



**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

Contact

April 2022

PRESIDENT'S REPORT

The first quarter of 2022 was a busy one for the CBC Pensioners National Association. Here is a summary of our main activities.



Alain Pineau

MEETING OF THE BOARD OF DIRECTORS

The Board of Directors (Board) met virtually on January 27, primarily to hear the report of Edith Cody-Rice, Chair of the Working Group on the Revision of the Association's Bylaws. It also selected the members of the Communications Advisory Board (CAB) and the person responsible for coordinating the Association's communications ([see article elsewhere in this Contact edition - page 3](#)).

The Board adopted all proposed changes to the By-laws of the PNA. An important change: the clarification of the article on the alternation between Francophones and Anglophones for the PNA presidency. The principle of alternation is maintained and the maximum number of consecutive mandates for a language group will continue to be limited to two. However, from now on, a candidate from the alternative linguistic group will be able to challenge the outgoing president in the second term. Other important changes concern the extension to all members of the election of the Executive Committee and the democratization through virtual conferences of participation in the triennial congress.

The Board also met virtually in March. The question we debated was whether or not to reopen the PNA By-laws to include a new class of "members" as recommended by the Standing Committee on Recruitment, or whether this topic could be addressed through a National Policy. The question is not yet resolved at the time of writing this, as various options are being analyzed.

The status of "associate members" was debated by the Board ten years ago and it was decided then that these "members", essentially social, could be left to the discretion of the PNA Regions and Chapters.

The Standing Committee on Recruitment views the formal creation of this new category as an important strategic recruitment tool to ensure that the PNA continues to represent a majority of retirees and pursues its policy of inclusion. It is important to note that the proportion of pensioners who are members of the PNA has decreased from 58.7% in 2010 to only 50.9% in 2021.

PENSION FUND SURPLUS: FIRST ARBITRATION SESSIONS

The first two days of arbitration in the dispute between Radio-Canada, the PNA, and the CBC Unions in the case of the Memorandum of Agreement on the division of any surplus of the Pension Fund took place on February 24 and 25. Radio-Canada has taken the position that the Memorandum expired in December 2019 and must be renegotiated. The PNA and the Unions challenge the Corporation's claim, and the arbitrator must decide on the validity of the 2009 Memorandum ([See in this Contact issue the article by our representative Dan Oldfield - page 4](#)).

STANDING COMMITTEES

The two Standing Committees created last summer by the Board in the wake of the May 2021 convention (Recruitment and Equity, Diversity & Inclusion) held a series of meetings in the early months of 2022. Both committees are almost complete and have opted for co-chairmanships: Rochelle Porter and Ron Charles for EDI, and Phil Peck and Debbie Hussey for Recruitment. I would like to thank all these volunteers who devote a lot of energy to their respective responsibilities. And special thanks to Suzanne Cunningham (Recruitment) and Gail Carducci (EDI) for the hard work they have done as interim chairs of these two committees.

SURVEY

Preparing and sending out a survey developed by the Standing Committee on Recruitment took a lot of time and energy! Intended to help us get to better know our members and non-members, we experienced some challenges with this survey.

First, it had to be changed when it proved nearly impossible to reach deferred pensioners, that is, those CBC employees who left the Corporation for one reason or another and chose to receive their pension later. Then we experienced setbacks printing the questionnaire and sending it to all members and non-members who do not have an email address or did not give one.

The deadline to submit responses was March 18 and data analysis is currently ongoing.

Hopefully, we will have enough answers to consider the results significant!

Thank you to all members and non-members who completed and returned the printed survey despite having received it late. Many thanks to Nicole Beaulac and Stan Staple, two retirees from CBC's Research Department, who have generously contributed their time and experience to this project. And thanks also to the CBC which agreed to send the electronic and printed versions to all retirees who are not members of the PNA.

ANNUAL GENERAL MEETING

For the first time in two years, we will finally be able to hold our Board of Directors meeting and [Annual General Meeting](#) in person! The event will take place in Toronto on May 18 and 19. Among other topics on the Agenda of the AGM, is the approval of the revised By-laws.

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APPOINTMENTS TO THE COMMUNICATIONS ADVISORY BOARD AND COORDINATOR

On the recommendation of Alain Pineau, PNA President, and of John Mang (B.C.), Interim Chair of the [Communications Advisory Board \(CAB\)](#), the Board of Directors has appointed the six volunteers who will make up the Board:

*Steve Athey (Toronto), Rich Knowles (Halifax)
Talin Vartanian (Toronto), Claude Morin (Rimouski)
Micheline Savoie (Montreal), Maud Beaulieu (Regina)*

Among other responsibilities, the CAB will assist the new [Communications Coordinator](#) (CC), Catherine Schellenberg, in the development of a communications strategy.

Catherine has been responsible for communications in various Quebec and federal departments, including more than 20 years at the Lac-Leamy Casino in Gatineau (Quebec).

Catherine will develop and implement a communication strategy and workflow processes for all PNA communications. She will coordinate all communications from the national office, regions, and chapters, as well as those of the standing committees.

MEMORANDUM OF AGREEMENT ARBITRATION PROCESS EXPLAINED

(by Dan Oldfield, PNA Representative on the Consultative Committee on Staff Benefits)

WHY ARE WE IN ARBITRATION?

The CBC Pensioners National Association (PNA) along with its union partners are challenging the CBC's position that the Memorandum of Agreement (commonly known as the MOA), signed more than ten years ago, is no longer valid. That agreement is significant for both retirees and employees because it sets out the terms for sharing potential pension plan surpluses.

The arbitrator is being asked to determine whether the deal signed in 2009 is still valid and whether pension surpluses must be shared as set forth in the agreement. He will not determine whether a surplus exists, or what amounts may be paid out. Those details are covered within the MOA itself.

WHAT IS AN ARBITRATION?

The arbitration process is similar to a court proceeding in that it involves the appointment of an individual – the arbitrator - often referred to as the neutral. Like a judge, the arbitrator is the person who makes a final decision on the matter in dispute. In other words, who wins and who loses. Arbitrators are engaged and paid for by the parties in dispute.

As with a court proceeding, the parties are represented by legal counsel and present evidence to support their case. That evidence can take the form of sworn testimony from witnesses, documents, notes, and supporting law (decisions from similar cases).

WHY IS THE PROCESS TAKING SO LONG?

One of the major differences between a court proceeding and arbitration concerns the appointment of the neutral. In court, judges are appointed to cases by the Chief Justice. In arbitration, the selection of the arbitrator is by agreement of the parties. In the court system, the judge normally dictates hearing dates and times. In arbitrations, the arbitrator has the power to oblige parties to attend on certain dates should he feel any of the parties are being unreasonable.

Complicating matters in the current situation is **the number of parties and individuals involved**. There are more than 20 individuals attending. Scheduling the arbitration involves picking dates and times that work for the arbitrator, legal counsels, witnesses, advisors, and others who may be required. The arbitrator, in particular, is in high demand and his availability is limited.

WHAT HAPPENS NEXT?

The first hearing dates were held on February 24 and 25. One witness was called and has completed his evidence and cross-examination. The proceedings may take another 4 or 5 days. While we hope to schedule dates sooner, as of now, dates are being held in September and October for the resumption of the hearings. We have made it clear that we are available should any earlier date become available.

We understand the concern of PNA members and fully appreciate the importance of this issue to all CBC retirees. We will continue to keep you advised of any developments.

LOOKING FOR TESTIMONIALS

If you have used a service like [trustedhousesitters.com](https://www.trustedhousesitters.com) or [mindmyhouse.com](https://www.mindmyhouse.com) to find someone to look after **your home and/or pets**, or if you have travelled to **look after someone else's home and/or pets**, please contact Catherine Schellenberg at cschellenberg62@gmail.com to share your experience for an upcoming article.



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.

**ANNUAL GENERAL MEETING
MAY 19, 2022**

**The AGM is being held at the
Intercontinental Hotel Toronto Centre
225 Front St. West, Toronto, Ontario**

**Lunch, graciously offered by the PNA to members, spouses,
and partners, will be served at 13:00 (please arrive at
12:30).**

Confirm your attendance by leaving a message at

**1-877-361-9242 - ext. 23 or by email at
info@cbcpensioners.ca before April 25th.**

**The Annual General Meeting is also being presented virtually
as a webinar to allow members who cannot attend to
participate. Join us virtually on**

THURSDAY, MAY 19, 2022 AT 2:00 PM (EST)

Agenda for the meeting:

- * President's annual report
- * Review financial audited statements for fiscal year ended March 31, 2022
- * Appointment of auditors for the 2022-2023 fiscal year
- * Approval of By-laws
- * Adjournment

**Presentation from Duncan Burrill – Managing Director / CEO,
CBC Pension Plan. Duncan will provide an overview of our
Pension Plan's structure and performance and members will
have an opportunity to ask questions about the plan.**

**Pre-registration is required to attend the virtual meeting. To
register send an email to info@cbcpensioners.ca and we will
send you the link to the meeting.**

Roadworthy tips for travel

If you're hitting the open road, take a few steps to ensure everything goes smoothly.



Plan your itinerary...loosely

You're taking a vacation to avoid stress—you don't want to be in a panic because you're behind schedule. Determine how many kilometres you want to cover each day and where you want to spend each night. Then, build in a few hours each day for flexibility. Give yourself time to make unscheduled stops so you don't miss out on that local restaurant that's off the beaten path.

Make a pit stop

Before you leave, take your car in for some routine maintenance. Make sure the mechanic checks fluid levels and tire pressure. If you want to go that extra step, ask them to show you how to change the light bulbs for indicators, interior lights and headlights, and how to add transmission fluid, antifreeze, and oil. You remembered the snacks and bottled water. But did you check the trunk for the jumper cables and first aid kit? It's a good idea to pack a few blankets and a flashlight, too.

Get packing

Always bring extra prescription medications so you don't have to call for refills on the road—same goes for hearing aid batteries and your favourite contact lens solution that may be hard to find. Make a list of your medications and emergency contacts and put it in your wallet next to your health insurance card or record this information under the listing ICE - In Case of Emergency—in your cell phone contacts.

Visibility

If your vision isn't as good as it once was, plan your route to avoid driving at night. Before you leave, you could install a larger rear-view mirror for increased visibility. Or invest in a portable dashcam with an LCD display—not only will this gadget improve visibility, but some come with added features including a driver fatigue warning system.

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CBC Pensioners National Association Board of Directors

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