

This petition was APPROVED April 7, 2020 by the Council Policy Committee, acting ad interim for Council, and CONFIRMED by the Board of Directors April 22, 2020. EFFECTIVE: April 22, 2020.

FINAL

Petition on Benefits and Dues

Standing Rule I, Sec. 5, b, 9, 10

Standing Rule II, Sec. 5, a

Petition

We, the undersigned Councilors and members of the American Chemical Society, hereby petition to amend the SOCIETY's Standing Rules as follows (additions underlined; deletions ~~struck through~~):

STANDING RULE I
Membership Function

...

Sec. 5.

...

b. STUDENT MEMBERS

~~(1)~~The Committee on Membership Affairs may approve for STUDENT MEMBER a person who is actively working toward an undergraduate degree in a chemical science or in a related field of natural science, engineering, technology, or science education from an appropriately accredited educational institution, or one acceptable to the Committee on Membership Affairs. A STUDENT MEMBER may retain such status only as long as that person is actively working toward such a degree. A STUDENT MEMBER who no longer meets the requirements for STUDENT MEMBER but does meet the requirements for MEMBER shall be reclassified no later than the beginning of the following membership year.

~~(2) A STUDENT MEMBER shall be entitled to all privileges of membership except that of holding an elective position of the SOCIETY, its Local Sections, or its Divisions, and the privilege of serving as Temporary Substitute Councilor; however, if the bylaws of the Local Section or Division so permit, a STUDENT MEMBER may hold an elective position of the Local Section or Division, other than Councilor or Alternate Councilor.~~

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Sec. 9.

Affiliates and Associates

a. A person who is not eligible to be a member of the SOCIETY may become a Society Affiliate of the SOCIETY, hereinafter referred to as a "Society Affiliate," in these Standing Rules.

~~(1)~~ Such affiliation may be accorded by the Committee on Membership Affairs of the SOCIETY after application and recommendation by signature of two members of the SOCIETY in goodstanding.

~~(2) A Society Affiliate shall retain affiliate status only so long as payment is made of Society Affiliate dues, which shall be equal to the full membership dues. A Society Affiliate shall not be eligible for any of the special dues categories specified elsewhere in these Standing Rules.~~

~~(3) Society Affiliates shall have the following privileges:~~

~~(a) Society Affiliates shall receive the official organ of the SOCIETY and may subscribe to SOCIETY publications at the same rates as members.~~

~~(b) Society Affiliates shall be allowed to register and attend meetings (including regional meetings) of the SOCIETY at the same rates as members, and they shall be allowed to use all educational services of the SOCIETY at the same rates as members.~~

~~(c) Society Affiliates shall be assigned to an appropriate Local Section in the same manner as members as provided in the Bylaws and elsewhere in these Standing Rules.~~

~~(d) Society Affiliates may become Society Affiliates of any Division as provided elsewhere in these Standing Rules.~~

~~(4) Society Affiliates shall have no vote in the national affairs of the SOCIETY and shall not be eligible for any elective office in the SOCIETY. Society Affiliates shall be entitled to those privileges of the SOCIETY which are herein specified.~~

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Sec. 10.

Discounts

~~a. A member of the SOCIETY who has accumulated at least thirty five years of paid membership, who is retired from full time professional employment, and is over seventy years of age, is eligible for emeritus status and upon request shall be given such status upon certification by the Chief Executive Officer. Such a member shall pay no membership dues, may receive upon annual request the official organ of the SOCIETY, and shall have all the privileges of membership that were held at the time of certification to emeritus status.~~

~~b. A member who has accumulated at least thirty years of paid membership and is retired from full time professional employment shall, upon request to the Chief Executive Officer and affirmation of such status, be entitled to a discount of one half the membership dues for each year beginning on the member's anniversary date, and shall receive the official organ of the SOCIETY upon annual request.~~

~~All members who, prior to January 1, 1986, had accumulated at least twenty five years of paid membership shall be entitled to these privileges upon retirement from full time professional employment.~~

~~c. A person graduating with a bachelor's degree in a chemical science or in a related field of natural science, engineering, technology, or science education from an appropriately accredited educational institution, or one acceptable to the Committee on Membership Affairs, may apply for MEMBER status, by reclassification from STUDENT MEMBER, and receive a half year waiver of membership dues to begin at any time up to one year from the date of graduation.~~

~~d. A member who becomes totally disabled may be granted a dues waiver. To be eligible for a waiver, the member must have paid dues for at least ten years, have been disabled for at least one year, and furnish proof of the disability. The request for a waiver shall be made to the Chief Executive Officer annually upon receipt of the dues statement. The Committee on Membership Affairs, acting for the Council, shall resolve any member's appeal from adverse action on such a request.~~

~~e. A member who is serving actively in the Armed Forces of the United States of America or in another area of national service on temporary full time duty of not less than one year nor more than four years may, upon request to the Chief Executive Officer with affirmation of such status, be entitled to a discount of one half of the membership dues for each year of such service beginning on the member's anniversary date.~~

~~f.—Student Discounts~~

~~(1) A STUDENT MEMBER, upon affirmation to the Chief Executive Officer of qualification for such status, shall be entitled to a discount of five sixths of the membership dues. The dues so determined shall be rounded to the nearest whole dollar amount. A STUDENT MEMBER shall receive electronic access to the official organ of the SOCIETY. A STUDENT MEMBER wishing to receive a printed copy of the official organ shall pay an additional sum equal to one half of the calculated per member amount of the allocation to the official organ described elsewhere in these Standing Rules, rounded to the nearest whole dollar amount.~~

~~(2) A member who is a graduate student majoring in a chemical science or in a related field of natural science, engineering, technology, or science education at an appropriately accredited educational institution, shall be entitled to a discount of one half of the membership dues so long as the student is doing full time graduate work. “Full time” is to represent any combination of course work, research work, and teaching that the institution considers a full time load.~~

~~(3) The Committee on Membership Affairs shall have the power to interpret and apply these requirements, with the advice of the Society Committee on Education.~~

~~g.—Upon request from a member who is the spouse of a member, one of the two, with affirmation of their status to the Chief Executive Officer, shall be entitled to a reduction in membership dues equal to the prior year’s per member allocation from dues revenue for the official organ of the SOCIETY in lieu of one subscription.~~

~~h.—After one year of paid membership, a member who is unemployed and is seeking full-time professional employment, upon request to the Chief Executive Officer and affirmation of such status, shall be entitled to an annual waiver of membership dues. Such annual waiver shall commence on the member’s anniversary date and may be renewed each year for a total not to exceed three years so long as this status is reaffirmed each year. This provision may be invoked again only after a period of full time professional employment.~~

~~i.—After one year of paid membership, a member who has elected to discontinue full time professional employment because of long term obligations as a family care provider, upon request to the Chief Executive Officer and affirmation of such status, shall be entitled to a discount of one half of the membership dues. Such discount shall commence on the member’s anniversary date and may be continued for up to an additional two years so long as this status is affirmed annually. This provision may be invoked again only after a period of fulltime professional employment.~~

STANDING RULE II

Council Executive Function

...

Sec. 5.

Dues

a. For 1986 the base rate upon which membership dues shall be calculated shall be \$69. For each succeeding year the base rate shall be the dues established for the previous year. For 1986 and each succeeding year, an amount shall be calculated by multiplying the base rate by a factor that is the ratio of the revised Consumer Price Index for Urban Wage Earners and Clerical Workers (Service Category) for the second year previous to the dues year to the value of the index for the third year previous to the dues year, as published by the United States Department of Labor, with fractional dollar amounts rounded to the nearest whole dollar. At its spring meeting, the Council may set the dues and benefits of membership for the succeeding year at that calculated amount or at the amount of the previous year’s dues or at some intermediate whole

~~dollar amount~~ **using procedures and policies developed by the Committee on Membership Affairs and approved by the Council. The dues and benefits of membership as presented by the Committee on Membership Affairs in consultation with the Committee on Budget and Finance shall be voted on by Council without modification.** Should the Council not act, the **dues and benefits of membership shall default to the last approved version.** ~~dues shall become the rounded calculated amount. The~~ **dues and benefits of** membership ~~dues~~ so determined shall be announced to the membership by the Treasurer of the SOCIETY in the official organ of the SOCIETY six months before the effective date of each change. ~~Members not requesting any of the discounts provided elsewhere in these Standing Rules may elect a dues period of one year, two years, or three years. The dues rate for two year or three year periods shall be two times or three times, respectively, the full annual dues rate established for the first year of the period.~~

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Explanation

The ACS has been experiencing a decline in overall membership for more than a decade. In 2018, the Society was able to halt the decline and grow membership, but it required a great deal of effort for a small amount of growth – an increase of approximately 400 net members. In part, that strenuous effort was due to the limitations in the governing documents, which do not provide ample means to quickly adopt and sustain successful market-tested dues and benefit offers that attract new members. We recognize that we will need more flexibility with our processes and procedures to improve ACS membership for the future.

To that end, the Committee on Membership Affairs (MAC) has worked for several years to examine how we can meet the challenge of continued and sustainable growth through market testing initiatives. MAC continues to seek new ways to reconcile and deliver a valuable membership experience to our members by revisiting dues structures and exploring changes to provided benefits. Comments and observations offered at the Council special discussion in spring 2019 included asking the Society to be more nimble and tailored in its approach to membership. Our ability to deliver as such, and to provide members the value they seek in a professional association, has been hindered in many ways by a lack of control in both the dues setting process used for the last 30+ years and concurrently the benefits granted to our various membership types.

The partnership between MAC, the Society Committee on Budget and Finance (B&F), Council, other stakeholders, our members themselves, and staff – and the increased focus on enhancing our agility—are the keys to achieving our membership goals. The petitioners seek to amend the ACS Standing Rules by moving intact sections relating to the associated benefits of membership, how dues are set, and the dues discounts available into a separate process and procedures document. MAC, with input from B&F, would use this new document to develop and manage these areas, with revisions continuing to require Council approval for implementation. The procedures would allow use of the dues escalator but give Council the flexibility to make changes (adaptations) not permitted currently.

Adopting separate processes and procedures would make it easier to produce nimble change in response to market tests and most importantly provide the Society flexibility in the dues setting process to ensure the value of ACS membership remains in line with the relevant benefits we are offering. Further, it would allow for changes around benefits for current membership categories and their pricing/discounts, with full Council discussion and approval, at a pace accelerated over what is currently permitted. Thus, the Society can conscientiously offer a more relevant approach to how benefits and dues are considered, but appropriately maintain proper oversight of the process.

3/2020

Effective: 4/22/2020

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