



The CBC Pensioners
National Association
Preserving our Future, Sharing our Past

Contact

L'Association nationale
des retraités de la SRC
Assurer notre avenir, partager notre passé

Newsletter

August 2021

A word from the President



Let me first say what an honour it is to be the PNA President, particularly during these exciting times.

Our virtual convention of May 18 was remarkably successful, thanks mostly to the energy and the generosity of the volunteer members who worked hard during several months in four committees charged with preparing our discussions (Advocacy, Communications, Recruitment, Diversity and Inclusion). Special thanks to Dave Jeffrey, our Anglophone Vice President, who coordinated the whole operation and prepared a Zoom convention dictated by Covid restrictions. You will find in this edition an article by Sandy McKean on his impression of this convention, and on the vital importance of recruiting new members.

I must admit that I had little time to get used to being president! Not to lose the momentum created by the convention, the Board has held virtual meetings on June 12, 19, 26 and July 8 to discuss the recommendations from the four committees. Here are some of the approved recommendations:

Diversity & Inclusion

- ◆ Creation of a Standing Committee on Diversity & Inclusion to help broaden the representation within PNA's leadership at all levels of the association and to make the PNA a welcoming place for all CBC retirees.
- ◆ Adoption of a policy on Diversity & Inclusion (published on our website).

Recruitment

- ◆ Creation of a Standing Committee on recruitment to develop new ideas for recruitment and for sharing best practices across Regions and Chapters.

Advocacy

- ◆ Strategy to improve the overall relationships with the CBC/RC and with the unions.

Communications

- ◆ Creation of a paid position of Communication Coordinator on a six-month trial basis. There will soon be a call for candidacies for this position, first amongst PNA members, and externally afterwards, if necessary. Keep an eye on our website.
- ◆ Creation of a Communications Advisory Board that will assist the coordinator in developing an overall PNA communications policy and a communications strategy.

Finally, the creation of a Working Group charged with examining our By-Laws and Administrative Policies to make sure that they are in harmony with the PNA strategic objectives.

As you have probably seen, we have also called for candidates for the position of PNA representative on the Board of the Employee Assistance Program (EAP), as well as for Observer on the Consultative Committee on Staff Benefits (CCSB).

The PNA Board will meet again mid-August to decide who will fill these positions and to examine the 2022 budget that includes the Committees recommendations and the prudent provision made to cover our share of the legal fees stemming from the conflict currently opposing the Unions and the PNA to the CBC with regards to the Memorandum of Agreement covering the sharing of any eventual surplus of the Pension Plan.

You will remember that in 2009, the three parties had signed an agreement on sharing, which was to be reviewed after 10 years. But in 2019, the CBC declared that the agreement had expired and had to be renegotiated. Both the PNA and the Unions challenge this position vigorously. After two years, talks are stalled, and an Arbitrator has recently been appointed: hearings are due to take place in the first quarter of 2022.

In closing, I wish you a nice end of summer and lots of pleasure in seeing friends and relatives now that confinement restrictions have been eased. And I encourage you to get fully vaccinated if it is not already done, and to urge those close to you to get vaccinated as well, for the good of us all.

Alain Pineau

2021 PNA Convention

For fear of burying the lead I'll get right to the point.

Consider this article a call for all members of our pensioners national association to actively work to help increase our membership numbers.

Not to paint an overly bleak picture, these are some of my observations over the last few months as a member of one of four committees given the task of developing the foundation for a 3-year action plan for the PNA national convention that look place in May.

First, let me backup. When I retired 14 years ago after a 35-year career at the CBC it never dawned on me NOT to become a member of the PNA. For me I was leaving a place I loved, and I did not want to lose connections I had developed over my CBC career.

Being a PNA member has kept me engaged. It has kept me informed on pension matters and social events in my chapter. There were always tidbits of news about members and the on-going activities of the association in dealings with CBC.

So late in 2020 I put my name forward to join one of the four committees assigned to examine issues related to Advocacy, Recruitment, Diversity and Communications. Advocacy is where I landed.

Over the fall and into the winter the Advocacy Committee met numerous times to frame a report. Our committee was diverse made up of two colleagues from SRC Québec, a CBC member from the Maritimes and me having worked in four locations ending in Toronto.

The four completed reports became the basis for discussions at the one day ZOOM annual convention held May 18th. The morning business was presentations from each committee followed in the afternoon with open sessions for people to provide feedback and suggestions on how the PNA should move forward.

Dozens of recommendations were proposed.

Key for me was membership numbers hovering slightly over 50 percent for all retirees. Less than 50 percent is a recipe for disaster- it means the PNA could lose status as an association and more importantly its voice with CBC as it relates to our pensions and benefits not only for us but for our spouses as well.

New members are critical to any organization- fresh ideas, challenging opportunities, and diversity.

Transparency is also important. As one of the Advocacy members pointed out, is there real democracy in the association? A small group of delegates voted for a new slate of officers for PNA several days after the convention ended. I was one of those who voted but the right to vote for the leadership team should be a right for all members. Now that's a clear message to join and participate: the stronger the voice, the better for all.

There are many challenges ahead for the PNA including a systematic recruiting drive, establishing an effective lobbying strategy with CBC/SRC Senior Management, creating an identity for the PNA while maintaining strong relations with the CBC/SRC unions and other public service unions and associations with like interests.

We all know these are difficult times. COVID- 19 has turned our world upside down. As an association looking out for the interests of CBC retirees and their families, keep this in mind. With no association we have no voice.

Point in case: the CBC Pension Plan has from time to time shown a surplus that in the past has been used to improve our benefits or for some sharing amongst active members and retirees.

In 2009, the CBC, the unions and the PNA signed an agreement on the sharing of any eventual surplus. The Memorandum of Agreement was to be reviewed after 10 years. In 2019, the CBC took the position that the agreement had expired and had to be renegotiated, a stance which the unions and the PNA is challenging, and since, the talks between the parties have stalled. It has been announced recently that an arbitrator has been appointed to work with the parties to try and resolve this dispute. Hearings should take place in the first quarter of 2022. The association will no doubt keep us informed.

So back to my headline:

Each of us can contribute to the challenges ahead. Remember the PNA represents all CBC retirees- from presidents to administrative staff, to programmers and people who keep the lights on so Canadians get to see the stories that tie us together.

When you run into old colleagues ask if they are members of the PNA. If not, tell them what they are missing and how they can help make a difference. Join and build strength in numbers.

Sandy McKean

ANNUAL GENERAL MEETING

of the CBC Pensioners National Association

Due to current legislation and the health and wellness of our members, please join us virtually on

Friday September 10, 2021

At 1:00 P.M. (Eastern Standard Time)

The meeting will be held for the following purposes:

- ⇒to receive the President's annual report;**
- ⇒to receive the financial audited statements for the year ended March 31, 2021; and**
- ⇒to appoint an auditor for the current financial year.**

The AGM will be followed by an update of the CBC Pension Plan presented by Mr. Duncan Burrill, Managing Director & CEO.

**Pre-registration is required to attend the virtual meeting.
Click on the link below to register:**

[REGISTRATION LINK](#)

NOW IS THE TIME!


The PNA, following its recent Triennial Convention, approved 3 new committees which are being established:

- ⇒ Communications Advisory Board
- ⇒ Standing Committee on Diversity & Inclusion
- ⇒ Standing Committee on Recruitment

If you are interested in this important work, watch for notices in your regional or chapter communications, or on our PNA website. Thank you for considering active participation in our Association!



EAP - Employee Assistance Program

1-866-838-2025 

Problems? As a CBC pensioner, you are entitled to five hours of free professional counselling through the Employee Assistance Program.

This service is available seven days a week, 24 hours a day. It is simple, fast and effective.

Consultations are provided by a private, independent firm located off the premises of the CBC. Confidentiality is guaranteed. A simple telephone call puts you in touch with the person who can help you right away.



CHANGE OF ADDRESS

Please make sure that you advise us of any change of address, telephone or email as soon as possible. This will avoid delays in receiving newsletters or communiqués, mailed or emailed to you by the Association, as well as helping us keep our database updated.



You can advise us either by e-mail at:
info@cbcpensioners.ca or by telephone
1-877-361-9242 extension 23.