

# Answering Questions About the Membership Policy.

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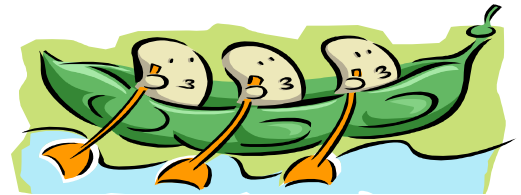
## Membership Policy Changes—What are they?

The CWEA Board has made some changes to the procedures for Membership at the State and Local Section level which will effect you. The highlights of the changes include:

- Use of the word “Member” to refer to those who are CWEA and Local Section members.
- Local Section membership dues will be paid at the same time as state membership dues, with the CWEA office processing the funds for the Local Sections.

- Local Section membership will be enjoyed by all CWEA members.
- All products and services will still be available to non members.
- Payment of non-member differentials by non-members for all CWEA events, products, and services - at a state and Local Section level.

Specific questions are also answered in detail for your convenience.



## How is this policy different from current practice?

**CARE: Consistency, Accessibility, Respect, & Equity!**

### *Consistency.*

Currently, member benefits differ between the Local Sections and CWEA, and each of the Local Sections has their own benefit package. Some members belong to Local Sections, while others do not. The new policy enables all members, who will now be members of CWEA and Local Sections, to know and understand the single package of benefits.

### *Accessibility.*

Local Section and CWEA members will have access to information about

CWEA and Local Section members and all the products and services that CWEA and Local Sections offer. Benefits in Local Sections will be reciprocal — membership in CWEA and any Local Section will entitle any member to receive any product or service offered by CWEA or any Local Section at the membership price.

### *Respect for a Volunteers’ Time.*

This policy allows Local Sections Membership Chairs, and Treasurers to avoid spending such a large part of their time on the maintenance of current membership lists, invoicing Local Section member dues, and depositing lots of individual checks. The CWEA office will provide administrative support for membership rosters and accounting so that volunteers can save time and use volunteer time for the real work of

training, certifying, and networking.

### *Equity.*

Currently, 40% - 60% of those receiving CWEA Local Section membership benefits are members of CWEA.

• Members are paying for such costs as the Awards Program, insurance to cover volunteer activities, taxes and other infrastructure needed to support CWEA and Local Section activities.

• The change allows Local Sections to continue providing services to members and non-members. Members have paid for their share of infrastructure costs in their membership fee. Non-members will pay their share of these costs on a per-service basis (called a non-member differential).

## Why are the Changes Being Made Now?

The issue of non-members receiving benefits at a reduced price has been in discussion for years, and the CWEA Board has now developed an implementation plan for a policy that has been in existence since 1960 and that will begin on July 1, 2002.

The CWEA Board is making changes to the business operations for the entire organization. Every effort is made to minimize operational costs so that maximum dollars are available to support programs and services to the members who pay for them. CWEA operates at minimum staffing levels — CWEA staff is 1/3 as large,

and CWEA administrative costs are 13% of the budget compared to 27% for the average association that is comparable to CWEA.



To be proactive in meeting future needs and trends, CWEA must focus on volunteer communication; expand the benefits and services models for all of the CWEA Programs, and face increased competition from for-profit trainers and certification providers by delivering quality service at competitive prices. Making sure that infrastructure costs are born by members and non-members who enjoy them is necessary to ensure a healthy financial picture for years to come.

## What Does This Mean For CWEA Members?

**EQUITY!** The costs of service, and doing all of the things that make CWEA great are increasing. Members have been paying for these expenses as part of their membership fee. Non-members, who are always welcome at all CWEA events, are now being asked to pay a fair share of these expenses.

**MORE SERVICES!** CWEA will expand the support services to Local Sections by providing invoicing, database

management of membership lists, labels, and bookkeeping services for handling membership funds, which will save lots of volunteer time. Agencies will have the convenience of writing a single check to pay for membership and any other CWEA service, such as TCP renewals, or conference registration; and Credit Cards can be used to pay for membership. Members can enjoy programs and services throughout California at the membership price. And non members can still participate in any program or service without joining, for a small differential fee.

This will done without adding any additional staff.

## What does this mean for people who subscribe to LS Newsletters but are non-members?

Non-members who are active in CWEA at a Local Section level can continue to be active at a Local Section level. The non-member differential proposed for Board consideration on April 2, is 5% of CWEA dues (currently would be \$3.50) for services costing under \$25, 10% of CWEA dues (currently would be \$7.00) for services costing \$25-\$49; and 20% of CWEA dues (currently would be \$14) for services costing more than \$50.

The Board is also considering a policy that would allow members to bring family members who are not employed in the wastewater industry to any event at the member price.

## Are Benefits and Services Available to Non-Members?

Yes, absolutely! CWEA will continue to provide services to non-members at the State and Local Section levels. There will be a non-member differential for all CWEA activities and events (including Committee and Local Section events). The CWEA differential will be returned to CWEA to cover the non-member share of infrastructure costs such as insurance, tax preparation. Members have already paid for their share of these costs as part of their membership dues.

Local Sections can add a Local Section differential in addition, which Local Sections can keep.

## What are the Benefits of CWEA Membership at a State Level?



- *Access.* CWEA provides members with up-to-date information about changes in the industry and association through the *E-Bulletin* and through training and committee activities. Current information and access to peers is available through the on-line Directory.
- *Awards.* CWEA values wastewater professionals throughout California, and has an extensive program that recognizes excellence in the profession.
- *Certification.* CWEA has the premier certification programs in the world for wastewater professionals. Testing and renewals are offered to CWEA members at a reduced fee, and members are encouraged to get involved in the preparation for the exams and become content experts – that develop the tests and provide content for the study guides.
- *Committee involvement.* CWEA has many vocation-specific committees that are active in providing training,

opportunities to discuss topics of interest within specialized fields of the wastewater industry.

- *Conferences and Training.* CWEA hosts several conferences every year — Regional, Specialty, State, and Joint — and all available to members at a reduced registration price.
- *Networking.* CWEA connects members to other professionals with similar issues, a host of solutions, and a wealth of professional knowledge at Local Sections, Committees, throughout the State.
- *Voting and Participation.* CWEA encourages its members to speak-out on issues of concern to wastewater professionals, and participate in determining the direction of CWEA. Members vote for their Leaders and through them, make an impact on the future of the organization.

## What are the Benefits of CWEA Membership at a Local Section Level?

In addition to the benefits at the State Level, Local Section benefits include...

- *Access.* up-to-date information about changes in the industry and association through Local Section Newsletters.
- *Awards.* The awards process begins at the Local Section level. Whether members are nominated for awards, or participate in the judging process, it provides a deeper understanding of the profession, and a chance to have excellence and success recognized, while having fun.
- *Committee involvement.* Local Sections can have many vocation-specific committees that are active in providing training, providing opportunities to discuss topics of interest within specialized fields, and learn about technological or other field-specific advances — some of which feed into state-wide committees.
- *Networking.* CWEA connects members to other professionals with a wealth of professional knowledge within a geographical area for convenience.



- *Participation.* Members can participate as leaders on the Board, on Committees, or organize Local Section training events.
- *Training and other events.* Members will get discounted rates for products, services, and training events that are offered by the Local Section.
- *Voting.* Members choose who will lead their Local Section.

### Ways to Get More Information.

- Contact your Local Section Board, or other Local Section Boards.
- Contact your Regional Committee Representatives.
- Contact the CWEA Staff.
- Contact the CWEA Board of Directors.
- Visit the CWEA Website under FAQs, News, or What is CWEA.

# Honoring the Commitment!

The new implementation plan makes a lot of changes that impact a lot of people; particularly those Local Section non-member participants who have been receiving services at member prices.

For Life and Retired Members of Local Sections who don't join CWEA, the CWEA Board recognizes that this is a promise that Local Sections have made to those non-member participants, and this is a promise which must be kept. So, Local Sections will deliver services to Life and Retired Members, as promised.

## CALIFORNIA WATER ENVIRONMENT ASSOCIATION

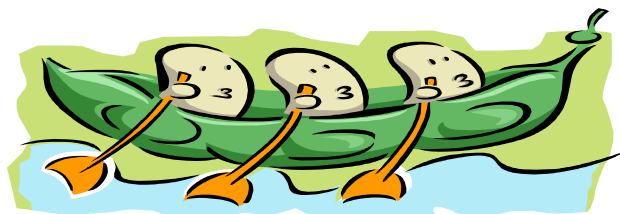
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We're on the web!  
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California Water  
Environment  
Association



CWEA = Local Sections + Committees + Board

CWEA will not invoice Local Section Members for Local Section dues for the period that has already been paid, their membership invoices will be pro-rated so their new anniversary date will be concurrent with their CWEA membership billing date.

The Local Sections will be working on a common definition for Local Section Life, Retired and Student Membership categories, and will set a single, uniform Local Section Membership fee at the Joint North/South Regional Committee meeting on April 3rd, 2002.

This information was provided to Local Section Leaders at the March 14th and March 15th 2002 Meetings.

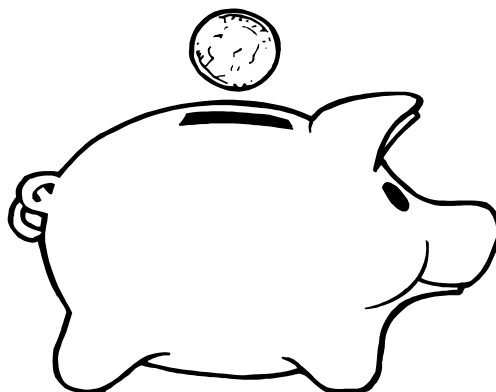
Please feel free to share any or all of this information with your Local Section Members through any media you find most convenient, or contact the CWEA office for additional information.

## What is a Non-Member Differential, and Where Does It Go?

The non-member differential is a "fee for services" that CWEA members have already paid through membership dues. The fee will be used to purchase paper, hold teleconference calls, provide start-up costs for conferences, pay for insurance, help defray the costs of other programs of work such as the awards program, protect the commitments that CWEA has made to vendors and hotels, and allow CWEA to develop more services and improve the quality of services that are being provided.

The differential is based on a percentage of the cost of membership. The

differential can be anywhere from 5 – 100% of the membership dues, depending on the cost of the service or product for CWEA members. The non-member differential can be applied towards membership if the non-member wishes. Whether or not the individual wants to join, the differential must be paid in order to receive the service.



Note: Local Sections may also charge (and keep) an additional Local Section differential for non-members in addition to the amount which must be returned to CWEA's general fund.