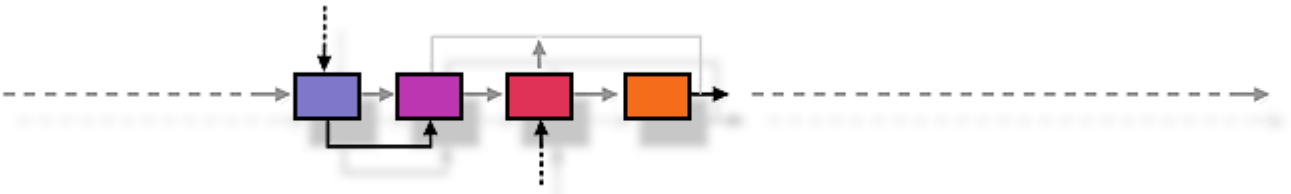




Java
Community
Process



Individuals Working Group report

11 March 2014

Agenda



- Background
- Problem statement
- Proposed solution
- Levels of participation
- Open questions
- Next steps

Background



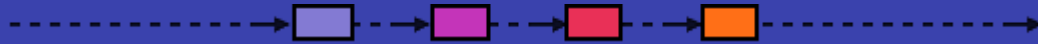
- We made a conscious choice several years ago to permit and encourage individual membership.
- Over the years the number of individual members has steadily increased, while the number of corporate members has decreased.
- By the time our clean-up of the membership database is complete we expect that more than 90% of JCP members will be individuals.
- In and of itself this isn't a problem - we want broad participation.
- However...

Problem statement (1)



- Rather than join in their own right, some corporations encourage their employees to join as individuals in order to avoid paying the membership fee.
 - The individual employee members then act on behalf of their employer.
- Under these circumstances the employer makes no IP commitment at all.
 - Exhibit B simply asserts that the employer releases the employee of any obligation to assign IP to the employer with respect to contributions made to a specified JSR.
- These employing corporations may have several votes in the elections compared to one vote for each corporate member.

Problem statement (2)



- Some individuals who wish to join the JCP cannot get their employers to sign Exhibit B.
 - This inhibits broader participation.
- The situation with Java User Groups that are not legal entities is anomalous.
 - It makes no legal sense for the "Leader" of an organization that has no legal status to sign the JSPA on behalf of that organization.

Proposed solution



- Create a new *Affiliate* membership class specifically tailored towards individuals.
- Create a new *Partner* membership class specifically tailored towards JUGs that are not legal entities.
- Waive all membership fees to remove the incentive for corporations to encourage their employees to represent them as individual members.

Levels of participation



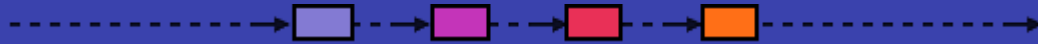
- Observer
- Partner member
- Affiliate member
- Full member
- Associate of Full member

Observer



- This role exists today as a result of the JCP.next transparency and participation initiatives.
- No membership agreement required - just register at jcp.org and possibly java.net.
- Observers can read and comment on public mailing lists, issue trackers, etc.
- We have an outstanding proposal to define standard Terms of Use that would apply to all JSR projects.
 - These would cover “casual contributions” from Observers.

Partner member



- New membership class for non-profits (primarily JUGs) that are not legal entities.
- The *Partner* membership agreement would focus on the mutual (JCP and JUG) promotion of activities such as Adopt-a-JSR.
- Partner members cannot act as Spec Lead or serve on Expert Groups.
 - Can run for election to the EC, and in that role serve on the Expert Group for process-change (JCP.next) JSRs.
 - Individual JUG members would join as Affiliates if they wish to do more than act as Observers.
- Partner members have the same voting rights as Full members.

Affiliate member



- New membership class for individuals (corporations and non-profits are ineligible).
- JSPA replaced by a simplified membership agreement that still involves a personal IP commitment.
 - No employer signature required.
- Affiliate members cannot act as Spec Lead, join an Expert Group, or run for EC.
- Affiliates can be formally recognized – at the Spec Lead’s discretion – by being listed as *Contributors* to a JSR.

Full member



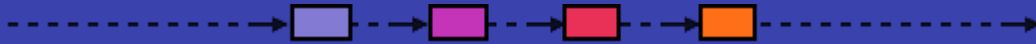
- Membership open to corporations, non-profit legal entities, self-employed and unemployed individuals, students, and some employed individuals.
- The JSPA remains the membership agreement.
- Full membership rights: can act as Spec Lead, join an Expert Group, run for EC.

Full membership eligibility for individuals



- Non-employed individuals are eligible only if:
 - they can sign the JSPA on their own behalf.
 - they are legally able to directly license their own IP (have not assigned it to another).
- Employed individuals are eligible only if:
 - their employer is not a Full member.
 - their employer is willing to make a strong IP commitment (similar to commitments made by full members) by signing a *strengthened Exhibit B*.
 - Exception: university staff can also join as Full members if they meet the conditions specified above for non-employed individuals.
 - We don't want to prohibit someone like Doug Lea from leading a JSR or participating in an EG.

Associate of Full member



- Employees or staff of Full Members can be *Associated* with the parent organization's membership if their contractual relationship with the parent is such that they can be legally bound by the parent's IP commitments.
 - We expect this category to include officers, staff, and employees of standards-developing organizations such as W3C and OASIS.
- *Associates* can represent their parent organization by acting as a Spec Lead, serving on an Expert Group, or running for the EC.

Voting rights for Affiliate members



- Through a series of Doodle polls we chose this option:
- Affiliate members are eligible to vote for two *Community* EC Member seats.
 - These seats will be taken from the existing pool of Elected seats.
- Affiliate members are not eligible to vote for Elected or Ratified seats.
- Full and Partner members are not eligible to vote for Community seats.
- Members who are eligible to run for the EC may nominate themselves for either a Community seat or an Elected seat.

Open questions



- If corporations must sign an agreement equivalent to the full JSPA in order to enable their employees to join as Affiliates, why would they not simply join as full corporate members and thereby enable their employees to *associate* with their corporate membership?
 - The *Strengthened Exhibit B* could be made simpler and less strong than the full JSPA.
 - This might encourage members to submit several employees as Affiliates rather than taking out full corporate membership, thereby avoiding a full IP commitment and gaining extra votes.
 - This risk exists today.
 - We could restrict them to a single vote.

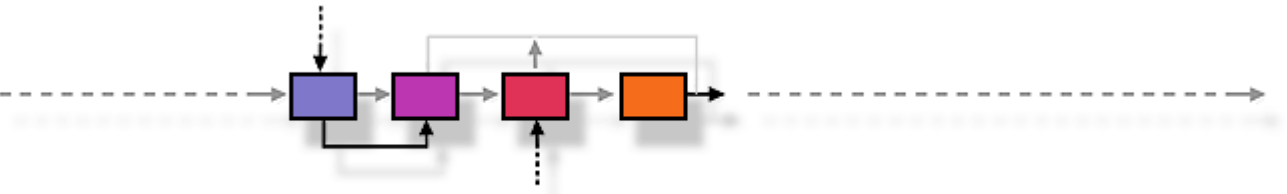
Suggested next steps



- We are approaching consensus on the membership changes.
- We have a long way to go with the IP changes.
- We can make the membership and voting changes without any change to the JSPA.
- Don't tie the membership changes to the IP changes and the legally-complicated revision of the JSPA.
- Spin off the membership changes into yet another JSR.
 - We ought to be able to complete this JSR by the end of the year.
 - TBD whether we can complete in time to introduce the associated voting changes in this year's election.



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Thank you!
<http://jcp.org>