

Our Path Forward.



MEMBERSHIP DUES STRUCTURE

Overview and FAQs

May 23, 2019

BACKGROUND INFO

In the summer of 2018, Canadian industry leaders assembled and identified assessing the CPMA & NPMA dues structure as high priority to ensure the future of the association, ultimately developing a membership task force. This task force, composed of stakeholders including large and small companies from each provincial association, was charged with the task of creating an equitable and transparent dues structure that will ensure CPMA's sustainability. The taskforce collaborated multiple times reviewing the dues keeping in mind the goal of being fair, equitable, transparent and sustainable. CPMA dues have increased very little over the last twenty years. A new dues scale was presented to the CPMA Board of Directors in October, 2018 and was unanimously approved.

The new dues structure, which includes dues for both CPMA and NPMA, can be found [HERE](#). The new dues structure will be in effect January 1, 2020.

FREQUENTLY ASKED QUESTIONS

WE'RE HEARING A LOT OF DISCUSSION ABOUT CHANGES COMING TO THE DUES STRUCTURE. HOW MUCH WILL YOU BE INCREASING DUES?

The important distinction with this question is that the membership dues are being restructured in order to sustain the association and its work on your behalf. Smaller companies will experience a minimal increase while larger national companies will be paying more as they have more employees able to benefit from membership.

The task force, composed of both small and large companies, all agreed to the needed change and agreed on the increase to each company at its revenue level.

The new dues table can be found [HERE](#).

WHY ARE YOU CHANGING THE DUES STRUCTURE?

During the discussions with the Task Force, industry leaders identified the membership dues structure as a high priority in that industry trends indicated it would not be sustainable as is for future generations. The current dues structure has barely been adjusted over the last twenty years and is an out-of-date system that has not kept pace with the changing landscape, growth and advancements of our industry.

Additionally, in assessing the growth in the market relative to the 20-year-old dues structure, the Task Force focused on the changing trend of company revenue and aligned the dues structure to better allow a more fair and equitable membership payment – a one-man operation should not be paying the same dues as a thousand-employee company.

WHO WAS ON THE TASK FORCE?

The task force was composed of stakeholders including large and small companies from each provincial association and was charged with the task of creating an equitable and transparent dues structure that will ensure CPMA's sustainability. The taskforce collaborated multiple times reviewing the dues keeping in mind the goal of being fair, equitable, transparent and sustainable. Members of the Task Force include:

- Sandy Costa, Greenleaf Pest Control
- Don McCarthy, Rentokil
- Nicholas Holland, Peregrine Pest Control
- Rob Quinn, Orkin Canada
- Brett Mackillop, Abell
- David Fisher, Rentokil
- Sean Rollo, Orkin Canada
- Michel Maheu, Maheu & Maheu,
- Melanie Johnston, Assured Thermal
- Dennis Jenkins, ABC Home & Commercial, NPMA
- Dominique Stumpf, NPMA

WHAT IS THE TIMING OF THIS CHANGE/RESTRUCTURING?

The new dues schedule will be in effect January 1, 2020.

THE NEW DUES STRUCTURE IS BASED ON REVENUE. HOW WILL YOU KNOW WHAT MY COMPANY'S ANNUAL REVENUE IS?

In order to create a fair and equitable dues structure, the new dues are based on a company's annual revenue. This formula is based on the idea that the more revenue a company brings in is directly correlated to the number of staff/technicians they employ which is related to the amount of member benefits they utilize. Company's will have the opportunity to self-report their revenue and this is based on the honor system. While there are certain companies that perhaps are more verifiable (PCT 100), CPMA and NPMA trust that companies will be fair in their reporting and subsequent payment of dues.

WILL YOU STILL BE OFFERING JOINT MEMBERSHIP WITH NPMA?

Yes, CPMA and NPMA are committed to working together on behalf of the pest management industry. Your national dues will now be combined and include the dues for both NPMA membership and CPMA membership. The amount of dues you pay to your province may change and that decision remains with your provincial leadership.

ARE CPMA and NPMA SIMPLY TRYING TO INCREASE ITS REVENUE?

No. In fact, NPMA has projected an initial membership revenue loss, with an overall increase in membership dues revenue of less than 10% by 2023.

In spite of the initial projected loss, NPMA will continue to place a significant focus on developing resources for its members to help them grow their business; train, hire and keep qualified employees; and be protected from unwieldy regulations.

We have invested in technology to serve members today and in future, including online education, with an eye to providing high quality training to all PMPs and elevating the professionalism of our industry.