

## Membership Categories & Fees

| Category       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| CPHR           | A Human Resource practitioner who has been granted the Chartered Professional in Human Resources (CPHR) designation and continues to meet the requirements for maintaining your designation. Holds the same rights and privileges as a Regular member.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| CPHR Candidate | A Human Resource practitioner who has passed the National Knowledge Exam (NKE) or has been approved for the NKE waiver and has been granted the Chartered Professional in Human Resources Candidate (CPHR Candidate) status. Holds the same rights and privileges as a Regular member.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Regular        | <p>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.</p> <p><i>Please note: if you are currently unemployed but are pursuing a career in Human Resources, you are considered to have professional interest in the operation of the Association and are therefore eligible for regular membership.</i></p>                                                                                                                                                                                                                                                                                                                                                                                         |
| FCPHR          | Persons who have been awarded and achieved the FCPHR designation for significant contribution to the HR profession and are active HR practitioners. Must be a CPHR in good standing. 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 FCPHR after their name.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Associate      | 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        | <p>Student membership is open to persons registered in a recognized <b>full-time</b> post-secondary program of studies leading to a certificate, diploma, or degree with specialization in any functional areas of Human Resources Management.</p> <p><u><i>To be eligible for student membership, you must be taking at least *60% of the usual full-time course load during the membership year (June 1 - May 31) as per the <a href="#">Canada Revenue Agency's definition of a full-time student</a>. Proof of student status that includes your name, program name, and credit hours enrolled in at time of membership registration must be submitted to <a href="mailto:hello@cphrmb.ca">hello@cphrmb.ca</a> prior to approval.</i></u></p> <p>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.</p> |

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|                    | <p><u>For example: If you are taking a program which has a usual full-time course load of 15 credit hours per term (30 credit hours for the school year), you would need to take a minimum of 9 credit hours per term (60%) – a total of 18 credit hours for a regular Fall/Winter school year.</u></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Retired-FCPHR/CPHR | <p>A former FCPHR or CPHR member who declares they are no longer active in the work force; holds the same rights and privileges as a Regular Member. Members requesting retired status must meet all of the following criteria:</p> <ul style="list-style-type: none"> <li>• The member is permanently retired from full-time employment and working less than 400 hours per year.</li> <li>• The member is not engaged in any activity where they would present themselves as a CPHR.</li> <li>• The member is at least 55 years old.</li> </ul> <p>Once approved for retired status, retired members are;</p> <ul style="list-style-type: none"> <li>• Not required to submit continuing professional development</li> <li>• Must only represent themselves as “CPHR Retired”</li> </ul> <p>A Retired Member who re-enters the workforce is required to apply for a change in membership status.</p> <p><i>There is a maximum of one reinstatement per member, subject to the Registrar’s discretion.</i></p> |
| Retired Regular    | <p>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. Members requesting retired status must meet all of the following criteria:</p> <ul style="list-style-type: none"> <li>• The member is permanently retired from full-time employment and working less than 400 hours per year.</li> <li>• The member is not engaged in any activity where they would present themselves as a CPHR.</li> <li>• The member is at least 55 years-old.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Honourary          | <p>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. Honourary Members do not have voting privileges and are not eligible to hold elected office in the association. The terms of an Honourary Member shall be granted by the Board of Directors during which time regular membership dues are waived.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Life               | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                         |