

Bylaw Amendment Consultation

At the Council meeting of June 25, 2021 Council passed two bylaws in principle that we are now circulating to the membership for consultation. Please provide your input by emailing consultations@cocoo.on.ca. Members will have 60 days from today to provide input. Council will consider the input it receives and vote on the bylaws at its next meeting on October 29, 2021.

The attached briefing note explains the rationale for two separate bylaw amendments to the fees. The first is an amendment for an increase of \$100 to the annual fees members' pay annually. The second is an amendment for an annual adjustment to reflect the cost of living increase each year based on the consumer price index. This increase would take effect in 2023.

\$100 Increase to the Annual Fees: An increase of \$8.33 a month

The bylaw to amend the annual fees has not increased the fees since 2014, with an effective date of increase of 2015. An increase is now necessary because of additional costs COCOCO has had to assume. COCOCO's council adopted a Zero Tolerance policy to stop unethical business practices among members. The natural result of this is an increase in referrals to Discipline Committee leading to increased legal costs and other costs of conducting Discipline Committee hearings. Additionally, we require more time for members to sit on Disciplinary Committee hearings resulting in increased costs. The Ministry of Health has also implemented a new reporting tool, the College Performance Measurement Framework (CPMF) that all 26 professional health regulators must complete annually and work towards compliance with. This ongoing obligation has resulted in the need to increase staffing at COCOCO at additional cost. These new additional costs, both in legal fees and relating to the CPMF, are significant upfront costs that can be addressed by a modest increase in annual fees, particularly when there has not been any such increase in almost 6 years.

Cost of Living Allowance (COLA): Keeping up with Inflation

Many professional regulators have bylaws that provide for a COLA, annual adjustments to membership fees to ensure that the regulator is able to keep pace with inflation. By having the COLA based on an external marker such as the consumer price index, the membership is assured that any increase based on COLA is fair and accurate. Having a bylaw that allows for COLA will help to offset the need for future large increases to the annual fees. Further, a COLA will help COCOCO properly plan its annual budget.

Currently COCOCO is in good financial health. However, its financial status needs to be maintained and properly planned for. The new additional costs of increased referrals to



the Discipline Committee and the ongoing obligations of the CPMF are significant, particularly for a small regulator like COCOO warranting an increase to the annual fees as well as a COLA.

Thank you in advance for your time, consideration and input to the two bylaws proposed.

Attachments: [Briefing Note Re: Bylaw Amendment.pdf](#)

[Appendix 1 – Bylaw2.pdf](#)

[Appendix 2 Proposed Amendments to ByLaw2.pdf](#)



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