



01/23

CR No. _____

Association Monthly Dues (2023 Approved Budget)

RE: _____

April 19, 2023

Via E-mail

TO: All Member Companies

In recent weeks, the Executive Committee of the CONIFER Board refined and finalized a proposed 2023 Financial Plan (Budget) for the Association. The Plan has now been subsequently endorsed by the Association full Board of Directors.

Included in this year's Budget is a necessary increase in the Monthly Dues remittance formula to \$0.40/\$100 (from current \$0.31/\$100) commencing May 2023 (based on April payroll). This increase is an unfortunate necessity which derives from the evident reduction in Association employment following many closures, curtailments, and shift reductions in recent months/years. New self-reporting forms will be distributed accordingly. For reference and reminder purposes, please note the following:

- Self-reported Dues remittances are based on monthly "Assessable Payroll and Holiday Pay" of the bargaining unit work force:

To include gross earnings inclusive of all overtime and special ticket premiums for ALL employees of the Company EXCEPT Supervisors, Office Workers, Salespeople, and Management Officials (i.e., non-bargaining unit employees). Bonuses and Severance pay are exempt from dues.

If you have any questions, please contact myself or Elna Martell at (250) 564-5166.

A handwritten signature in black ink, appearing to read "Michael Bryce", is written over a horizontal line.

Michael Bryce

Executive Director

MB/dm

Enclosure(s)

April 19, 2023