

## SPRING THAW

The chapter's first in-person event since the Pandemic hit - Page 8

## TARGET TORONTO

PNA recruiters get busy - Page 4



## HACKED!

The Canadian Media Guild suffers a data breach that could affect former members of the union - Page 7

# PNA members confront the CBC president in writing as the pension surplus-sharing dispute drags on



**Sandy McKean**

Dear Ms. Tait,

I am writing today to call upon you and the CBC to live up to its commitment to fairly distribute pension surpluses between the CBC and the CBC National Pensioners Association.

**McKean Page 2 —>**



**Catherine Tait**

Firstly, thank you for your email about the contribution holiday the Corporation recently announced it was obliged to take. We understand you have concerns about the situation.

The Corporation's com-

**Tait Page 2 —>**



**Dan Oldfield**

Ms. Tait,

My name is Dan Oldfield. I am the representative for the PNA on the Consultative Committee on Staff Benefits. Prior to that I was the Senior Staff Representative and lead negotiator for the Canadian Media

**Oldfield Page 2 —>**

## McKean from Page 1

As a 35-year employee of a broadcaster I still love to this day, I am saddened by this violation by the corporation not to live up to a long-standing MOA.

I spent just under 35 years with CBC regional, Newsworld and Newsworld International and then CBC network TV News as Head of Network News and retired as the Director of administration and staff development.

From reporter to senior manager to one of four founding executive producers of Newsworld and the founding executive producer of Newsworld International not once did I complain about the long hours, time away from home and threats against me in my field work as a reporter.

Journalism is a calling and I always felt my managers and administrators had my back and that we were all on the same page in our service to the people of Canada.

I'm losing my faith as this unnecessary dispute drags on and on. It is NOT the CBC's money- it's the money we as employees paid into the pension fund -- you included.

**McKean Page 3 —>**

## Tait from Page 1

mitment is to provide a sound and secure pension to all members of the Pension Plan. Although the Corporation is required by law to take a contribution holiday, it is the Corporation's responsibility to maintain the long-term financial health of the Pension Plan. The CBC Pension Plan is currently in a healthy position financially and Plan members need not worry about their pensions.

In fact, the surplus position of the Plan is positive news given the current volatile financial environment. It represents additional protection to ensure the Plan's long-term sustainability and protects the Corporation from being forced to remit additional contributions if it were ever in a deficit position.

It is rather exceptional for an organization to have a pension surplus and to have to take a contribution holiday, but this is required by the Income Tax Act. After diligent consideration, and given this situation, we believe the only responsible option is to invest these public funds in a way that supports the mandate and mission of the national public broadcaster.

**Tait Page 3 —>**

## Oldfield from Page 1

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Guild. I was also the lead negotiator for PNA and the French and English Unions on the Memorandum of Agreement.

I have been following the correspondence between you and some of the PNA members with interest. I am hoping you are reading the correspondence people have taken the time and effort to write. I will try not to repeat observations already made.

I am writing because your replies lead me to believe you are not being accurately informed about the dispute between the CBC its employees and retirees. Statements like, "Over the last two years, significant efforts were made on our part to reach an agreement with our stakeholders before it was brought to arbitration," are simply not true. If someone has told you that you are being misled. I believe the credibility of the President of Canada's premier news organization is important and unsupported and frankly untrue statements like that undermine your credibility. Beyond that CBC's position on the sharing of pension surpluses, deal or no deal, demonstrates a contempt for

**Oldfield Page 3 —>**

## McKean from Page 2

To me this is an outright breach of trust by an organization that has lost its way to serve the very people - reporters, producers, programmers, technical support and managers who put blood, sweat and tears into making CBC a first-class broadcaster for all Canadians.

Respectfully, Sandy McKean

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## **CBC Pension Administration Centre**

**Have a question  
about your pension?**

**Need to make  
changes to your  
pension payments?**

**Need to sort out sur-  
vivor benefits and  
estate settlements?**

**Get in touch:**

[www.pensionadmin-  
cbcsrc.ca](http://www.pensionadmin-cbcsrc.ca)

**Phone:**

**1-888-604-9258**

## Tait from Page 2

Regarding the memorandum of agreement (MOA) on pension surplus, you may know that the matter is now in litigation. Over the last two years, significant efforts were made on our part to reach an agreement with our stakeholders before it was brought to arbitration. Reaching a resolution remains a priority. Until that time, the Corporation will continue to make decisions in order to protect the long term sustainability of the Plan and ensure the Plan is in a position to face any financial volatility that might arise.

Thank you again for your email and I hope this addresses your concerns.

Sincerely, Catherine Tait -  
President and CEO CBC/  
Radio-Canada

**Tell Catherine Tait what  
YOU think:**

[catherine.tait@cbc.ca](mailto:catherine.tait@cbc.ca)

**CC: the CBC Board:**

[board@cbc.ca](mailto:board@cbc.ca)

**CC: the PNA:**

[info@cbcpensioners.ca](mailto:info@cbcpensioners.ca)

**CC: Dan Oldfield:**

[dan\\_oldfield@hotmail.com](mailto:dan_oldfield@hotmail.com)

## Oldfield from Page 2

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those who have spent the majority of the working lives with the Corporation and those serving it today.

I believe the time has come for you to become personally involved in this issue and I would be happy to meet with you to exchange information as I have always believed a mutual understanding of the facts is the most effective way of avoiding and resolving disputes.

Rest assured that my efforts would not be aimed at attempting to convince you to withdraw from the arbitration, although I think it is in CBC's interest to do so. It is a costly and prolonged process and like all of these processes leaves scars on the relationships. I am confident the agreement I had a role in negotiating will be upheld by the Arbitrator. It is a fair deal and one that took considerable effort and good faith to achieve.

Regards, Dan

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# Recruiting drive for new PNA members ramps up in Toronto



**Top from left:** Raj Narain, Ontario Region Vice-President, Susan Gagliardi, Talin Vartanian, Bob Waller- Golden Horseshoe Chapter President. **Bottom from left;** Ted Hackborn, Louna Venis, Gail Carducci - Toronto Director, Jade Mah, Jim Hay, Lise Lareau, Steve Athey - Toronto Director, Leone Earls - Ontario Region Immediate Past President (June 9, 2022)

## Questions posed to Gail Carducci by Bob Waller

### 1. Why did you call the recruiting meeting?

Over the past two years, I've had the opportunity to be involved with the PNA at all three levels - national, regional and local.

In talking to other Toronto PNA members, I realized that there are a lot of really committed people who want our association to grow and to be a strong voice - recruitment is the key to that success. That's the work that will have the greatest impact on the PNA. So I called the meeting to

bring together people with good ideas and a willingness to execute those ideas.

Toronto currently has more than 625 members and we know there are at least that many of our retired former colleagues who have not

**Recruiting Page 5 —>**



## Recruiting from Page 4

joined yet. We need to reach them.

### 2. What are the main things that came out of it?

We have an AGM coming up in October and elections are being held for many Ontario Region Board positions. Meetings like the one we held are a good way to get information out, clarify the work that lies ahead, and encourage people to become involved.

Not everyone wants to run for a 3-year term of office, but lots of us are willing to help. We needed two members to work with Leone Earls to form the Election Committee ... we got them. Susan Gagliardi and

Jim Hay have stepped forward to be involved. Discussion around the structure and benefits of being a PNA member led us to the conclusion that we need to communicate with our members.

Reviving the Toronto newsletter, planning more in-person events (Covid permitting), and posting more information on social media are all initiatives that came out of those discussions. Recruitment is a 'boots on the ground' effort that all of us can promote.

### 3. What happens now?

It's already happening. The photo from the meeting was posted to a CBC Employees Past & Present Facebook page shortly afterwards and the re-

sponse has been very positive and supportive. We'll be looking for and attending events where we can contact other CBC retirees who are not members.

The National Standing Committee on Recruitment is preparing a toolkit that members can use when talking to potential members about the value of the PNA. The list of things to do is long but, with the enthusiasm and participation we saw at our meeting, we'll make sure our members' voices are heard loud and clear.

Any Toronto readers who want to know more about our work can email me at [gail.carducci@gmail.com](mailto:gail.carducci@gmail.com).

Onward!



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 this enrolment form. Membership dues are 0.32% of a member's gross pension payment. For every \$1,000 of monthly pension, a member would pay \$3.20.



**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)
<b>Civil Status</b> <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		
<b>Preferred language</b> <input type="radio"/> English <input type="radio"/> French	Date of retirement (dd/mm/yyyy)	

## Spousal information

Name			
Date of birth (dd/mm/yyyy)	Gender	<b>CBC Employee</b> <input type="radio"/> Yes <input type="radio"/> No	<b>CBC Retiree</b> <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](mailto:info@cbcpensioners.ca)

**Submit**



# HACKED! <sup>7</sup>

We have confirmed that the Canadian Media Guild's computer system was hacked into last Friday, May 27. We have commenced an investigation and notified the police and other authorities. We immediately implemented our back-up and disaster recovery plan that is in place to minimize the impact of a breach and protect CMG information.

We are writing to you now to let you and all Guild members know about this data breach because the Guild's computer system contains personal information relating to all of our members.

The personal information related to every member that may have been accessed and downloaded by the hacker includes:

- name of member
- home address
- name of employer
- job classification
- rate of pay

Personal phone numbers and email addresses for some members are also in our system.

## **Social Insurance Numbers**

Our computer did NOT contain the Social Insurance Numbers for the vast majority of Guild members.

The only Social Insurance Numbers in our system are of:

- members who are or were Guild employees
- members who were paid by the Guild to do work for the Guild (and received a T-4 from Guild)

- freelance members who were paid through the Guild.

We are going into detail about Social Insurance Numbers because Social Insurance Numbers can be used to commit identity theft. The Social Insurance Numbers that are stored in our system are accessible only with a password. We have been advised, however, that this password protection may not protect the Social Insurance Numbers from being accessed by the hackers.

Just to be clear, we are not aware to date of any actual or attempted misuse of personal information or of any other information that is in our system. We also have not been contacted by anyone seeking a ransom. Nevertheless, we are contacting everyone who could potentially be affected.

## **Other Personal Information**

For those of you who provided the Guild with other personal information (e.g., medi-

cal information, descriptions of harassment, etc.), perhaps in connection with a particular issue that the Guild was assisting you with, this information too may have been accessed.

## **More**

We also have designated a point person – if you have any question including the following, please direct them to Karina at [contact@cmg.ca](mailto:contact@cmg.ca):

- If you were paid by the Guild for doing work for the Guild or were a freelance member who was paid through the Guild and would like to know whether your Social Insurance Number was in our system.

- If you provided medical or other private information to a Guild representative and would like to know whether that information was in our system.

- Any other specific questions

## **Our apology**

We apologize for this data breach and for any inconvenience or difficulty it may cause you. We continue to work to ensure CMG data is protected to the fullest extent, and we will keep you updated.

**Carmel Smyth - President,  
Canadian Media Guild**



# SPRING THAW<sup>8</sup>

Story by Marie Clarke-Davies

Photos by Bob Waller

Almost four dozen members of the Golden Horseshoe Chapter of the PNA and guests held their first in-person get-together since the Christmas luncheon in 2019.

People gathered in the Rock Garden of the Royal Botanical Gardens in Hamilton on June 1<sup>st</sup>.

They shared a tasty lunch and drew for door prizes – home-produced maple syrup from Jay Mowat and Clare Booker as well as gift cards from the excellent shop at RBG Centre.

Then everyone enjoyed a stimulating presentation from gardening communicator extraordinaire Paul Zammit.

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## Spring Thaw from Page 8

Paul is a professor at Niagara College in the Environmental and Horticultural Division.

He delivered his talk in the Great Room of the spectacular Rock Garden Visitor Centre.

While surrounded by floor-to-ceiling windows providing views of the garden in bloom, the audience listened to him explain the importance of biodiversity in our gardens.

He emphasized this applies to both the plants themselves and their pollinators.

To illustrate his point, he had the audience take on roles as Kentucky coffeetrees in a make-believe plot of land about to be developed.

Let's just say that most of us didn't survive the pretend bulldozers.

As a result any remaining coffeetrees in this scenario would find it difficult to reproduce, since their pollinators may not be able to find other coffeetrees nearby.

It was an effective and sobering exercise.

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### Spring Thaw from Page 9

Paul finished up his talk with an informative question-and-answer session.

Before and after the event, there were plenty of opportunities for people to catch up with former colleagues.

In addition to people from the GHC, there were pensioners from Toronto, Wasaga Beach and Yellowknife.

The Chapter Executive is now working toward the 2022 Christmas Luncheon to be held on Wednesday, December 7.

Mark that date on your calendars and stay tuned for the venue.







# Golden Horseshoe Chapter Christmas Luncheon, Annual General Meeting & Executive Election

**Dec. 7, 2022**

***(Venue TBA)***

## POSITION

President

Vice-President

Treasurer

Secretary

Director

## DECLARED CANDIDATES

Bob Waller (incumbent)

Marie Clarke-Davies (incumbent)

Cindy Beatty (currently a Director)

\_\_\_\_\_  
\_\_\_\_\_

If you're interested in talking about running for a position please call any member of the Executive to discuss what's involved.

If you decide to run please formally advise David Knapp, the GHC Immediate Past President, of your intention in writing by Nov. 17, 2022.

All the contact information is on the last page of this newsletter.

Further nominations may be called from the floor of the AGM for each office.

Candidates for nomination from the floor must give their consent to stand prior to the call from the floor and must be present at the meeting.

All elections for Chapter officers shall be by a show of hands save and except when a motion is made and carried to conduct the vote by secret ballot.

Proxy votes are allowed but members are encouraged to attend the AGM.

# Golden Horseshoe Chapter Executive



**President:**

**Bob Waller**

**(905) 278-1267**

**bobbywaller@hotmail.com**



**Vice-President:**

**Marie Clarke-Davies**

**(416) 529-8294**

**marie.clarke.davies@  
gmail.com**



**Secretary-Treasurer:**

**John Bainbridge**

**(905) 522-9873**

**john.bainbridge2015@gm  
ail.com**



**Past President:**

**David Knapp LVO**

**(905) 331-5435**

**dknapp7@cogeco.ca**

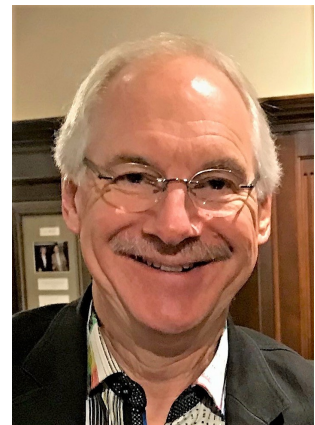


**Director:**

**Cindy Beatty**

**(905) 823-7887**

**cbeatty7887@rogers.com**



**Director:**

**Don Reynolds**

**(416) 333-4228**

**dreyno22@gmx.com**

**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**