat fee, an assessment based on productive labour, or a combination or variation of these methods may be applied.

6.2 Membership fees shall be structured as follows:

I. Contractor Members: Contractor Members shall pay membership fees in accordance with a uniform structure approved by the Board of Directors, based on a model that ensures parity across all sectors. Membership fees for new members joining after January 31 shall be prorated.

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6.3 Changes to membership dues or special assessments shall be recommended by the Board of Directors for approval at the MCAM Annual General or Special Meetings through motion. The Board shall ensure the fee structure supports the long-term sustainability of the association.