

Response of the AVR committee to W. Stamm's proposal regarding membership fees for retired employees

The committee thanks Walter Stamm for his proposal and is grateful for his advocacy on behalf of the AVR.

We have discussed the proposal with Walter in detail and weighed the pros and cons of a contribution by retired employees.

As previously explained at the last AGM, the AVR is grateful for every contribution, as a large part of the income lost as a result of the discontinued commissions from the "Sympany" health insurance fund could not be compensated for immediately. In this sense, we are thus in agreement that any contributions from retired employees would indeed be helpful to the AVR. However, for the following reasons we do not believe that the articles of association should include a provision requiring retired employees to pay contributions:

1. The membership fees for active employees are deducted directly from salaries. This means there is no overhead for the AVR committee. The situation with retired employees is different. In this case, the AVR would have to send out over 2,000 invoices. This would require a considerable time commitment from the AVR committee (the members of which, as is well known, carry out their AVR duties on top of their "normal" jobs).
2. The financial overhead involved is also not negligible. For each invoice, the AVR would incur printing and postage costs. Likewise, an appropriate (and sadly also expensive) software solution would have to be purchased for the invoicing process.
3. If a payment were to be forgotten, the AVR would have to send out reminders itself. This too would entail additional time and financial overhead.

Consequently, charging a fixed membership fee for retired employees would not generate any significant additional income for the AVR.

In order to take Walter's idea on board, however, we propose making payment slips available at the AGM so that retired employees can make a voluntary contribution. We would also publish our account details on our website to allow people to contribute by electronic transfer.

In light of this, the AVR committee moves that Walter Stamm's proposal be rejected.