

MOVERS' EDGE, MAY, 2002

MEMBERSHIP

CAM membership is approaching 200. This is an increase of 30 to 40 members over previous years.

COMPENSATION SURVEY

In early April, we sent the Canadian Association of Movers' National Compensation Survey to you and other movers throughout Canada.

You've had an opportunity to review it and to consider how valuable the results of this survey will be to you and your fellow movers.

A copy can be obtained by calling CAM's office, at 905.513.1728.

This survey will provide Canadian movers with a region-by-region and national analysis of pay rates, commissions, benefits and compensation practices. It will help you in determining the rates to be paid during your upcoming busy summer season.

But we need your response!

Please complete the survey and return it to N.K. Pedersen & Associates by May 15.

CAM'S WEBSITE — WWW.MOVER.NET

CAM's website, at www.mover.net, has been used by several movers to recruit employees and to sell off surplus equipment. Currently, in the Mover-to-Mover Announcements, Ken Taylor of Fidelity in Hamilton is advertising used household pallets for sale.

BIDDING FOR GOVERNMENT CONTRACTS

In response to a member's request that CAM investigate what appeared to be unfair bidding practices by a mover for a government moving contract, David Long visited the Consumer and Commercial Products Directorate of Public Works and Government Services Canada (PWGSC).

The federal government is taking a results-oriented approach to the bidding process. CAM is concerned that, in the process, certain bidders for government projects are not conforming to the law, particularly to labour laws and regulations.

CAM has recommended to PWGSC that they include on their bid evaluation sheets as part of the bidders' responsibilities that suppliers be members of the Canadian Association of Movers.

JIM LARSEN

For the last few years, CAM members have discussed the pros and cons of having a CEO seminar that would meet several times a year to discuss areas of mutual interest and concern.

This has been implemented through Jim Larsen, who spoke at our Annual Conference last November on how to be a ProfitMover.

Those movers who are interested in participating should contact the CAM office immediately for information. The seminar will be set up to ensure that movers who compete in the same marketplace will not be in the same seminar.

MARK YOUR CALENDARS

Annual Golf Tournament

CAM's Annual Golf Tournament is scheduled for September 17, 2002, at the Cardinal Golf Club.

2002 Annual Conference

The Annual Conference is scheduled for November 25 and 26, 2002. Please let us know if you have any suggestions for appropriate speakers or programs.

MOVERS' EDGE, DECEMBER, 2002

2002 ANNUAL CONFERENCE

CAM's 2002 Annual Conference was a great success, with top-notch speakers, deserving award winners, significant interaction with exhibitors and well-satisfied attendees. The watchword at the conference was **value**, with a focus on CAM membership. The four van line presidents spoke on the value they see in CAM and its potential for the future, and members had an opportunity to talk in an open-forum discussion about areas in which CAM could generate value.

Minutes of the Annual General Meeting and notes on the open forum will be posted to the website shortly.

BOARD OF DIRECTORS

CAM elected a new Board of Directors and from that group the directors selected an Executive Committee. CAM thanks Darrell Powell, Talal Agha and Richard Lortie for their past contribution as Directors.

Executive Committee

- Graham Acreman, Chairman
- Scott Hickling, Vice Chairman
- Larry Rosenberg, Treasurer
- Rick Taylor, Secretary
- Randy Hoyt, Past Chairman

Directors

- Tom Filgiano
- Denis Frappier
- Martin LeDrew
- Wayne Marshall
- Dennis O'Neill
- Paul Van Remortel

CAM adopted a new code of ethics to which all members will be asked to subscribe.

CODE OF ETHICS

Members of the Canadian Association of Movers, working toward their common goal of fostering high standards of ethical conduct within the Association and throughout the industry, promise to follow this guide to professional conduct:

- i. They will act with fairness and honesty to clients, being considerate of their needs.
- ii. They will honour the terms of contracts, whether written or oral.
- iii. They will maintain professional integrity and personal honour.
- iv. They will provide efficient, reliable, high-quality service.
- v. They will ensure that services are provided in a safety-conscious environment.
- vi. They will refuse to participate in collusive activities or discussions, and will ensure the continuance of competitive practices.
- vii. They will promote education in the industry, to improve service to the public.
- viii. They will fulfill all obligations of membership, including the timely payment of all charges for membership affiliation and services.

Further, the Board of Directors has laid out a set of criteria for membership in CAM. Applicants for membership will be required to provide CAM with the following documentation (photocopies only):

- Business licence
- GST registration and number
- Workers' compensation certificate
- Insurance certificate showing a minimum of \$1 million liability and a cargo limit minimum of \$250,000
- Incorporation certificate
- Yellow Pages ad or promotional items (optional)
- Signed Code of Ethics form

All membership applications are subject to approval by the Board of Directors.

VALUE PROGRAMS

CAM continues to look for value programs that will generate bottom-line savings for members. Watch your email and fax for details.

The IBM Value Program has a new set of offerings on its website. Savings on their "Bundles of Joy" range from 15% to 26%. These expire on December 31.