



Approved: Board of Directors – 11/4/06

ANNUAL DUES – REDUCTIONS AND WAIVERS POLICY

The following policies are currently in existence and have been approved by the Board of Directors.

First Year Membership Reduction

Reduced annual dues payment for members in their first year of practice. The appropriate dues fee is to be determined by the Membership Committee, with approval by the Board of Directors. (2006-2007: \$225 total; no application fee)

Military Service

1. Active Duty Military – Reduction in dues for members in active duty military service. The current reduction is 40% off the regular member rate (2007 dues: \$450).
2. Combat Duty Military. 100% waiver of dues for individuals in combat zones for 6-12 months and pro-rated dues for individuals who are deployed to combat zones for 1-5 months.

Postgraduate/Research Fellows

A member who is taking time off for additional training as a postgraduate or research fellow is eligible for a 50% reduction of dues during the period of training. Requests for this reduction must be submitted in writing and include a statement from the individual conducting the training confirming the term and nature of the training.

Life Membership Based on Physical Disability

Any member in good-standing who is retired from practice due to physical disability is eligible to apply for Life Membership, regardless of age. The member must complete a Life Membership application form and provide a physician's statement, attesting to the fact that the member is no longer able to practice due to the disability. Requests for Life Membership due to physical disability are reviewed and approved by the Chair of the Membership Committee, with final approval by the Board of Directors.

Financial Hardship

Requests for waivers or reductions of dues are considered individually by the Secretary-Treasurer and are only granted one year at a time. A waiver or reduction of dues based upon financial hardship can be granted for a maximum of two consecutive years. After this time, a member may choose to resign until his/her financial situation improves. Any member receiving a reduction in dues for hardship shall be obligated to pay dues in an amount equal to 50% of the dues which the member would otherwise pay for his/her class of membership. The

Secretary-Treasurer may also grant a full waiver of dues if it is deemed appropriate.

Members who wish to request a reduction of dues must submit a written request, identifying the nature of the hardship and specific information about the professional income of the member. A copy of an accountant's statement may be requested at the discretion of the Secretary-Treasurer.

Disaster Relief

The Academy may institute a dues reduction or waiver as part of a disaster relief plan, with approval of the Executive Committee. Currently, members living in areas impacted by Hurricane Katrina are eligible for a waiver of 2006 and 2007 dues, based on written request.

Humanitarian Services/Sabbatical Waiver/Reduction

Individuals who are engaged in humanitarian service are eligible to receive a complete or partial waiver of their dues payment, based on length of service. The Secretary-Treasurer reviews requests on a case-by-case basis and determines the amount of the dues reduction or waiver.

Other Request for Waivers and Reductions

The Secretary-Treasurer reviews requests on a case-by-case basis and determines the amount of the dues reduction or waiver.