

## NEW RESOLUTION – Finance



Title: Primacy of DDS for Dues Payment

Originator: BCCI  
Resolution number: 1018BCCIF01  
Date received: February 2, 2010  
Date last modified:  
Certifying Officers: John Finn Cecile Turnbull  
Al Heinrich Karin Laurie  
James Cotter Diane McIntyre

Originator Contact Officer: John Finn, Regional Services Officer

Subject area: Finance

### Congress '10 Decision:

#### Original Resolution

- **Be it resolved that** the FSNA give primacy to the payment of dues by DDS. This is not to say that cheque payment will be disallowed; however, it will be made clear in all forms of advertisement that payment of dues by DDS is the preferred method. Although not all inclusive, implementation of this resolution following its adoption will require the following be done: Amend FSNA's By-laws;
- Amend the national website sections on joining the Association;
- Amend membership recruitment brochures;
- Amend DDS application forms;
- Publicize the changes; detail the advantages of payment of dues by DDS to all current cheque paying members and explain that there are advantages to them and to the Association by participating in DDS; request that current members paying by cheque change to payment by DDS; and
- Lobby those pension administrators who restrict FSNA members from paying their dues by DDS to change their policies and procedures accordingly.

#### National Board of Directors (NBOD) recommendation

The NBOD recommends that this resolution not be supported.

#### Corporate Governance and Nominating Committee (CGNC) Recommendation

The CGNC recommends that this resolution not be supported.

**Staff Recommendation:** As an administrative direction for something that is already current practice, this resolution **cannot be supported**.

Effectively the same as 1031QC58F02

#### Originator support:

**Whereas** as the current National Office recruitment activities fail to adequately promote the preferred option of "Deduction of Dues at Source (DDS)" thereby resulting in a disservice to both members and the Association, to wit:

- Payment of dues by DDS improves members' cash flow; prevents overpayment at either the start or stop of membership; and provides a continuous membership, complete with automatic receipt of membership card;
- Processing payment by cheque creates an unnecessary administrative burden upon Branches and National Office membership staff and, to a lesser extent, to members;
- Late payment of dues by cheque interrupts a person's membership and creates additional workload for WMS data entry staff at National office and branches; and,
- The Association's national website fails to emphasize payment of dues by DDS versus cheque and the associated benefits of a continuous membership over an annual membership.

**Therefore it is resolved** that the FSNA give primacy to the payment of dues by DDS. This is not to say that cheque payment will be disallowed; however, it will be made clear in all forms of advertisement that payment of dues by DDS is the preferred method. Although not all inclusive, implementation of this resolution following its adoption will require the following be done:

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- Lobby those pension administrators who restrict FSNA members from paying their dues by DDS to change their policies and procedures accordingly.

#### **FSNA National Office Staff Comment - Substantive**

Prepared by: FSNA Governance Officer with advice from the Director of Member & Branch Services.

Effectively the same as 1031QC58F02.

The various methods of notifying members and potential members of how to best pay their dues is an administrative not a governance matter, as such it does not belong in by-laws and is dealt with by National Office.

DDS is already listed on the website as the first recommendation for dues payment. It is also listed on the application forms as the first recommendation for dues payment.

The pension administrators that do not allow DDS have been lobbied to enable this for our members.

Our first priority should be to welcome members to the Association, which includes offering them a choice on how to pay for membership. Nearly 85% of our members already pay by DDS. Most of the remaining either can't use DDS or prefer to pay by cheque.

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**NBOD Recommendation** (if any)

#### CGNC Recommendation

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## *Nouvelle résolution* – Finance

**Titre :** Priorité à la RCS



**Source**

**BCCI**

**Numéro de la résolution** 1018BCCIF01

**Date de réception** 2 février 2010

**Agents d'attestation** John Finn Karin Laurie  
Cecile Turnbull James Cotter  
Al Heinrich Diane McIntyre

**Agent d'information** John Finn, agent des services régionaux

**Domaine** Finance

### **Décision du congrès**

### **Résolution originale**

- **Il est résolu** de donner priorité à la retenue des cotisations à la source (RCS) pour le paiement des cotisations. Il ne faut cependant pas déduire de cette résolution que les paiements par chèque seront défendus. Cependant, il sera non équivoque dans toute forme de publicité que le paiement par RCS est la méthode privilégiée. Cette résolution étant partielle, sa mise en œuvre après l'adoption devra passer par les étapes suivantes :
  - modification des Règlements généraux;
  - modification du site Web de l'Association;
  - modification de la brochure portant sur le recrutement;
  - modification du formulaire de demande d'adhésion à la RCS;
  - annoncer les changements – vanter les avantages de la RCS à tous les membres qui paient actuellement par chèque, et faire valoir les avantages qu'ils en retireraient, eux comme l'Association; leur demander d'adopter la RCS, et
  - faire des démarches en persuasion auprès des gestionnaires qui imposent des exclusions à la RCS afin de les amener à modifier leurs politiques et procédures en conséquence.

**Recommandation du CNA** (s'il y a lieu)

**Recommandation du CGC**

**Recommandation des employés** – Cette résolution ne peut recevoir notre appui car elle traite d'une orientation administrative actuellement opérationnelle.

Cette résolution est à toutes fins pratiques identique à la résolution 11031QCF02.

### **Appui de la source**

**Attendu que**, dans ses efforts de recrutement, le bureau national ne promeut pas adéquatement la méthode privilégiée de paiement qu'est la « retenue des cotisations à la source » (RCS) ce qui est contreproductif, tant pour le membre que pour l'Association. À preuve,

- la RCS améliore les liquidités du membre; elle prévient les sur paiements, de l'adhésion à l'abandon, et elle assure une adhésion sans rupture assortie de la livraison d'une livraison automatique de la carte de membre;
- gérer les paiements faits par chèque impose aux sections et aux préposés aux cotisations du bureau national une corvée administrative superflue, de même qu'au membre, mais dans une moindre mesure;
- des arrérages de cotisations d'un individu payant par chèque interrompt son adhésion et ajoute à la saisie de données à faire au bureau national dans la base de données du système de gestion de l'effectif, et
- le site Web de l'Association ne met pas l'accent sur la RCS par opposition au paiement par chèque, et sur l'avantage intrinsèque d'une adhésion continue, mieux qu'une adhésion d'un an.

**Il est donc résolu** de donner priorité à la retenue des cotisations à la source (RCS) pour le paiement des cotisations. Il ne faut cependant pas déduire de cette résolution que les paiements par chèque seront défendus. Cependant, il sera non équivoque dans toute forme de publicité que le paiement par RCS est la méthode privilégiée. Cette résolution étant partielle, sa mise en œuvre après l'adoption devra passer par les étapes suivantes : modification des Règlements généraux;

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- faire des démarches en persuasion auprès des gestionnaires qui imposent des exclusions à la RCS afin de les amener à modifier leurs politiques et procédures en conséquence.

### **Commentaires du personnel du bureau national - sur le fond**

Rédactrice : l'agente de gouvernance de l'ANRF sous les conseils de directeur Services aux membres et aux sections.

Cette résolution est à toutes fins pratiques identique à la résolution 11031QCF02.

Les façons de prévenir les membres et le bassin de membres potentiels sur la meilleure façon de payer les cotisations relèvent de l'administration. Ce n'est pas une affaire de gouvernance. Ainsi, cela ne relève pas des règlements généraux, mais du bureau national.

Le site Web annoncé déjà la RCS comme la méthode de paiement que l'on privilégie. Le formulaire de demande d'adhésion en fait pareille mention.

Nous avons déjà amorcé des démarches auprès des gestionnaires qui ne l'acceptent pas.

Notre priorité devrait être l'accueil de nouveaux membres, et une façon de les accueillir est de leur offrir un choix. Près de 85 % de nos membres adhèrent déjà à la RCS. La plupart des autres n'ont soit pas le choix que de payer par chèque, ou ils préfèrent ce mode de paiement.

Cette résolution est inacceptable à titre de directive administrative, car elle porte sur une pratique déjà en place.