



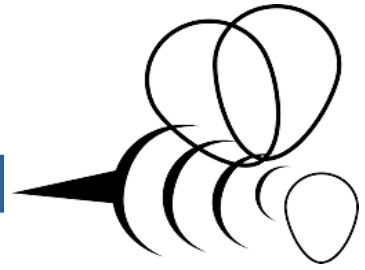
The CBC Pensioners  
National Association

*Preserving our Future, Sharing our Past*

L'Association nationale  
des retraités de la SRC

*Assurer notre avenir, partager notre passé*

**DURHAM CHAPTER**



**JUNE** ————— **2021**

## **WELCOME, TRENT MEMBERS**

**Big news this month! The Durham Chapter of the PNA is now the Durham-Trent Chapter!**

Earlier this month, the Ontario Region Board approved a recommendation from former Trent Chapter President Barrie Burhoe to dissolve the Chapter and add its members to Durham. The National Board gave final approval on May 14<sup>th</sup>, and it became official on May 31<sup>st</sup>.

The change comes about because the Trent Chapter has been operating for more than a year with an Executive of one – its president. Previous executive members had gradually stepped away for a variety of personal reasons and the Chapter was having difficulty filling the vacancies.



Some of you may recall that the Durham Chapter originally encompassed Trent. The new Chapter will cover a broad geographic area. To ensure the former Trent members continue to be represented, Barrie will serve as a Director at Large on the renamed Durham-Trent Chapter Executive, and the Chapter has committed to maintaining events such as the annual summer cruise down the Trent River when we can safely do so.

**We welcome our new members and look forward to seeing you in person!**



## PRESIDENT'S MESSAGE

### Greetings!

The more things change, the more they stay the same. The flowers are blooming, the weather is starting to feel like summer, and we're finally getting outside in shorts and shirt sleeves! Except for those odd days when we suddenly see a snow flurry or two. It's been a strange year.

You will recall from our last newsletter that I had agreed to let my name stand for National President of the PNA in this month's elections. But it was with the understanding that, thanks to a bylaw interpretation, I would step down if a Francophone candidate came forward.

Alain Pineau, the PNA's trustee on the Pension Board, submitted his nomination and I withdrew mine. More on the elections elsewhere in this newsletter. What this means for the Durham Chapter is that I will continue as your President, at least until the Chapter elections at the end of this year. This year's Convention also saw the work of four committees tasked with helping to develop the PNA's new three-year strategy come to fruition. We have updates on their work in this issue.

In the meantime, the Durham Chapter is now the Durham-Trent Chapter and we welcome the 42 members from Trent, along with their former president Barrie Burhoe who joins our Executive as Director at Large! Also, our newsletter editor, Bette Laderoute-Sampson, shares her recollections of the origins of the Chapter. Full circle.

The Chapter Executive remains hard at work despite the pandemic restrictions. We launched our first virtual Coffee & Conversation event in April and hope to continue these gatherings on a regular basis throughout the year. Bob Fisher was the winner of the trivia contest and took home a gift card to Shoppers Drug Mart.

Gardening with special guest Darlene Spratley and Virtual Bingo are next! We hope you'll join us. This issue of Buzz also brings you the latest on the status of the arbitration over the Memorandum of Agreement regarding any pension surplus – some developments there, as well as an update on the management of the Special Assistance Fund.

Learn more about the important role dental care plays in the overall health of older adults. And there's a feature story on EAP.

Happy Reading!

**Barbara Saxberg, President, CBC PNA Durham-Trent Chapter**

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# COFFEE AND CONVERSATION



## PRIZES!! SOCIALIZING!! FUN!!

Our next Coffee & Conversation event promises to be both helpful and entertaining!

**Date: June 23rd**

**Time: 10:30 AM – 12 Noon**

**Zoom link to follow when you RSVP**



**Joining us for the first half hour will be The Traveling Gardener, Darlene Spratley.**

Always a passionate gardener, Darlene launched her business "The Travelling Gardener" 5 years ago, after retiring as an administrator in the Town of Whitby's Parks and Recreation Department where she worked for 32 years.

She lives in Newtonville with her husband Richard, a retired military member, two daughters Hollie and Skylar and a houseful of pets! Darlene will answer all your questions about gardening.

**That will be followed by Zoom Bingo!**

**Here's how it works:**

- Let us know you plan to attend and how many bingo cards you would like.
- We'll email your bingo cards to you.
- Bingo will happen on Zoom after our Guest Speaker!



There will be three gift cards for prizes to be mailed after we have verified your win.

**RSVP to Chapter Vice-President Joe Solway at [solwayjj@gmail.com](mailto:solwayjj@gmail.com). (This time we got Joe's email right!)**

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## CBC PNA NEWS UPDATES



The Honourable Dennis O'Connor

### ARBITRATOR SELECTED FOR MOA DISPUTE



The CBC and the PNA along with the Canadian Media Guild and APS have agreed to the appointment of retired judge, Dennis O'Connor, as arbitrator in a dispute concerning the Memorandum of Agreement on Pension Surplus Sharing. The Parties will now begin the process of finding suitable dates to begin the hearing.

**The dispute arose** after the parties were unable to agree upon any changes to the agreement during meetings at the end of 2019. CBC has

taken the position that the agreement has expired and that it is no longer in effect. The PNA and the Unions dispute that position, noting that the agreement has no expiry date and is only subject to a review every ten years.

O'Connor, the former Associate Chief Justice of Ontario, has been involved in several high-profile cases, including the Walkerton Inquiry, the Maher Arar Inquiry, and the internal review of the use of force by Toronto Police Services. He was also made an Officer of the Order of Canada.

We will continue to keep you informed on any new developments.

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## **RESOLVING SAF ADMINISTRATION**

**By Dan Oldfield, CBC PNA CCSB Representative**

PNA members who have applied for financial help from the **Special Assistance Fund (SAF)** have been noticing a significant delay in getting payment for approved claims.

The reason for the delays is that CBC unilaterally decided, after nearly 20 years, it would no longer provide administrative services.

**We have been working to resolve this issue**, even offering to have the PNA provide the administration services. After the CBC rejected that approach, the PNA and all the CBC Unions wrote to Marco Dubé, CBC's Vice President of People and Culture, expressing their concern and asking for his assistance in finding a solution.

In the letter to Dubé, we stressed that, "The actions and positions taken by CBC/Radio Canada are causing significant harm to those employees and retirees who need assistance from the SAF," and, "We deplore the lack of any meaningful consultation with CCSB members on other alternatives prior to the submission of the May 2020 proposal. Accordingly, we, the Unions and the PNA, are open to any meaningful discussions aimed at finding a viable alternative to the administration of SAF requests."

Dubé's response, which seems to offer hope for a resolution: "As I see it, we do share common interests in this file and there seems to be a path forward in having Canada Life manage it with the CCSB overseeing it. At this point, it seems like we need to hammer out how operationally we will do this."

We look forward to meeting with CBC officials to find a quick resolution.

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## **INSURANCE SUBSIDIES TO CONTINUE**

Premium rates for both Accidental Death and Dismemberment (AD&D) and Optional Life Insurance will continue to be subsidized for another year. Additionally, those retirees who maintained Optional Life insurance will see a five-percent reduction in premium costs beginning January 1, 2022.

For AD&D, the subsidy will amount to 50% of premium costs and for Optional Life, the subsidy will be 60%. Both premium subsidies will be reviewed in a year's time and continuation will be based on financial performance of the insurance plans.

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## **PNA NATIONAL ELECTIONS & CONVENTION REPORTS**

The recent National Elections for the PNA Executive took some interesting twists and turns.



The elections have now taken place. Two of the four positions were filled by acclamation. Both Vice President positions were subject to a vote. Incumbent Dave Jeffrey was challenged by Ontario Region Vice President Raj Narain for the position of Vice-President, Anglophone. Donald Langis, the EAP representative to the National Board, and Peter St-Onge vied for the position of Vice-President, Francophone.

### **Congratulations to your new National Executive:**

Alain Pineau, President

Dave Jeffrey, Vice President, Anglophone

Donald Langis, Vice President Francophone

Rejean Labrie - Treasurer

This leaves both the CBC Pension Board Trustee and EAP positions vacant. (Alain Pineau has served as Pension Board Trustee for the past three years.) If you think you or anyone you know would be a good fit for either of these roles, contact Chapter President Barbara Saxberg at [bsaxberg@outlook.com](mailto:bsaxberg@outlook.com) with your recommendations.

**The other work of the Convention** was the creation of a three-year strategic plan. Four committees have been working since last fall on developing action plans. These were presented at the Convention for discussion and feedback before sending to the National Board for implementation.

**The Diversity & Inclusion Committee** made several recommendations to broaden the representation within the PNA's leadership at all levels of the organization, and to make the PNA a welcoming place for all CBC retirees. Its primary recommendation is the creation of a Standing Committee on Diversity & Inclusion to ensure the issues become a priority in all aspect of the organization, the implementation of a policy on Diversity & Inclusion, and diversity awareness training for PNA leadership at all levels of the organization.

**The Recruitment Committee** is also recommending a Standing Committee to develop new ideas for recruitment and the sharing of best practices across Regions and Chapters. As well, it recommended a systematic approach to gathering data regarding membership demographics. And the creation of regular pre-retirement seminars.

**The Advocacy Committee** has put its primary focus on actions to improve the relationship between the PNA and the CBC, a relationship that has become fractious of late, especially in the context of the MOA regarding the sharing of any pension surplus. It also recommended working more with the unions at the CBC and with other like-minded seniors' groups with whom the PNA might have common cause. And it's recommending that the National Board amend PNA bylaws to allow all members, not just Convention delegates, to be able to vote for the Executive Officers of the PNA.

**The work of the Communications Committee** threads through all aspects of the PNA and as such, its primary recommendation is the creation of a Director of Communications for the PNA. It is also recommending a communications committee, or editorial board, to support the work of the Director. Details on the nature of the position will be developed by the National Board.

The four committees have now completed their final reports which have been sent to the National Board to form the three-year strategy. The Board will meet June 12<sup>th</sup> to finalize.

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## IN HEALTH NEWS...

### TAKE CARE OF YOUR CHOMPERS!

By Bette Laderoute-Sampson

Watch your mouth: It could kill you! Your mouth can act like a human Petri dish where bacteria gather and grow creating a fertile ground for such infections as angular cheilitis that leaves crusty deposits at the corners of mouths. More importantly, that same bacteria can hasten death in the elderly suffering from pneumonia especially in long term care residences.



While studying elder abuse in long term care homes (LTCH), McMaster University started with “the #1 cause of death in LTCH residents is pneumonia”. Hardly startling news, but when linked to oral health care it causes pause for thought. And apparently, this link is well known.

In a recent email Blog Post, McMaster relates: “Pneumonia can be acquired when bacteria laden secretions travel to the lungs. There is an accumulation of bacteria in the dental plaque and this bacteria sits in the mouth, teeth (including dentures), oral mucosa, and under the gums. The bacteria can easily travel to the respiratory tract and can become pneumonia.”

McMaster learned that one in 10 such deaths could have been prevented if residents had received proper, or even any, oral hygiene. This particular blog tells us how important brushing our teeth is as we age and in particular as we require foreign material in our mouths in the form of bridges or plates. Brushing becomes even more important if retirement plans did not include the high cost of dental care as part of our health care insurance packages. The blog points out:

“As we age, we have greater changes in our teeth and gums which require more care rather than less. As well, older adults have greater challenges with:

- missing teeth
- heavily restored teeth
- higher rates of gum/periodontal disease
- very high rates of root decay (relative to younger adults)
- higher rates of dry mouth



Typically, many medications (over 400 types) can cause dry mouth; this problem is made worse in many older adults who may be on several medications.”

However, McMaster’s focus is on elder abuse especially when elder care falls into the hands of the LTCH. Much of this preliminary study could be useful in restructuring such residences in terms of essential health care practices, in this case a blueprint for reducing death from pneumonia or at least a start.

There seems to be no oral examination as a rule, on admission. So, no base on which to establish the kind of oral care that would be needed per resident. In fact, inconsistent oral care was pointed out as a problem:

“Inconsistent oral care in LTCH is associated with the lack of:

- clear understanding as to who is responsible for assessment and care of the teeth and mouth
- training of nursing and other health care staff
- understanding of how medications may cause dry mouth.”

This may look like a very small item on the list of suggested improvements in the long-term care of the elderly, but if the death rate from pneumonia could be reduced by the following McMaster Blog Post conclusion, it would be worth it:

“We need to increase awareness, at all levels, that providing daily and comprehensive oral care is a basic care necessity. Daily oral care regimens need to be adhered to and we need to assist front line staff by providing better training and including dentists and dental hygienists as part of the team.”



### **...EASIER SAID THAN DONE: THE POLITICS OF DENTAL CARE**

**By Dan Oldfield**

Have you wondered why dental care is not part of Canada’s Medicare coverage? The reasons, it turns out, are a blend of politics, money and social beliefs.

The method for delivery of health care in Canada is complicated, as we've seen in how the current COVID-19 pandemic is being handled.

Canada is an outlier when it comes to dental coverage within its universal health care system. With a few exceptions, dental care is privately financed. Just over half the population does so through employer-based plans. About 45-percent pay for dental services out of their own pockets. The remaining five percent are mostly socially marginalised groups who get dental care paid through government programs.

The idea of including dental care in any universal health scheme has been explored in Canada since the late 1930's. A Royal Commission on dental care created in the early 1960's noted that, "dental disease as one of the most frequent health defects found in the community". But even with that, it seems a philosophy emerged that suggested dental care should be considered an individual responsibility, not a social one.

Thus, the Medical Care Act of 1966, which created Medicare did not include dentistry.

The exclusion of dental care was also aggressively sought by the dental industry which made many of the same arguments physicians made against the introduction of universal healthcare – that it was a slippery slope and an interference in private enterprise, and it would artificially escalate demand. Cost was another significant factor. And then there were epidemiological reasons. According to the Network for Canadian Oral Health, in 1964, 98% of Canadian children had one or more decayed teeth, and only 13% had no "untreated dental defects".

Considerable differences in dental visits by income group were also present. Yet, the idea that dental disease would be a problem in future years was largely disregarded.

So as a health and social issue, dental disease and dental care became a niche problem for governments and slowly exited the public consciousness as a major health problem.

Today, we know it's a significant health concern for older adults among others. And while there have been some dental care programs put in place in some provinces, many seniors struggle to cover the costs.

Other countries have recognized that dental care is health care and should be made universal. It's time for Canada to get on board.

## THE EMPLOYEE ASSISTANCE FUND – NOT JUST FOR EMPLOYEES!

By Donald Langis, CBC PNA EAP Representative



The COVID-19 pandemic has had a significant effect on the CBC Employee Assistance Program, which, despite its name, offers a wide variety of services to CBC retirees. Wellness, mental health, and personal finance are some of the areas where you can get assistance.

The EAP website opens the door to all these topics and many more –it’s something like when Dorothy enters the colourful world of make-believe, leaving the drab black and white one in “The Wizard of Oz”. The section on the pandemic itself also is worth a look. That’s even if we’ve had an earful of pandemic talk.

The EAP offers two options for accessing it. In addition to the website, you can also consult a specialist by telephone in all confidentiality.

**The EAP Executive and the Board are continuing their work to improve and add new programs.** However, the arrival of the pandemic has taken its toll on the twice-yearly in-person meetings. They’ve been replaced by a series of virtual meetings (a half dozen virtual meetings lasting an hour and a half). Unfortunately, meeting virtually has meant that some items or perspectives that might have occurred in person have been lost.

Such a situation recently occurred when the PNA was made aware of the enrolment procedure for the *Organik Virtual Studio* project. The online project’s objective is to “support physical activity of our employees and their families”. *Organik* offers some twenty virtual sessions weekly: on yoga, zumba, stretching, meditation, high intensity workouts; these are all offered by qualified and experienced instructors. At the outset, it was estimated that there would be some 500 participants. These expectations were surpassed. 751 employees registered. Unfortunately, CBC retirees were excluded because the only way to access the program was with a CBC email address.

The EAP Board has set its virtual meeting calendar for the coming year and will be considering a second phase of the *Organik* program, the promotion of existing programs, and a video project. It will also discuss an action plan to improve diversity and inclusion, and review the recommendations of a working group that’s been looking at ways to improve how local EAP committees operate in the context of COVID-19.

*The EAP provides confidential information and professional advice to CBC pensioners and their spouses. You can contact the EAP 24 hours a day, 7 days a week and receive support for a variety of issues.*

**A Toll-Free Number for CBC Pensioners: 1-866-838-2025**

**Or you can access the EAP through the CBC PNA website. Just follow the link under Programs.**

### SPECIAL ASSISTANCE FUND

The Special Assistance Fund (SAF) helps CBC retirees, their spouses and dependents with health care expenses not covered by OHIP or the SHCP.

It also offsets the cost of hearing aids and mobility devices. There are some restrictions.

Contact the CBC PNA staff in Ottawa for eligibility requirements and help in applying. More information and application forms are on the PNA website.

[www.cbcpensioners.ca](http://www.cbcpensioners.ca)



### CHAPTER RECOLLECTIONS

By Bette Laderoute-Sampson

It seems fitting that we have come full circle and I am back in the Chapter I joined after my husband Paddy died in '06. I didn't know it was a Chapter or that it had a name but I do remember a

widespread territory and, while I had two friends in it, functions were sometimes too far away for me. One of my friends lived in Prince Edward County and the other half way between The County and Port Hope. They encouraged me to attend the meeting where a decision was

taken, or announced, that we were to become two chapters, the division determined by postal code.

And so, we who lived within the postal code system that started with “L” gathered to one side of the room while members who lived within postal codes starting with “K” moved to the other side. Elections were held and volunteers were asked to function as assistants to the Executive, who were elected by vote, of course. I volunteered to give voice if I could to what looked like a minority of women and to learn what I could about what it meant to be a PNA member, a spousal member in particular.

It didn’t take long for the Chapter President to hold a meeting to decide and vote on our name and then came many meetings and weeks to pound out our By-Laws. It didn’t take long either to realize the workload of the Secretary-Treasurer was too much and I was asked to take over the Secretary function. Never having learned the word no, I did that, never having been a secretary notwithstanding. I was delighted when a vote was taken to start a newsletter. I think we issued the first copy of Buzz in 2011 but my electronic files in this computer only go back to 2019 when I lost archives to a crash.

It was only three years ago the Durham Chapter was in danger of collapsing when our current Executive agreed to step up. Now Durham is healthy and we’re back to having the members in Trent in the fold.

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## CONTACT US:

Would you like to comment on this or anything else in the Buzz?  
We welcome letters to the editor.

Perhaps you have a story to tell – something from your days at CBC or something interesting you’re doing now? Maybe you know of a CBC retiree with a skill to share? Or a retiree we should profile?

We’re also interested in any photos from your working days you might like to share. We welcome your contributions and story suggestions.

[CBC-PNA-Durham@outlook.com](mailto:CBC-PNA-Durham@outlook.com)

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## DURHAM-TRENT CHAPTER EXECUTIVE

### OFFICERS:

- **President** – Barbara Saxberg
- **Vice-President** – Joe Solway
- **Secretary** – Glenn Gray
- **Treasurer** – Dan Oldfield

### DIRECTORS AT LARGE:

- Maureen Brosnahan
- Barrie Burhoe
- Dan Karpenchuk
- Bette Laderoute Sampson
- Mac Skelton

**NEWSLETTER EDITOR** – Bette Laderoute Sampson

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### PNA SPOUSAL MEMBERSHIP

Individuals who receive pension survivor benefits are eligible to become members of the PNA and access all PNA member benefits including the Special Assistance Fund, loyalty programs, discounts and social activities.

They are also eligible to hold office in the PNA and serve on committees.

Join us! We want to hear from you!