



HRMAM

# 2013 | 2014

CALENDAR OF EVENTS







# GOVERNANCE



## ANNUAL GENERAL MEETING

<b>Event name:</b> Annual General Meeting (AGM)	
<b>Date:</b> September 26, 2013	<b>Admission:</b> FREE
<b>Location:</b> Canad Inns Windsor Park, 1034 Elizabeth Road, Winnipeg MB	<b>Time:</b> Registration/Doors Open: 4:30pm AGM: 5:00-6:00pm
<b>Agenda:</b> Formal agenda coming soon	
<b>Registration deadline:</b> September 25, 2013	
<b>Register here:</b> <a href="http://www.hrmam.org/events/Sessions.aspx?id=335424">http://www.hrmam.org/events/Sessions.aspx?id=335424</a>	





**LEARNING**



## CONNECT CONFERENCE 2013: INSPIRE BRILLIANCE

### Event name:



### Price:

Member Early Bird:  
\$499 (Regular \$549)  
Non Member Early Bird:  
\$600 (Regular \$650)  
Student:  
\$200  
Group of 4 Early Bird:  
\$475/Person = \$1900  
Group of 4 Regular:  
\$499/Person = \$1996  
Member Single Day:  
\$325  
Non Member Single Day:  
\$425

### Location:

Winnipeg Convention Centre

### Date:

October 22 & 23, 2013

### KEYNOTE SPEAKERS:

October 22, 2013

**Dr. John Izzo: Bestselling Author / Business Visionary**

The Leadership Disciplines of a Highly Engaged Workforce

**Jeff Havens: Speaker. Trainer. Author.**

Becoming a more annoying you!

October 23, 2013

**Talent Anarchy: Joe Gerstandt and Jason Lauritsen**

Social Gravity: Harnessing the Natural Laws of Relationships

**Wendy Mesley: Award-Winning Broadcast Journalist**

Truth or Consequences...Learning to trust in all the wrong places

# LEARNING

## CONNECT CONFERENCE 2013: INSPIRE BRILLIANCE CONTINUED

October 22, 2013 - 10:30am

**DARREN LANG**

*Reversing the Stress Spiral (Tools to beat stress and feel your best) (1A)*

**JOCELYN BÉRARD**

*Accelerating Leadership Development (1B)*

**KARIN POOLEY & JANICE HARPER**

*Candidate Sourcing Strategies for an Evolving Talent Landscape (1B)*

**LESLIE STANIER, CHRP AND DIANE PANTING, CHRP**

*Inspiring Focus Behaviour by Rewarding Results (1D)*

October 22, 2013 - 1:30pm

**BEV BRAUN-ALLARD**

*Career Development — It's your business (2A)*

**BRENDA OLIVER**

*The Ten Key Communication Strategies (2B)*

**DOUG LAWRENCE**

*The Engaged and Disengaged Employee in Today's Culture (2C)*

**REIS PAGTAKHAN**

*Using immigration to Get Ahead of the Competition (2D)*

October 22, 2013 - 3:15pm

**BRENT PEDERSON AND CARRIE BELTER**

*Organization Design — How do you Stack up? (3A)*

**DAVID FALK**

*How to be an Effective Third Party (3B)*

**JEFF HAVENS**

*Us Vs. Them — Putting the Other Generations in Their Place! (3C)*

**KRIS KUBIN**

*Back to Basics: Smoothing Out Your Benefits Plan Administration and Avoiding Liability (3D)*



CONNECT CONFERENCE 2013: INSPIRE BRILLIANCE CONTINUED

October 23, 2013 - 8:30am

**JASON FROM TALENT ANARCHY**

*The Future of Talent Management (4A)*

**KIM SIDDALL**

*Building Sustainable Benefits Plans through Optimal Organizational Health (4B)*

**SARA ROSS**

*The Science of Being You: An Introduction to Emotional Intelligence (4C)*

**MARNIE COURAGE**

*Preparing for Improved Workplace Accessibility in Manitoba (4D)*

October 23, 2013 - 10:15am

**JOE FROM TALENT ANARCHY**

*Diversity+Inclusion=Innovation: Unleashing Diversity of Thought (5A)*

**KAREN MILANI**

*What Workers Want — Generational Differences at Work (5B)*

**ROMA THORLAKSON**

*Redefining Business Success — One Company's Inspiring Journey (5C)*

**THEO HEINEMAN-KOWALCHUK**

*Integrating Workplace Safety & Health Performance with HRM (5D)*

October 23, 2013 - 1:30am

**DAVE NEGUS**

*Sex, Lies & Social Media (6A)*

**LAUREL BREAUULT**

*Turn Knowledge into Action — Addressing Mental Health in the Workplace (6B)*

**SHARON LEE**

*The Elements and Benefits of Workforce Diversity (6C)*

**VERONICA SUSZYNSKI**

*Return to Work Basics (6D)*

Early bird deadline: July 31, 2013

Registration deadline: October 15, 2013

Register here: <http://hrmam.site-ym.com/?page=ConnectRegistration>

# LEARNING


## SPEAKER SERIES

<b>Event name:</b> Managing Your Primary Leadership Asset (Yourself) with David Falk	<b>Presented by:</b> 
<b>Date:</b> September 19, 2013	<b>Member price (+ GST):</b> \$50 <b>Non-member price (+ GST):</b> \$60
<b>Location:</b> Ramada Viscount Gort Hotel 1670 Portage Avenue Winnipeg, MB	<b>Time:</b> Registration/Doors Open: 4:30-5:30pm Dinner: 5:30-6:30pm Presentation: 6:30-7:30pm
<b>Speaker bio:</b> David Falk is a Partner in the firm Facilitated Solutions. He is a seasoned consultant and conflict management specialist who has been assisting organizations work through conflict, navigate change and build resilient teams since 1990.	
<b>Topic:</b> <b><i>Managing Your Primary Leadership Asset (Yourself)</i></b> Effective leaders understand the wisdom to “manage themselves so others don’t have to.” The key to self management is understanding not only our strengths and weaknesses but understanding how to ensure our strengths do not become overpowering and unproductive. This session will help leaders and HR professionals reflect on their leadership strengths, explore the unintended shadow side of their strengths and learn self management practices.	
<b>Registration deadline:</b> September 13, 2013	

## SPEAKER SERIES

<b>Event name:</b> TBA	<b>Date:</b> Late November/Early December
<b>Location:</b> TBA	<b>Time:</b> Registration/Buffer Breakfast: 7:30am Presentation: 8:30-9:30am
<b>Speaker bio:</b> TBA	
<b>Topic:</b> TBA <i>HRMAM is hard at work finalizing this session and will announce it very soon</i>	

## SPEAKER SERIES

<b>Event name:</b> Sharing Stories—Building Community	<b>Presented by:</b> 
<b>Date:</b> January 29, 2014	<b>Member price (+ GST):</b> \$50 <b>Non-member price (+ GST):</b> \$60
<b>Location:</b> Delta Winnipeg Hotel 350 St. Mary Avenue Winnipeg, MB	<b>Time:</b> Doors Open/Registration/ Networking: 4:30–5:30pm Dinner: 5:30–6:30pm Presentation: 6:30–7:30pm
<b>Facilitator:</b> Diane Panting, CHRP Partner and Market Director, Aon Hewitt	<b>Speakers:</b> TBA
<b>Speaker bio:</b> Diane Panting is a seasoned, passionate and committed HR leader who has worked with organizations in all sectors to develop and implement strategic people solutions that align with the achievement of desired organizational outcomes. She has worked with organizations in Canada, the US and Europe. Diane is devoted to her family, her faith and her community. She is a Past President of HRMAM and anticipates ordination in early 2014.	
<b>Topic:</b> <b>Sharing Stories — Building Community</b> A story, if broken down into the simplest form, is a connection of cause and effect. Why is this important? Because that is exactly how we think. Humans think in narratives all day long and as such, whenever we hear a story, we want to relate it to one of our existing experiences. When we tell stories to others that have really helped us shape our thinking and way of life, we can have the same effect on them too.  On January 29th, 2014, we invite you to join several HR leaders from our community will be sharing their fascinating, inspiring and thought-provoking stories with us. You will have the opportunity to interact together and with them. This insightful and inspiring evening will be led by Diane Panting. Build your community with the stories we share.	
<b>Registration deadline:</b> January 24, 2014	


# LEARNING

## SPEAKER SERIES

<b>Event name:</b> Baby Boomers to Generation Y — Five Generations at Work with Paul Newton, MBA, PMP	<b>Presented by:</b> 
<b>Date:</b> March 5, 2014	<b>Member price (+ GST):</b> \$50 <b>Non-member price (+ GST):</b> \$60
<b>Location:</b> Ramada Viscount Gort Hotel 1670 Portage Avenue Winnipeg, MB	<b>Time:</b> Doors Open/Registration/ Networking: 4:30–5:30pm Dinner: 5:30–6:30pm Presentation: 6:30–7:30pm
<b>Speaker bio:</b> A passionate advocate of the need for strategic planning and critical thinking within organizations, Paul has presented these concepts to thousands of people across North America. With twenty years in executive management experience across public, private and non-profit organizations, Paul has been recognized nationally for his contributions to the gaming industry and his positive impact on First Nations economic development and employment. He is opinionated, passionate and brings a new perspective to how HR professionals view their role within organizations. Paul is a Managing Director at Solvera Enterprise Solutions, a Western Canadian management consulting firm that assists organizations select, implement and operate technology solutions that impact business results.	
<b>Topic:</b> <b><i>Baby Boomers to Generation Y — Five Generations at Work</i></b> Organizations have historically dealt with diversity in terms of race, gender, disabilities, etc. They now have to deal with extreme age differences among members of five generations working together, side by side. Since each generation has different expectations for how they want to work, learn and communicate, human resources need to adapt and change their talent management processes to appeal to all generations. As globalization, constant connectivity, mobility, social learning, collaboration and contribution are becoming more and more pervasive, HR has to become more integral to ensure the organization's success. Paul will show you how HR can succeed in this rapidly changing work environment.	
<b>Registration deadline:</b> February 28, 2014	



## SPEAKER SERIES

<b>Event name:</b> Wellness Support: Especially for HR Personnel with Joyce Odidison	<b>Presented by:</b> 
<b>Date:</b> May 15, 2014	<b>Member price (+ GST):</b> \$50 <b>Non-member price (+ GST):</b> \$60
<b>Location:</b> Radisson Hotel Winnipeg Downtown 288 Portage Avenue Winnipeg, MB	<b>Time:</b> Registration/Doors Open: 7:30-8:00am Buffet Breakfast: 7:45-8:15am Greetings: 8:20am Presentation: 8:30am
<b>Parking:</b> Pre-paid parking is available through HRMAM at a discounted rate until May 12, 2014	
<b>Speaker bio:</b> Joyce Odidison is a conflict analyst, speaker, author and coach; Canada's leading interpersonal wellness expert and a consultant for more than 17 years. President of Interpersonal Wellness Services Inc., founder of <i>wellnessforbusinessandlife.com</i> and creator of the innovative IWQ Life Wellness Scan, Joyce works to foster resilience and personal growth. Joyce has also founded Manitoba's first coach training certificate program, approved by the International Coach Federation. A great facilitator who always connects with her audiences, Joyce exudes warmth, compassion, expertise and professionalism.	
<b>Topic:</b> <b><i>Wellness Support for Human Resource Personnel</i></b> Are you a busy HR professional needing support? Have you given all you have to others and now feel drained, burnt out and overwhelmed? Oh my! Join this fun, interactive, holistic wellness presentation with Joyce Odidison and explore the steps of wellness to revive your HR career. You will leave with: information on the integrated wellness model, an introduction to the eight levels of wellness, and strategies to improve your wellness and reduce burn out and stress. <b>Registration deadline:</b> May 12, 2014 at noon <i>Cancellations will be accepted until noon on Friday, May 9. After that, all cancellations and non-attendees will be charged.</i>	

# LEARNING

## CHRP NATIONAL KNOWLEDGE EXAM (NKE) PREP COURSE FALL SESSION

<b>Date:</b> September 7 & 8, 2013	<b>Member price:</b> \$400 <b>Non-member price:</b> \$460
<b>Location:</b> Canad Inns Destination Centre Windsor Park, Ambassador E 1034 Elizabeth Road Winnipeg, MB	<b>Time:</b> Registration: 8:00am Workshop: 8:30am-4:30pm
<b>Topic:</b> During this interactive workshop, participants will review and discuss important HR theory for each competency area. The group will analyze sample exam questions, which will enable participants to identify knowledge gaps. You will learn: <ul style="list-style-type: none"><li>• The structure and format of the CHRP knowledge exam — components and weightings</li><li>• An overview of the body of knowledge covered by the exam</li><li>• To apply the knowledge using sample questions and group activities</li><li>• How to design and implement an individualized learning plan</li><li>• In addition to the workshop experience, participants will receive:<ul style="list-style-type: none"><li>• A two-hundred-plus page manual containing concepts, terminology, principles, legislation and practices from the seven discipline areas covered in the exam</li><li>• Over three hundred sample questions</li><li>• Glossary exercises they can use to assess their understanding of HR terminology</li></ul></li></ul>	
<b>Speaker:</b> Tanya Cole, CHRP, is an experienced professional and instructor in human resources, labour relations, compensation research, job evaluation and fiscal management. She is currently Assistant Director, Compensation Services with Treasury Board Secretariat, Government of Manitoba. Tanya brings many years of experience working in a variety of human resource functions. She has developed and delivered human resource courses and seminars for the Government of Manitoba, University of Winnipeg, Red River College and the private industry.	
<b>Registration deadline:</b> August 23, 2013 <i>Cancellations will be accepted until Noon on August 23, 2013. After that all cancellations and non-attendees will be charged.</i>	
<b>Register here:</b> <a href="http://www.hrmam.org/events/Sessions.aspx?id=332020">http://www.hrmam.org/events/Sessions.aspx?id=332020</a>	

## CHRP NATIONAL KNOWLEDGE EXAM (NKE) PREP COURSE SPRING SESSION

**Date:** April 12 & 13, 2014**Member price:** \$400\***Non-member price:** \$460\**\*Fees subject to change***Location:**

Norwood Hotel, Tache Room, Main Floor

112 Marion Street

Winnipeg, MB

**Time:**

Registration: 8:00am

Workshop: 8:30am-4:30pm

**Topic:**

During this interactive workshop, participants will review and discuss important HR theory for each competency area. The group will analyze sample exam questions, which will enable participants to identify knowledge gaps.

You will learn:

- The structure and format of the CHRP knowledge exam — components and weightings
- An overview of the body of knowledge covered by the exam
- To apply the knowledge using sample questions and group activities
- How to design and implement an individualized learning plan
- In addition to the workshop experience, participants will receive:
- A two-hundred-plus page manual containing concepts, terminology, principles, legislation and practices from the seven discipline areas covered in the exam
- Over three hundred sample questions
- Glossary exercises they can use to assess their understanding of HR terminology

**Speaker:**

Tanya Cole, CHRP, is an experienced professional and instructor in human resources, labour relations, compensation research, job evaluation and fiscal management. She is currently Assistant Director, Compensation Services with Treasury Board Secretariat, Government of Manitoba. Tanya brings many years of experience working in a variety of human resource functions. She has developed and delivered human resource courses and seminars for the Government of Manitoba, University of Winnipeg, Red River College and the private industry.

**Registration deadline:** March 28, 2014**Register here:** *Registration opening soon!*

# LEARNING

## EXECUTIVE FORUM

**Event name:** Executive Forum: Redefining Business Success — One Company's Journey

**Date:** November 13, 2013

**Member price:** \$115

**Non-member price:** \$125

**Location:**

Fort Garry Hotel  
222 Broadway,  
Winnipeg MB

**Time:**

Doors Open/Registration/Reception: 4:30-5:30  
Insight Sharing/Presentation: 5:30-6:15pm  
Dinner: 6:15-7:15pm  
Q&A: 7:15-8pm

**Topic:**

The Ian Martin Group, led by CEO Tim Masson, believes that there's a better way to do business. Success is defined as benefiting all by creating greater economic opportunity, strengthening local communities and preserving our environment. Tim believes that companies thrive not only on what they do, but why they do it.

Certified B Corps are leading a global movement to redefine success in business. By voluntarily meeting higher standards of transparency, accountability, and performance, Certified B Corps are distinguishing themselves in a cluttered marketplace by offering a positive vision of a better way to do business.

On November 13, 2013, HRMAM and Ian Martin Executive are hosting a panel discussion about this global movement. We will have a panel of business leaders who have made the journey in leading their own organizations and they will discuss why becoming a Certified B (Benefit) Corporation was key to guiding their companies to a new future and purpose.

**Registration deadline:** November 8, 2013



## ALL-DAY SEMINAR/WORKSHOP

<b>Event name:</b> Workshop: Workplace Bullying for the HR Professional with Valerie Cade	
<b>Date:</b> February 13, 2014	<b>Member early bird:</b> \$275 <b>Member regular:</b> \$295 <b>Non-member early bird:</b> \$325 <b>Non-member regular:</b> \$345
<b>Location:</b> Canad Inns Club Regent Casino Hotel, Ambassador A-D (3rd Floor) 1415 Regent Avenue West, Winnipeg MB	<b>Time:</b> Registration/Doors/Continental Breakfast: 7:30am Presentation: 8:30am-4:30pm Breaks: 10:30am & 2:30pm Lunch: 12:00 Noon-1pm
<b>Topic:</b> Session description to be announced soon.	
<b>Early bird deadline:</b> December 31, 2013	
<b>Registration deadline:</b> February 7, 2014	



## **SPECIAL EVENTS**



## EXCELLENCE IN LEADERSHIP AWARDS

### Description:

Designed to showcase outstanding Human Resource achievements in Manitoba, HRMAM's Excellence in Leadership Awards honour employers and individuals who are leaders in diversity, development, impact, and innovation.

The Awards feature nominees in each individual and organizational award category with the finalist for each award announced live during the Awards Gala.

HRMAM encourages organizations and individuals to nominate themselves or others for an Excellence in Leadership Award by submitting an application to the HRMAM office. The application process has been streamlined and is available in an online format.

HRMAM will be announcing the application process for the Excellence in Leadership Awards very soon. Please keep an eye on your inbox for more details.

Ticket information as well as event details for the 2014 Excellence in Leadership Awards will be announced in the coming months.

## HRMAM ANNUAL GOLF CLASSIC

### Location:

Breezy Bend Country Club

### Date:

June 12, 2014

### Description:

Save the date! HRMAM invites you and your team to participate in our Annual Golf Classic on June 12, 2014. Whether you're just beginning or well-established in the sport, take this opportunity to network with other HR professionals. Rain or shine, it's sure to be a great day of golf!

Stay tuned for more information on the 2014 HRMAM Golf Classic to be announced in the new year!





## **OTHER PROGRAMS & CERTIFICATIONS**





## PROFESSIONAL MENTORSHIP PROGRAM

### Program overview:

As an added benefit of membership, HRMAM offers the Professional Mentorship Program. The aim of this member only program is to help link established human resources professionals with students, emerging HR practitioners, and HR professionals looking to transition to a new field of interest, taking on a new capacity within their organizations, or interested in developing new skills for future career aspirations. These relationships enable the program participants and business leaders to exchange knowledge and experience relating to skill, culture and values. Participants gain valuable individual feedback and may observe companies and their leaders at work. Overall, relationships of trust, respect and appreciation are built to enhance our shared community. The HRMAM Professional Mentorship Program is committed to promoting professionalism and mutual benefit to both Mentor and Protégé.

### How to apply:

The Professional Mentorship program runs from September to April. Applications will be accepted from May 1-June 30. Notifications regarding mentor/protégé matching will be announced in August. There is a \$75 fee for Protégés to register for the program. Mentor registrations are free. Complete the appropriate Mentor or Protégé application form by following the links below and forward your resume to HRMAM. If you are interested in participating as both a Mentor and a Protégé you must complete both applications.

You must re-apply for the program each year.

### Registration:

Registration for the 2014-2015 will open in May 2014. Keep an eye on the eNewsletter!

## OTHER PROGRAMS & CERTIFICATIONS

### CHRP NATIONAL KNOWLEDGE EXAM (NKE)

<b>Date:</b> November 2, 2013	<b>Member price:</b> \$275 (must be an HRMAM member)
<b>Location:</b> Red River Community College, Building F 2055 Notre Dame Avenue Winnipeg, MB	<b>Time:</b> Check-in: 8:30am Exam: 9:00am-12:15 Noon
<b>Registration deadline:</b> September 3, 2013 <i>Late registrations will not be accepted</i>	
<b>Register here:</b> Register here: <a href="http://www.hrmam.org/events/Sessions.aspx?id=332186">http://www.hrmam.org/events/Sessions.aspx?id=332186</a>	

<b>Date:</b> June 7, 2014	<b>Member price:</b> \$275 (must be an HRMAM member)
<b>Location:</b> TBA	<b>Time:</b> Check-in: 8:30am Exam: 9:00am-12:15 Noon
<b>Registration deadline:</b> April 7, 2014 <i>Late registrations will not be accepted</i>	
<b>Register here:</b> Registrations will open in the fall of 2013	

## EXPERIENCE ASSESSMENT

**Submission deadline:**

January 15

May 15

September 15

**Review deadline date:**

February 15

June 15

October 15

**Results notification date:**

March 1

July 1

November 1

**Time:**

As of January 1, 2013, CHRP Candidates (those who have successfully completed the National Knowledge Exam®) will be subject to an experience assessment to complete their designation rather than the NPPA exam.

The CHRP Experience Assessment is a formal step in earning the CHRP designation that requires candidates to demonstrate three or more years of professional experience in human resources with the last ten years.

This requirement will come into effect on January 1, 2013 and will replace the National Professional Practice Assessment® (NPPA).

For more information on the Experience Assessment Process and fees, please refer to our website: <https://hrmam.site-ym.com/?page=ExperienceAssessment>

**Applications can be sent through the following methods:**

Email: [lbrule@hrmam.org](mailto:lbrule@hrmam.org)

Mail:

CHRP Registrar, HRMAM  
1810-275 Portage Avenue,  
Winnipeg MB, R3B 2B3

*\* Please note: the experience assessment review fee can be paid online.*



**MEMBERSHIP**





## MEMBERSHIP RENEWAL - 2013/2014

*The membership year is from June 1 to May 31. A \$50 late renewal fee will apply to all members who renew after May 31, this fee will be included in your transaction.*

### CHRP — WINNIPEG

**\$350.00 + \$17.50 GST = \$367.50**

A Human Resource practitioner who has been granted the Certified Human Resources Professional (CHRP) designation and continues to meet the requirements for recertification; employed and works within 100 kilometers (or 60 miles) of the City of Winnipeg. Holds the same rights and privileges as a Regular member.

### CHRP — REGIONAL

**\$238.00 + \$11.90 GST = \$249.90**

A Human Resource practitioner who has been granted the Certified Human Resources Professional (CHRP) designation and continues to meet the requirements for recertification; employed and works at a distance of 100 kilometres (or 60 miles) or greater from the City of Winnipeg. Holds the same rights and privileges as a Regular member.

### CHRP CANDIDATE — WINNIPEG

**\$325.00 + \$16.25 GST = \$341.25**

A Human Resource practitioner who has passed the National Knowledge Exam (NKE) and has been granted the Certified Human Resources Professional Candidate (CHRP Candidate) status; employed and works within 100 kilometers (or 60 miles) of the City of Winnipeg. Holds the same rights and privileges as a Regular member.

### CHRP CANDIDATE — REGIONAL

**\$213.00 + \$10.65 GST = \$223.65**

A Human Resource practitioner who has passed the National Knowledge Exam (NKE) and has been granted the Certified Human Resources Professional Candidate (CHRP Candidate) status; employed and works at a distance of 100 kilometers (or 60 miles) or greater from the City of Winnipeg. Holds the same rights and privileges as a Regular member.

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## MEMBERSHIP

### REGULAR

**\$300.00 + \$15.00 GST = \$315.00**

Actively engaged in the practice of Human Resources. This includes individuals who hold Human Resource positions, consultants and educators, and individuals who have a professional interest in the operation of the Association. Includes the right to vote and hold elected office in the Association.

### REGIONAL

**\$188.00 + \$9.40 GST = \$197.40**

A Regular member who is employed and works at a distance of 100 kilometres (or 60 miles) or greater from the City of Winnipeg.

### FELLOW

**\$350.00 + \$17.50 GST = \$367.50**

Shall be persons who have been awarded and achieved the FCHRP designation for significant contribution to the HR profession, and are either active practitioners or retired members. Must be a CHRP in good standing with a minimum of 5 years membership in his/her member HR Association. Fellow Members shall carry the same rights and privileges as those enjoyed by a Regular Member including the right to vote and to hold elected office. Fellows may use the initial FCHRP after their name.

### ASSOCIATE

**\$300.00 + \$15.00 GST = \$315.00**

Any person with an interest in, but not actively engaged in, the practice of Human Resources, and who does not qualify for regular membership. Does not include the right to vote or hold elected office in the Association.

### STUDENT

**\$62.50 + \$3.13 GST = \$65.63**

Student membership is open to persons registered in a full-time post-secondary program of studies leading to a certificate, diploma, or degree with specialization in any functional areas of Human Resources Management. To be eligible for student membership, an individual must be enrolled in three or more classes per fall and winter term during the membership year (June 1 - May 31). Proof of student status must be submitted prior to approval. Student members are encouraged to participate in the affairs of the Association, but shall not be eligible to vote and/or hold office. Student members are eligible to participate on committees.

### RETIRED—CHRP

**\$62.50 + \$3.13 GST = \$65.63**

A former CHRP member who declares they are no longer active in the work force; holds the same rights and privileges as a Regular Member. Retired-CHRP members are not eligible to recertify.

### RETIRED REGULAR

**\$62.50 + \$3.13 GST = \$65.63**

A former Regular Member who declares they are no longer active in the work force; holds the same rights and privileges as a Regular Member.

### HONORARY

**\$0.00**

Honorary Members shall be persons who have rendered outstanding service to the Association, who have enhanced the Human Resource profession through their efforts, or have made a creditable contribution of new knowledge or skill to the Human Resource profession. Honorary Members do not have voting privileges and are not eligible to hold elected office in the association. The terms of an Honorary Member shall be granted by the Board of Directors during which time regular membership dues are waived.

### LIFE

**\$0.00**

Shall be persons who are currently a member in good standing and are no longer or will no longer be an active full time Human Resource practitioner. They have been an active member of the Association for a period not less than 20 years, have their provincial professional designation, and have made significant contributions to the Association or to the Human Resource profession generally. Life Membership shall carry the same rights and privileges as those enjoyed by a Regular Member including the right to vote and to hold elected office, and is exempt from paying membership dues.

