



02/24

CR No. _____

Association Monthly Dues (2024 Approved Budget)

RE: _____

April 2, 2024

Via E-mail

TO: All Member Companies

In recent weeks, the Executive Committee of the CONIFER Board refined and finalized the 2024 Financial Plan (Budget) for the Association, which was subsequently endorsed by the full Board of Directors.

Included in this year's Budget, is a necessary increase in the Monthly Dues remittance formula to \$0.50/\$100 (from current \$0.40/\$100) commencing May 2024 (based on April payroll). This increase derives from the evident reduction in Association employment following many closures, curtailments, and shift reductions in recent months/years. In addition, there is a need to build up the general surplus to fund inevitable staff succession costs (anticipated in the next two to three years). New self-reporting forms will be sent out the week of April 22nd 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/kg
Enclosure(s)
April 2, 2024