

The PNA and the unions will lock horns with the CBC over sharing the growing pension plan surplus on Feb. 24-25



Pay attention to your pension!

What you need to know as binding arbitration approaches

By Dan Oldfield

CBC PNA CCSB Rep

This is an excerpt from an address Dan gave at the Golden Horseshoe Chapter Annual General Meeting on Dec. 1

I always like to start off talking about the Memorandum of Agreement in the context of our pension plan. The pension plan is in great shape. We're very fortunate that it has maintained its rank in the top percentiles of pension plans not just in Canada but also worldwide.



Dan Oldfield

It is well-managed, well-administered and has performed well. It now sits at more than \$8-billion dollars in assets which is pretty impressive. It has slightly more than 10,000 people collecting

pensions. It has another 8,000 employees contributing to the plan and a variety of deferred pensioners who have money in the plan but who are not contributing.

The plan has done extremely well so a little bit about pensions. Pensions are regulated by two main bodies. One is OSFI, the Office of the Superintendent of Financial Institutions and the other is Revenue Canada. At times they are opposite each other in their interests.

The CBC plan is a mature plan. [Pension Page 2 —>](#)



It's been around for more than 60 years and pays pensions primarily from money earned from its investments, its assets. About two-thirds of your pension comes from investments and another third comes from employee-employer contributions. Our plan is evaluated every year and that evaluation process is fairly straight forward. The process involves taking the assets of the plan and placing them against the liabilities or the promise as it's often called – the monthly deposit. Every year they look at the plan and they do a valuation in two ways.

The first way is to look at the book value of the assets and place them against the liabilities of the plan. That's

referred to as the “going concern” valuation and on that basis the plan is about 160% funded. In other words, the value of the assets exceeds the demands of the plan by about 60 per cent. That's pretty solid. The other way it's done is through what they call a “solvency” calculation. That method looks at the same assets but presumes the plan is being wound up and the assets are to be sold and the money raised from that would be reinvested in long-term very safe vehicles. Again, they do the very same calculation: the value of those assets in this manner placed against the liabilities. Right now, we're at about 111-112 per cent. Keep those figures

in mind.

For a number of years, we struggled with the CBC to create a process for sharing excessive surpluses so that 10 or 11 per cent on the solvency and the 60 per cent on the going concern would be considered surplus to the plan's obligations.

The Memorandum of Agreement which was signed in 2008 and implemented in 2009 calls for a sharing of surpluses once the asset value exceeds 105 per cent. So, in both cases going concern and solvency are beyond the 105 per cent threshold. Keep in mind this calculation officially takes place at the end of the year. We really won't know until sometime later this year

Pension...

what the actual surplus is. Assuming the numbers hold up the lowest of the two figures is used to determine the amount of the surplus. If it is the solvency amount this year and the 11 per cent figure is used the calculation for surplus sharing would reduce that amount by 5 per cent because 105% must be left in the plan. So, what would be available for sharing would be somewhere between 5 and 6 percent of the value of the plan.

As I said earlier, we have an \$8-billion-dollar plan so a five-percent surplus for the purpose of sharing amounts to around \$400-million dollars. Of that, half would belong to employees and pensioners so we're not talking chicken feed. You're talking potentially about \$200-million dollars that could be shared. Just to put that in context, in 2000 the last surplus that we shared was \$134-million and it returned 17 per cent of your contributions to you. I'm

no math whiz but \$200 million is more than \$134 million.

The surplus sharing arrangement was achieved in the Memorandum of Agreement was hard-bargained and hard-won.

The MOA came for review this year as required. The lan-



Dennis O'Connor, Arbitrator guage in the agreement says it will be reviewed every 10 years beginning in 2019. During the review process CBC sought some changes in the agreement. Among other things it sought an expiry date and some other changes. The PNA and the Unions were not willing to make the changes requested. Once the

CBC recognized there was no interest it then took the position the Memorandum of Agreement has expired and no longer exists. Obviously, it is a position we vigorously contest.

The dispute has been referred to binding arbitration which means it cannot be referred to a higher court. It's scheduled to go before retired judge Dennis O'Connor from the Walkerton tainted water inquiry. Justice O'Connor will be hearing this case on February 24 and 25. In the meantime, we were asked to engage in an attempt at mediation which took place in late November but we did not reach an agreement and that process has been suspended. There's a lot at stake here. If the Memorandum of Agreement no longer exists, the surplus-sharing agreement no longer exists so this is high stakes for us. We are confident that we will win this. The language of the agreement is clear.

That's where we are on this. There's a lot at stake and we don't understand why the CBC has taken the position it has. It's indefensible.

If you know of a CBC pensioner who is not a member of the PNA please encourage them to join and give them a copy of the enrolment form. Membership dues are 0.32% of a member's gross pension payment. For every \$1,000 of monthly pension, a member would contribute \$3.20. Association dues are deductible on your income tax return.



**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

ENROLMENT FORM – RETIREE

Please print

Name			
Street	City	Prov.	Postal Code
Telephone	Email		

I wish to join now (please fill in the remaining sections of this form).

I am uncertain about joining at this time. I understand that, with the information given above, a representative of Association may contact me and, upon request, provide assistance with the enrolment process.

I, _____, wish to join the CBC Pensioners National Association and hereby authorize the CBC to deduct monthly membership dues from my pension cheque and remit them to the Association. I also authorize the CBC to provide the Association with such personal information relating to me as the Association may require to facilitate the administration of dues and other services related to the welfare of pensioners.

All personal information provided to the Association by you or by the CBC is held in strict confidence.
Membership dues are 0.32% of a member's gross pension payment. For every \$1,000 of monthly pension, a member would contribute \$3.20.

CBC ID (See Notification of deposit, above your name)	Date of birth (dd/mm/yyyy)	Gender (optional)
Civil Status <input type="radio"/> Single <input type="radio"/> Married <input type="radio"/> Widow/er <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Common-Law		
Preferred language <input type="radio"/> English <input type="radio"/> French	Date of retirement (dd/mm/yyyy)	

Spousal information

Name			
Date of birth (dd/mm/yyyy)	Gender	CBC Employee <input type="radio"/> Yes <input type="radio"/> No	CBC Retiree <input type="radio"/> Yes <input type="radio"/> No

Signature Required

Date

This form can be mailed to:
The CBC Pensioners National Association
 P.O. Box 8570
 Ottawa, ON K1G 3H9
 or press the submit button to send via
 email to info@cbcpensioners.ca

Submit

CBC PNA DIVERSITY & INCLUSION

The CBC PNA adopted a Diversity and Inclusion policy last year. It also created a standing committee to coordinate its implementation. The policy is below:

The CBC PNA is committed to a diverse and inclusive environment where all members, whether in leadership roles, staff, volunteers, or general members, feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, language, geography, or any other bias.

The CBC PNA is committed to being non-discriminatory and to providing fair and equitable opportunities for running for elected office, volunteering, employment, and advancement in any area of our work.

The CBC PNA is committed to modeling diversity and inclusion in all its activities and communications, and to maintaining fair and equitable treatment for all.

We as members respect the value that diverse life experiences bring to the CBC PNA, and we commit to listening and considering views that may be contrary to our own.

The CBC PNA sets the following goals to establish and maintain diversity and inclusion within the organization:

- We will identify and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity and inclusion practices.
- We will advocate against systemic inequities at all levels of the CBC PNA and address such inequities according to this policy and in accordance with our Mission, Vision and Values.
- We will dedicate time and resources to ex-

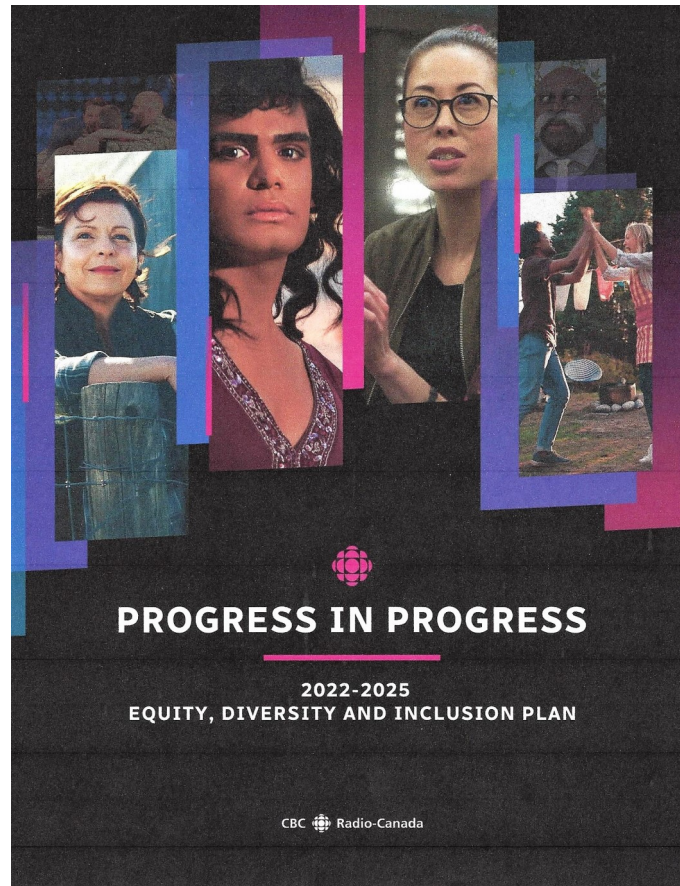
panding greater diversity within our leadership positions at all levels of the organization.

- We commit to leading with respect and tolerance.

The CBC PNA will promote diversity and inclusion by:

- Creating new learning and awareness opportunities and transparent policies to develop an understanding and appreciation of the importance of diversity and inclusion throughout our organization.
- Taking specific action to improve diversity in leadership positions.
- Identifying resources for our underrepresented constituents by consulting other organizations that are also committed to efforts for diversity and inclusion.
- Developing internal resources that demonstrate our commitment to diversity and inclusion.
- Advocating for public policies that promote diversity and inclusion.
- Challenging systems and policies, both internally and externally, that promote or entrench discrimination on the basis of any of the prohibited grounds under Canadian Human Rights law.

The CBC itself has been working on the issue itself for much longer and has just unveiled its plan for 2022-2025. Learn more about it on Page 6 --->



Here's how the CBC describes its updated plan:

At CBC/Radio-Canada, we have committed to creating the personal, relevant, and engaging experiences that Canadians expect. This can only be achieved when all Canadians feel that their public service media truly reflects and celebrates them, their experience, and their perspectives in our content and in our workforce. We've made a lot of progress over the past years, but there's still more work to be done to truly reflect contemporary Canada. Our 2022-2025 Equity, Diversity and Inclusion (EDI) Plan builds on what we have done so far and sets a course for the future. We will continue to learn and improve as we go.

The 2022-2025 EDI Plan sets out our EDI vision, goals, programs and activities. This Plan shows where we are, where we plan to be in three years, and what steps are necessary to get there. It will focus our work, improve our accountability to Canadians, and make us an even better public service media.

The new CBC plan runs almost three dozen pages when printed out. It's available on the Internet by clicking on the link below:

https://site-cbc.radio-canada.ca/documents/impact-and-accountability/diversity-inclusion/plan-2021-2023/progress_in_progress_2022-2025_edi_plan.pdf

The Rock Garden at the Royal Botanical Gardens right now

7



The Rock Garden at the Royal Botanical Gardens in a few months



LOOKING AHEAD: In the fervent hope that the Pandemic will relent in a few months, the GHC Executive is looking at organizing a luncheon and speaker in mid-to-late May. The gathering would be similar to the very popular events we staged in 2018 and 2019. Stay tuned.

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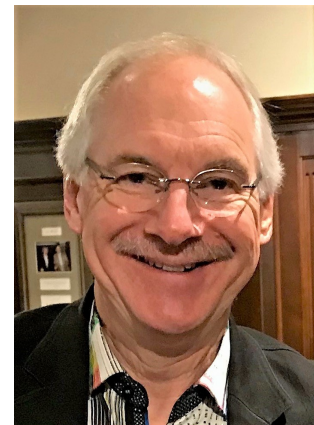


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**Have you changed your E-mail address recently or perhaps set up an E-mail account for the first time?
If so, please let us know**