

Recruitment Challenge

Why the PNA desperately needs more than just a *few* new members. Page 9



A dog's life



How to take your pooch with you on holiday. Page 13

Executive Decision



Golden Horseshoe Chapter members acclaimed a new Executive Board for 2022-2025 at their Holiday Luncheon and Annual General Meeting at the Royal Botanical Gardens on Dec. 1. From left: Bob Waller, President; Bridget O'Toole, Secretary; Marie Clarke-Davies, Vice-President; Cindy Beatty, Treasurer; Toni Tosti, Director. David Knapp LVO remains as Immediate Past President. Check out the report starting on Page 4. (Photo: Talin Vartanian)

Decision Day is coming

By Dan Oldfield

PNA Rep on the CBC Consultative Committee on Staff Benefits

Final arguments are scheduled to be heard on February 23, 2023, in an arbitration that will determine whether CBC retirees and employees are entitled to share a recently declared pension plan surplus.

Hearings conducted by Ontario’s former Associate Chief Justice Dennis O’Connor have been going on since early 2022.

The proceedings were made necessary when CBC management unilaterally declared the Memorandum of Agreement (MOA) that guaranteed an equal share in any future surplus, was no longer valid.

The MOA came into effect in 2009 and put an end to nearly a decade of arbitrations and court battles. The agreement between the CBC, the PNA and CBC’s unions establishes the conditions and process for distribution of any pension plan surpluses. Under the terms of the agreement the



**Justice Dennis O’Connor
Arbitrator**

parties are required to review its terms “every ten years, beginning in 2019.” That review took place between June and December of 2019. However, rather than reviewing the terms of the agreement, CBC sought significant changes which the PNA and the unions rejected. The CBC then unilaterally declared the agreement terminated. It has no legal right to do so and the PNA and unions referred the matter to binding arbitration.

In the meantime, at the end of 2021 a significant pension surplus was declared. The CBC

took advantage of that surplus, granting it a \$43 million dollar contribution holiday. An equal amount should have been distributed to pensioners and employees. The CBC has refused to live up to its end of the agreement.

Once the arguments have been heard, Justice O’Connor will render his decision. There is no timeline for the delivery of that decision but we expect it will come fairly soon after the conclusion of the hearings.

Should the PNA and the unions win, which we believe will be the case, the agreement will be declared valid and the CBC will be required to abide by the conditions of the agreement. In those circumstances it will be obliged to ensure the distribution of the 2021 surplus and any future surpluses.

One final note: there is the remote possibility of an appeal on points of law which would further delay enforcement of the agreement.

The PNA national office will keep members informed as events unfold.

Explaining the CBC pen\$ion \$urplus

By Dan Oldfield

There have been questions concerning the amounts available for distribution of CBC Pension Plan surpluses in accordance with the Memorandum of Agreement (MOA) reached in 2009 between the CBC, the PNA and the unions.

It should be noted that the Memorandum of Agreement is the subject of an arbitration aimed at establishing its validity. A decision on that should be made sometime in the early spring of 2023. The following is offered as an explanation of the processes contained in the Agreement.

The MOA calls for an **equal** distribution of a pension surplus beyond 105% of the calculated plan liabilities. That determination is made annually, and involves assessing how much money needs to be in the plan to ensure it can continue to pay retiree pensions.

Actuaries make two calculations to measure whether the plan is in a position to meet its obligations. The first is what is called the “going-



concern” calculation which totals the current market value of the plan’s assets. (Stocks, bonds, real estate, etc.) The second measure is a “solvency” calculation which assumes the plan is being wound up and no more contributions will be made. It assumes the current assets will have to be converted to longer term investments (GICs, etc.).

The lower figure of the two



is used to determine whether a surplus or deficit exists.

At the end of 2021 it was determined the plan had an overall surplus of approximately \$700 million, well above the 105% threshold needed to determine whether there was a surplus amount appropriate for sharing.

However, while the MOA calls for an equal sharing of any surpluses, that share is limited to the amount CBC can take as a contribution holiday. The employer is not permitted to remove funds from the plan, but instead simply does not contribute the amount it would normally be required to contribute. In 2019 that amount was approximately \$43 million. So, while the total surplus is much bigger, the amount retirees and employees would share would be an equal \$43 million.

A new calculation will be made at the end of 2022, and we anticipate another significant surplus which would also be eligible for sharing under the terms of the MOA.



Golden Horseshoe Holiday Luncheon

Sixty-seven PNA members and guests bought tickets to the Golden Horseshoe Chapter's first Holiday Luncheon in three years.

The gathering was held on Dec. 1, at the Royal Botanical Gardens main complex in Burlington.

The food was superb: there was Parsnapple cream soup to start, a Winter Harvest salad, a choice of mains (turkey or rib eye roast) with herb-roasted new potatoes and winter root vegetables, followed by dessert. There was complimentary wine or beer.

The other big draw was a selection of more than three dozen door prizes worthy of Santa Claus. They included seven jugs of artisanal

maple syrup (from Jay Mowat & Clare Booker), Niagara wines, chocolates, books, a \$100 gift certificate for Canadian Tire (from Sue Heddle), a \$50 card for Home Depot (from Toni Tosti), eight \$25 gift cards for the RBG Shop and a pair of complimentary tickets to the 2023 season courtesy of the Stratford Festival.

There was a 50/50 raffle, too. The winner couldn't have been more deserving. It was our outgoing Secretary-Treasurer, John Bainbridge.

The gathering also conducted the Chapter's Annual General Meeting and installed a new Executive Board from 2022-2025 (details and photo on Page 1).





“Prize runners” Bridget O’Toole and Toni Tosti, now members of the Chapter Executive





Catherine Pigott from Yellowknife won a jug of the artisanal maple syrup donated by Jay Mowat (photo directly below) and Clare Booker.



New Treasurer Cindy Beatty gave predecessor John Bainbridge his 50/50 Raffle winnings. Thanks for six years of service, John!



Don Reynolds, our outgoing Director, had to forgo the luncheon as he had to be in Curacao. Thanks for three years of service, Don!





(Photos: Ted Hackborn, Talin Vartanian and Bob Waller)

A message from Region President Gail Carducci



This is the season when CBC Pensioners' thoughts turn to family, friends, and the cost of living increase for our pensions. The good news is that we will receive 2.7%, the maximum increase permitted.

At the PNA National Board meeting in October, one of the key presentations was from the Standing Committee on Equity, Diversity and Inclusion.

I led the group for two years and our organization has stated clearly that EDI matters very much to us.

Our advancements in gender equity have been particularly satisfying and are changing the fabric of the PNA.

Recruitment is an ongoing challenge. A national program will be restarting in early 2023 to deliver pre-retirement sessions aimed at employees approaching retirement.

The real difficulty is reaching pensioners who retired but have not joined. All members are encouraged to talk about the association with their eligible friends.

Front and centre is the CBC pension surplus sharing dispute. The matter has been in arbitration since February and we expect the arbitrator to deliver a decision in the new year. There's a lot of money at stake and we are keen to have a positive resolution.



Recruitment Challenge

I miss just one thing, my colleagues

When does responsibility end?



By Talin Vartanian

After snipping the apron strings of the Mother Corp, the most common lament of former CBCers is, “I miss just one thing, my colleagues.”

We forged strong ties because teamwork was central to our lives, and because we shared an important bond: our dedication to the importance of public broadcasting. This was true not just for those of us on the editorial side, but for maintenance workers, bookkeepers, and engineers. We all cared about the joint, and we cared about each other.

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By Sandy McKean

I spent more than 34 years at the CBC and always considered myself part of the broadcast family. No matter what division or department we worked in, we shared the same goal: to bring important, interesting and entertaining programmes and stories to our audiences.

It didn't matter if you were in news, radio or television, programming, technical or editorial, finance or support services, we were all members of the family. We shared the same values required to create and deliver information across multi-platforms to all our listeners and viewers.

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Flash forward to life after the CBC. Some workplace friendships endured, but it became easy to lose touch with many of the good people we saw at work every day.

There's an easy way to revive that lost sense of collegiality. As a PNA member and volunteer, I've not only reconnected with former colleagues, but have forged new friendships with smart, dedicated, caring people I'd never met in the Broadcasting Centre. There are many solitudes at the CBC - Radio and TV, French and English, admin and production - but not at the PNA. I've met amazing people who used to work just one or two floors away, yet our paths had never crossed.

At the same time, after joining our Association, I quickly realized it has its flaws. In some ways, the PNA reflects the failings of an older incarnation of the Corporation. There aren't enough women in leadership positions. Did you know we've never had a female president? The PNA is a mostly white organization (as was the CBC decades ago, but that's changing). And there are control issues at the top. (Sound familiar?) Complaining and lamenting does nothing to help, which is why some of us are committed to bringing about change.

The PNA offers us many benefits, such as reduced rates on insurance and health club memberships. Much more important is its advocacy role. Without the PNA, who would spend the time, energy and money to fight for our fair share of the pension surplus?

A recent survey showed that the vast majority of PNA members are very happy with the Association and believe it's doing a good job.

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So what's my point?

Retirement should not be the end of the family. We, as colleagues, need to support each other as we age. Our families come from all corners and regions of Canada, and we need to look after each other and, importantly, the future of public broadcasting.

How can we do that? Continue to keep in touch, to be a voice for the people we served over many years, as well as the many people we have worked for and with during our careers.

Membership in the CBC Pensioners National Association and the provincial/regional branches and chapters is the vessel that is our new family in retirement.

On December 1st, I attended the annual Holiday Luncheon of the Golden Horseshoe Chapter. I met old friends I worked with in Moncton, Fredericton, Halifax and Toronto. Most of us now live in the GTA, but we share great stories of how our paths have crossed, promotions, moving from radio to television and vice versa.

It was like visiting family I get to see only occasionally. What a treat! Great memories and great stories!

Why am I writing this? Membership in the Pensioners National Association is not growing at the rate it should. This is a call out to each and everyone one of you to use the telephone, email or whatever technology works for you to connect with old colleagues to encourage them to contact retirees who are not members of the PNA.

Strength in numbers is critical at this time, as the future of public broadcasting and the future of the CBC seems to be constantly under attack. We are a family, and we know how valuable solid, balanced journalism is to this country.

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While that's heartening, kudos won't sustain us. We need more members, desperately. We're precipitously close to the number that gives the PNA "a seat at the table:" a minimum of 50 per cent of all CBC retirees.

It would be simple to fix this. If each one of us recruits just one person this month, we would double our membership. You're not sure whether a former colleague has joined the PNA? Calling to ask is a handy excuse to get back in touch.

One of the scourges of old age is loneliness. After we leave the workplace, social isolation can set in. Volunteering for the PNA is a way to feel part of a community. Getting involved might be as simple as offering to make calls to update membership lists, as challenging as running for office, and everything in between.

It's a truism that many hands make light work. The PNA needs more hands. As we enter the new year, please think about helping

out. You'll be doing it not just for the Association, but for yourself, and for all the colleagues you valued at the CBC.

At the very least, if each one of us sets a goal to recruit at least one new member this month, we'll be doing ourselves an enormous favour. Doubling our membership would give the PNA a much stronger voice, and that would benefit us all.

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Reach out to your former colleagues. Get them to join the association. It will show CBC executives, government and Canadians our family cares. Stronger membership will send clear signals to the CBC that we care — we care about the current dispute over our share of the pension surplus that is being denied to all of us. It will show the CBC and government we have a voice that needs to be heard.

If we sit back and do nothing why did we do all those years of public service only to be left out in the cold. The time is now for a coordinated membership drive.



Five PNA Ontario presidents at the regional holiday luncheon in Toronto on Dec. 10: Howard Simpson, Leone Earls, Gerry Head, Gail Carducci, John Dixon (Photo: Konrad Ejbach)



Barbara

Ontario Board to also focus on communications and bylaws



Talin

**By Barbara Saxberg
Ontario Region V-P**

It was clear after the recent Ontario Region AGM that the current regional bylaws needed review and overhaul. One of the first tasks of the new Region Board was to establish a Bylaws Review Committee. The committee is chaired by Region Vice-President Barbara Saxberg, who participated in the recent review of the National bylaws. She is joined by Southwestern Ontario Chapter President Gino Piazza, Toronto Director Lise Lareau, and Rochelle Porter, the Region's representative on the National Equity, Diversity & Inclusion Committee.

The committee has already met and established a clear scope for its work. The initial task is primarily one of housekeeping to ensure the bylaws are consistent with no conflicting sections, easy to understand, democratic and inclusive, and in line with the National PNA bylaws.

However, it became apparent after an initial review that the current bylaws require more than housekeeping. They are either unclear, confusing or silent on a number of issues, such as the process for amending the bylaws, the roles and responsibilities of the Region versus the Chapters, and a clear process for filling vacancies. Consequently, the Bylaws Review Committee will now address those concerns.

When the committee has completed its work, it will present its recommendations to the Regional Board for review and further discussion. The Board currently has the authority to approve any changes without member ratification, although it's expected that the new package of bylaws will be presented to the members at the next AGM.

The Regional Board has also established a Communications Committee. Regional Secretary **Talin Vartanian** will be

the chair. Other members include V-P Barbara Saxberg, Golden Horseshoe President Bob Waller, and Southwestern Ontario V-P Sandy Tymczak. This committee will examine the Region's communications, paying special and immediate attention to the Regional newsletter *Livewire*.

The Communications Committee held its first meeting in mid-December and agreed that it needed first to establish a clear purpose for all Regional communications along with some guiding principles. Priority number one is to find a new *Livewire* editor.

If this is something you would be interested in exploring, please contact any member of the Regional Board and let them know as soon as possible. A job description will be coming soon.

Both committees will resume their work in January and hope to report back to the Board in February or March.

Travels with Porter

By Marie Clarke-Davies

Early last year my husband Chuck and I started planning our first trip outside Canada since the onset of Covid. We wanted warmth and didn't want to fly. With the borders reopened, we opted for a driving trip to the Carolinas. And since we'd been locked down so long, we wanted to be away for at least a month, seeing a variety of sites. That meant bringing our dog, a four-year-old welsh springer spaniel named Porter.

We knew from previous trips with pets in tow that detailed planning is essential. And while there are more places that accept dogs than ever, pet fees can vary widely.

Sites like BringFido.com and VRBO were especially helpful. With a click, we could choose to see only pet-friendly properties. And with BringFido.com, we were able to find not only pet-friendly hotels, but also plenty of dog-friendly parks, restaurants and other attractions.

After an overnight in Morgantown, West Virginia, and two nights in Hillsborough, North Carolina, visiting friends, we arrived in Hilton Head, South Carolina. It's probably the most dog-friendly place we've ever visited. In April, dogs are welcome to romp off leash on numerous beaches before 10 AM and after 5 PM. The sand is firm to walk on and makes for a wonderful way to start the day. Earlier in the winter, dogs can be off leash all day long.

In between, we were able to visit an off-leash dog park where a local dog walker gave us some of his homegrown grapefruit.

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On a golf cart tour near Hilton Head, SC



Marie and Porter checking out the beach in Hilton Head, South Carolina

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Then there was our drive to nearby Bluffton County, where we dined at a restaurant with its own dog menu. My husband noted that Porter's lunch looked better than his.

Another day trip involved a ferry ride and golf cart tour of Daufuskie Island, next door to Hilton Head. Of course, Porter was welcome to join us.

Next we headed to Savannah, Georgia, where two highlights were a historical walking tour, hosted by the owner of the Oliver Bentley dog biscuit company, and a ferry ride across the Savannah River.

Our next stop was Charleston. The off-leash areas in the county parks here were unlike any we've ever visited. The one that was just a five-minute drive from our rented townhome had lake beaches reserved for dogs.

Another had a dog water park, called the "Splash Paw," and offered dog-friendly concerts.

To cap it all off, through another site called Rover.com, we were able to find a local dog sitter where Porter could spend time while we tackled less dog-friendly sites, like art galleries and museums. Periodically, we were texted photos of Porter romping with his new pooch pals to let us know he was doing just fine.

It's a dog's life.



Porter had the "Daddy Dallas"





**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

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Name			
Street	City	Prov.	Postal Code
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- 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
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