



**The CBC Pensioners
National Association**

Contact

**L'Association nationale
des retraités de la SRC**

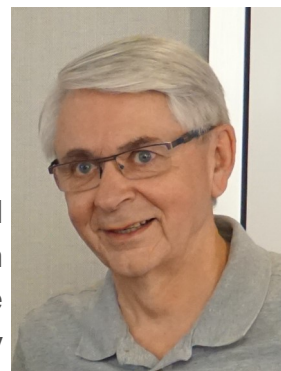


Newsletter

December 2018

President's Message

The last few months have been a very busy time for regional representatives attending the PNA's Triennial Convention, held in Ottawa in May, as well as for staff and Board members. Following the strategic planning sessions (held during the convention) facilitated by the SYZYGY group, the newly elected Board of Directors met in August and in October to plan the Association's road map for the next three years. As a result, you will find in this issue of Contact a newly created Mission and Vision statement and you can go to our website (www.cbcpensioners.ca) to review the PNA three-year strategic plan.



Achieving our goals will require the assistance of many PNA members and their ongoing support. Some of you have already accepted our invitation to sit on ad hoc committees dealing with advocacy and recruitment. Others will be tasked in reaching out to pensioners, who are not members of the PNA, and presenting convincing arguments to get them to join our ranks.

The content of this newsletter has a celebratory feel to it. We have decided to introduce members of our staff, starting with Dianne St-Germain, to remind pensioners how privileged we all are to have such dedicated and caring individuals working on our behalf. Readers will also learn more about our recent recipients of the PNA Meritorious Service Award, the creation of new Chapters in the Saguenay and the lower St-Lawrence regions as well as the description of a 1,700 km tri-city trip in Newfoundland to reach pensioners.

Pensioners who are members of the Supplementary Health Care Plan received some good news, in a communiqué mailed out by the CBC Corporate Benefits Department. After consultation with the National Board of the PNA and taking into consideration the performance of the plan since the last changes it was agreed with the CBC that the insured annual maximum for paramedical benefits would increase to \$1,150 from the current \$950 as of January 1st, 2019. Some monthly rates will be decreased, and others increased, please know that this is a reflection of the claims experience in your various provinces.

If you happen to be visiting Vancouver Island on May 15, 2019, and you are in the vicinity of Victoria, please plan to attend the PNA's annual general meeting which will be held at the Coast Victoria Hotel & Marina. Our guest speaker will be Duncan Burrill, the new Managing Director and CEO of the CBC Pension Plan. Additional details about the meeting will be provided in the next issue of Contact.

To assist those seeking additional information about a PNA membership, please contact a PNA regional representative listed in this edition of the Contact, or call our toll-free number 1-877-361-9242 and speak to Suzie Bougie or Dianne St-Germain. You can also visit our website at (www.cbcpensioners.ca).

On behalf of our Board of Directors, I wish you all a very festive season with your loved ones and a prosperous and exciting New Year.

Denis Collette
President

CBC PENSIONERS NATIONAL ASSOCIATION

New Mission and Vision Statements

MISSION

The CBC Pensioners National Association is the sole voice for all CBC pensioners, an active advocate and defender of pensioners' rights, benefits, and a reliable source of information on matters of interest to its membership.

VISION

"OUR COMMITMENT TO YOU"

The CBC Pensioners National Association (PNA) supports and enhances the general economic well-being of all CBC Pensioners. It maintains a mutually respectful and meaningful working relationship with the CBC and other organizations that share common vision and goals. It also provides interaction and social connections for its members. The PNA strives to be a diverse and inclusive association.

An Election is Coming

What? You say That's not until next fall. True. But that doesn't mean that our Federal political parties are not gearing up for it. We, as seniors and as pensioners, should not miss this opportunity.

Recently, government officials in Ottawa announced that the "retirement security consultations" announced in the last throne speech would begin in November. Unfortunately, when questioned by our Coalition representatives, they were not able or willing to indicate the form nor the extent of these consultations.

On the other hand, they had very little to say about the future of the issue that concerns us most directly - Bill C-27. October 19 just past is the two-year anniversary of the introduction of Bill C-27 by the Liberal Government. It has never passed first reading; in fact it holds the record for remaining at first reading longer than any bill in history. However, it is still technically alive on the Order Paper.

This government has made many promises that have implications for seniors. They have spoken of pension protection (an issue brought vividly to the attention of all Canadians by the Sears bankruptcy process) and many other seniors' issues such as universal pharmacare and elder care. Recently they appointed Filomena Tassi, Member of Parliament for Hamilton West-Ancaster-Dundas, as Minister of Seniors. Included in her Mandate Letter, is the phrase: "strengthen the protection of workplace pensions". [The entire text of her Mandate Letter can be found on the Government of Canada website here:

<https://pm.gc.ca/eng/minister-seniors-mandate-letter-august-28-2018>]

As has been reported in past issues of *Contact*, the CBC Pensioners National Association is an active member of the steering committee of the Canadian Coalition for Retirement Security (CCRS) - an organization that represents several million Canadian members of defined benefit pension plans. Our position is that, far from strengthening the retirement security of Canadians, the provisions of Bill C-27 actually threaten that security by making it attractive for employers to abandon DB pension plans such as ours.

There are no data available to prove it, but many of our members believe that we contributed significantly to the Conservatives' loss of the last Federal election. Remember, the Conservatives had introduced the concept of Target Benefit Plans and launched a consultation process on the subject. We campaigned aggressively against them. Faced with an impending election, they shelved the idea without actually introducing any legislation. Ironically (for us) after winning the election, the Liberals introduced Bill C-27, notwithstanding the negative publicity the Conservatives had encountered. We won the early battle - now we must continue the fight and win the war. Bill C-27 must be withdrawn!

Over the next several months the steering committee of the CCRS will be developing another communication strategy aimed at persuading members of parliament and other government officials that Bill C-27 has no redeeming value and is inconsistent with the values of a government that claims to have concerns for the rights and welfare of Canadian seniors. In our continuing efforts to assure the welfare of our members, and indeed all CBC pensioners, the PNA will be participating in these activities and encouraging all members, as well as CBC retirees in general, to do so as well. While we await specific details, it is reasonable to assume that the communications strategy will include, as before, draft letters to Members of Parliament which can be personalized by individual pensioners. We also expect particular attention to be paid to Ms. Tassi, the Minister of Seniors, since the essence of Bill C-27 is completely inconsistent with her mandate to protect workplace pensions.

In the meantime, if you have an opportunity to meet with your Member of Parliament, don't pass up the chance to express your concern about the potential result of converting a defined benefit pension plan to a target benefit plan. There is no upside - all the risk is transferred to the active employees and the retirees. So far, the only cases of defined benefit plans being converted to target benefit plans that we are aware of, have occurred in New Brunswick. Government employees there are suing the provincial government; employees of the University of New Brunswick have already lost some of their benefits.

We have an excellent pension plan. It has been very successfully managed by the investment professionals employed by the CBC Pension Board. Let us all, members and non-members, work to ensure that this does not change.

Howard Simpson, PNA Representative of the Canadian Coalition for Retirement Security



The CBC Pensioners National Association has appointed Donald Langis as its representative on the Employee Assistance Program national committee. The starting date is scheduled for May 2019 at the association's Annual General Meeting. He replaces the current representative, Julia Sargeaunt, who will have completed her 3rd term. Mr. Langis started at Radio-Canada Acadie in 1980 where he occupied several positions in the news sector before being appointed News Director in 1989, a position he held until his retirement in 2005. He brings to this new function his experience with the local EAP, in news and in management. He is presently serving his 3rd mandate as president of the Moncton/NB chapter of the association.

Donald Langis, Dieppe, NB

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PNA MERITORIOUS SERVICE AWARD

The PNA Life Membership Award is the highest recognition awarded by the Association to individuals who have made a significant and lasting contribution to the national objectives of the Association and the wellbeing of its members in all the regions of Canada.

2018 Recipients



JOHN MCKAY

It's hard to imagine anyone who better meets these criteria than John McKay – and who was, in fact, accorded the Life Membership Award at the Triennial Convention last May.

John signed on with CBC Halifax in 1959 as a television production assistant. He retired in 1990, having spent the intervening decades as a TV producer-director in news and current affairs. During his time as a producer, John was active in contract negotiations with L'Association des réalisateurs and its successor, the Canadian Television Producers and Directors Association. Shortly after he left the CBC, John assisted in the foundation of a pensioners' group in Halifax, a reaction to concerns over the supplementary medical insurance offerings of Atlantic Blue Cross. He was subsequently a delegate to the founding convention of the PNA in Montreal in 2000 and, the following year, was elected to the presidency of the Maritime Region, a post he's held with distinction ever since.

During John's time on the Maritime board, the Prince Edward Island, Moncton and Sydney chapters were created and, as a regional president, his long service to the CBCPNA likely qualifies him as the "dean" of the board of directors. He has been a consistently wise counsellor to the national board, while his regional activism has greatly strengthened the organization to the benefit of members throughout New Brunswick, Nova Scotia and PEI. And we all owe John particular thanks for contributing his significant knowledge of the intricacies of medical insurance to the long-running debate on that critical subject. Service generously given – and recognition roundly deserved!



PAUL GAFFNEY

Throughout his seven-year term as Trustee on the CBC Pension Board and during his three-year term as PNA President, Paul consistently demonstrated the qualities of a strong spokesperson and a highly-regarded leader of the CBC Pensioners National Association.

In both roles, he was valued and appreciated for his ability to focus on the mission at hand, to resolve issues efficiently and to articulate his thoughts clearly and with persuasion. His determination to consult with others and to recognize the knowledge and talents of fellow Board members was highly effective in achieving the goals of the PNA. In the many tasks undertaken in the past three years, he was always recognized as a skillful strategist and a thoughtful and articulate spokesperson of our organization. Paul's leadership skills and abilities as a critical thinker were also recognized and appreciated in the development of PNA policies.

His considerable contributions to the national objectives of the PNA will leave a lasting impact on the Association. His commitment to the interests of PNA members and indeed to those of all CBC pensioners have benefitted us all.

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Past Recipients

ALLEYN	Jacques (deceased)	NCR	2003
DAVID	Raymond (deceased)	QC	2003
TARDIF	Louise	QC	2003
WATERSTON	Donald (deceased)	BC	2006
ROBERGE	Hélène (deceased)	QC	2009
DIXON	John	ON	2012
LAMBTON	Donald R.	BC	2012
OLDFIELD	Peggy	BC	2012
RACICOT	Pierre	ON	2012
WICKS	Walter (deceased)	ON	2012
GILL	Maurice	QC	2015
ROUILLARD	Jean-Paul	QC	2015
SIMPSON	Howard	ON	2015

A NOTICE TO OUR READERS....

This issue of *Contact* is being sent out to *all* CBC pensioners, not solely to Association members. This is an annual distribution allowed by the Memorandum of Understanding of the PNA with the CBC/Radio-Canada – the agreement that also recognizes the CBCPNA as the organized voice of CBC pensioners. The printing and mailing expenses of the newsletter are borne by the CBCPNA.

In keeping with the terms of the MOU, we wish to advise that the names and addresses of non-members have not been provided by CBC/Radio-Canada to the CBCPNA but were provided directly to the CBC/Radio-Canada's own printing and mailing facilities. The CBC/Radio-Canada did not approve the content of this communication. The CBCPNA is solely responsible for its contents.

Wow! The birth of triplets in Quebec!

A way to reawaken the sense of belonging in remote areas and to break the feeling of being alone and “neglected”!

On Tuesday November 13th, successive membership meetings gave birth to the Association québécoise des retraités de Radio-Canada – **Matane Chapter** and the Association québécoise des retraités de Radio-Canada – **Rimouski Chapter**. On Thursday November 15th, it was the turn of the Association québécoise des retraités de Radio-Canada – **Saguenay – Lac Saint-Jean Chapter** to be created.

In these three chapters, the meetings were well attended and joyful. The pensioners were ecstatic to give themselves a meeting point. A forum where they could discuss their concerns as pensioners and socialize with colleagues. They are proud to be part of the great Quebec Association family and happy to be represented on its Board, where they will have opportunities to put forth their concerns and to participate in the AQR’s orientation.

“Already” members from Montreal, together with several locals in each of these areas have been volunteering their time to conduct a major recruiting and solicitation drive for over a year. Those volunteers, under the leadership of Micheline Provost, worked tirelessly to ensure the birth of these triplets!

Jôhanne Labrie was elected president of the *Matane Chapter*, and Diane Laforest, treasurer. As for the *Rimouski Chapter*, Roger Lavallée was unanimously designated president, as was the case for Claude Morin as treasurer. For its part, the *Saguenay – Lac Saint-Jean Chapter* elected Angèle Gagné as president and Louise Thibeault as treasurer.

The creation of these three Chapters also increased the female representation in the Association, and in leadership roles no less. A major achievement!

Each of these meetings contributed to a feeling of fulfillment, achievement, and happiness! “I’ve been retired 20 years and nothing ever happened. A chapter of our own is darn good news after 20 years of retirement!”, mused a participant after one of the meetings. “I will be 90 years old in February,” declared another one. “I nevertheless made it a point of driving one hour to be present for the birth of our Chapter of the Association québécoise des retraités de Radio-Canada”.

Jean-Claude Labrecque
President, AQR

PNA Newfoundland Road Trip

The Newfoundland and Labrador region has finally accomplished something it has wanted to do for quite a while; hold meetings with CBC pensioners in areas off the Avalon Peninsula.

While the number of members in the central and western locations may be small, the regional executive has felt for quite a while that it was important for us to visit those areas to speak face-to-face with the CBC pensioners to discuss the various programs and hear their comments and suggestions.

When Recruitment Director, Kevin Hanlon and I, left on the road trip early Tuesday morning November 13, we hoped that an early winter storm would not cross our path. Unfortunately for part of the trip we did encounter snow, high winds and poor road conditions, but not enough to keep us from completing the journey.

We set out armed with information on a variety of items including the Supplementary Health Care Plan, the Special Assistance Fund, the possibility of a pension surplus within the next couple of years, the three year recruitment plan and the importance of recruiting new members, the MOU and Pension Surplus agreement talks coming up with the CBC in 2019 and the Employee Assistance Program.



Our first stop was in the central Newfoundland town of Gander for an early afternoon meeting. Only a handful of PNA members live in the Gander area but those who came made the meeting very interesting with their questions and comments. A number of the questions related to the Supplementary Health Care Plan, especially the further increase in rates planned for the start of the New Year. Some of the pensioners had not seen each other for quite a while so in a way it turned into a small reunion. Before we all left many stories were told about their broadcast experiences and the people they met.

Our next stop that day in the central region was in Grand Falls-Windsor where the number of association members living there is also quite small. As in Gander, those present listened with great interest to the information I passed along to them, especially details of the Special Assistance Fund.



Our biggest membership outside the Eastern part of the province is in the city of Corner Brook in the Western Region. So the next morning we made what turned into a slow three and a half hour drive over a slushy and snow covered highway to that part of the island.

Kevin and I were so impressed with the number of pensioners who braved the high winds, snow and slippery roads to show up for that meeting. Once again it proved to be an opportunity for most of them to greet former colleagues they had not seen for months or even years but there was also a serious side to this gathering as they listened to the information and asked questions about several issues and programs. In fact, interest was so high a serious discussion emerged about the formation of a chapter for the Western Region. Three of the pensioners who were present volunteered to spearhead this effort.

Members at each meeting made it clear they are very unhappy that rates for the Supplementary Health Care Plan are going up again on January 1, 2019. I am sure those feelings will be made known in a more formal way in the coming weeks. Probably the biggest surprise came as we found out that most of the pensioners we met knew little or nothing about the Special Assistance Fund. There were a whole lot of questions about this fund so we will do some follow-up work. Although our membership grew by only one during the trip there is hope for a further increase since a number of members took application forms and plan to try and recruit CBC pensioners who are not members of our association at this time.

We were extremely pleased with the high level of interest shown at each of the three meetings. Members wanted to have as much information as possible and we were more than happy to give them as much as we could. While this business was likely the most important aspect of the road trip, one could sense the feeling of friendship and comradery that filled the meeting rooms, pensioners coming together to talk about how they are doing now and share a wide range of stories about their working days at the CBC. It was heartwarming to see the many hugs and handshakes exchanged at each meeting and know this provided a reason for these pensioners to come together. For Kevin and I it was sort of a reunion as well since we had known many of those pensioners from their days at the corporation.

This road trip would not have been possible without funding provided by the CBC Pensioners National Association through its Special Funding program. I think it was money well spent and certainly this trip across the island has helped to create a closer relationship between CBC pensioners scattered throughout Newfoundland.

Mike Aucoin in Gander

“The most popular topic of conversation, outside all of the reminiscing of our working days, was the health care insurance. Those on the Great West insurance, as part of the CBC Pensioners Group Plan, have a lot of concerns, mainly the high costs of premiums in the Newfoundland and Labrador Region compared to the rest of the country. On the upbeat, it was certainly helpful to find out more about the Special Assistance Fund. Overall it was great to have Bill and Kevin with us. Having a chat face to face always helps with the understanding of what the Pensioners Association is all about and how we can benefit from being a member.”

Colleen Crawley, Grand Falls-Windsor

“All in attendance agreed that it was a very informative and long overdue meeting. Many questions were asked and answered. We were very enlightened as to what is available through the Pensioners Association. It was a great get together and very enjoyable. Let’s not wait for “years” to pass before another meeting with the President and Recruitment Director.”

Dave MacDonald, Corner Brook

“Personally, and I think collectively, the CBC folks really appreciated you and Kevin coming out. To be candid, I’ve felt a disconnect with the association, largely generated by the seeming endless activities in town (St. John’s) as opposed to the almost total inactivity elsewhere. Your visit will change that. First, the general information you brought was very valuable. Secondly, the revelation that we can establish a local chapter will, I think, precipitate that. Thirdly, your visit provides an impetus and a forum for the local membership to get together and catch up. Once again thanks for coming. I look forward to talking to you soon.”

In closing I want to say it was an honour to have the opportunity to meet with members of our CBC Pensioners Association, and some non-members, across the island. Establishing closer ties with our pensioners off the Avalon Peninsula was one of the main reasons for the trip and I certainly hope that has been achieved. As an extension of that relationship we should take a closer look what we can do for the CBC pensioners in Labrador.

Bill Maher,
President, NL Region

**DIANNE ST-GERMAIN, THE HEART AND SOUL OF
THE PENSIONERS NATIONAL ASSOCIATION**



Dianne was waiting for me in her Ottawa office, which she shares with Suzie Bougie, her collaborator of many years. She was nervous and slightly embarrassed of being the focus of this meeting. I immediately reassured her by saying that she was a perfect subject for such an interview. When our president Denis Collette asked me to have this conversation with Dianne, I gladly accepted, curious myself to learn a bit more about this woman with whom I have been working at a distance for about 10 years.

A Nice Career Path

Dianne has been active at the National Association for 19 years, from its very outset, when it was founded by a group of retirees, including Pierre Racicot, Don Waterston, John O'Mara, Louise Tardif, and Raymond David. Dianne had started her career at Radio-Canada in 1961 and worked there for 34 years. First as a secretary, then as an administrative assistant in the Ottawa Area Human Resources. Returning to the head office, she worked with Marie Poulin, then Vice President of regional stations, and after that with Raymond Marcotte, who succeeded Mrs. Poulin. Dianne loved that work since it gave her the opportunity to meet a lot of people from the regions and to learn more about their realities. A few years later, following a change in the regional stations' structure of leadership, which are now under the supervision of the Anglophone and Francophone VPs, Dianne decided to retire.

The Pioneer

In 1998-99, still full of energy, Dianne started to work with Pierre Racicot, who had asked her to be part of the group of retirees striving to create the Pensioners National Association. Dianne asked Marcelle Miller, a former colleague who had also recently retired, to help her. Marcelle gladly accepted. The administrative work of the Association was then accomplished from Dianne's basement, where her anglophone husband took calls « en français » as much as possible, until the Association got a formal office. After close to two years of effort, more than two thousand people had signed on. In 2000, the National Association was thus born. On December 1st of the same year, Pierre Racicot signed a lease for office space on Picton Street, in Ottawa. Dianne moved in and she still works there. "We cannot overlook the tremendous work done all these years by Jean-Paul Rouillard, who created from scratch a database which is still our main work tool," Dianne points out.

Given her background in Human Resources, a major part of Dianne's work nowadays consists of helping retirees, to access the Special Assistance Fund for example, or listening to their complaints about the health insurance plan, or clarifying some obscure points that they do not understand. Blessed with the patience of an angel, Dianne loves her work and it shows. On the administrative front, she organizes all the meetings, writes the minutes and does the follow-up required for the Association's development.

In 2014, a tragic event disrupted Dianne's life. Marcelle, her loyal collaborator, succumbed to brain cancer in just four months. It was heartbreaking, but life being good to her, Dianne now happily shares her work three days a week with Suzie, a computer specialist and good friend. Pierre Racicot, who always helped her during all these years, is still never far away.

A Full Life

Dianne is a Canadian girl through and through. Born in Ottawa, she is the oldest of five children. She's been married for 32 years to an anglophone from CBC whom she met at a party in the Ottawa Area. He has now also been retired for 11 years.

“After meeting him, I soon learned that he had two boys. It didn’t frighten me!” Dianne told me with a little smile. She has a daughter of her own. This happy crowd always got along very well together, and Dianne and her husband now have six grandchildren. They travel a lot, going on a cruise every two years, and vacationing in Maine when they are not on a ship. They fully take advantage of life together, dining frequently in restaurants, and spending evenings with friends.

Over the years, all the National Association’s executive officers have appreciated Dianne’s work. We can only stress her great humility, her capacity to help everyone, her organizational skills, and of course, her vast experience, which means she always has answers to all the questions of retirees and newly elected directors.

My meeting with this remarkable woman was very enlightening, and it allowed me to understand the deep attachment all of Dianne’s colleagues feel for her.

Thanks, Dianne, for the work you do for all our National Association’s members, I hope still for a long time to come!

Louise Hamelin
Administrative assistant
Association québécoise des retraités de la SRC

2019 Cost of Living Adjustment
2.21%

CBC Pensioners National Association

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