



The CBC Pensioners  
National Association

*Preserving our Future, Sharing Our Past*

## Ontario Region

# LIVEWIRE

January 2023

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### *A message from Gail Carducci President Ontario Region*

What a year! We have finally been able to gather together, enjoying in-person meetings, pub afternoons, holiday lunches and many more CBC pensioners' events. It feels like it's been a long time coming.

Our triennial AGM in October brought returning and new members to your Ontario Region Board of Directors. Our focus for the immediate future will be recruitment (see Talin Vartanian's article on page 6) and governance (Barbara Saxberg explains on page 7).

The upcoming edition of Contact, our national newsletter, is being sent to ALL CBC pensioners, not only to our members. Recruitment is such an important goal for us, and this is an opportunity for each of us to reach out to a former colleague who has not yet joined. Please forward this newsletter to someone you know who is eligible to enrol. In addition to the important advocacy we're doing (see Dan Oldfield's articles about the pension surplus sharing dispute), PNA members enjoy discounts on home and car insurance, GoodLife Fitness memberships, Medoc travel insurance, hotel rates and more.

Finally, our *In Memoriam* section is, sadly, rather long. We have not published members' obituaries since April. We will miss those we have lost.

I wish all of you a peaceful 2023!



Don't  
forget!

Do we have updated contact information for you?

Send your new email address, phone number or mailing address to:

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

Thank you!

# Ontario Region holiday lunch at the Duke of Cornwall Pub in Toronto on December 10th, 2022— together for the first time since 2019!



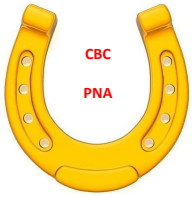
Five Ontario Region presidents (left to right): Howard Simpson (also former National PNA President and lifetime member); Leone Earls; Gerald Head; Gail Carducci; and John Dixon (also lifetime member).

Members and guests enjoy lunch together.

(L to R) Nancy Flynn, Carol Field, Brian George, Randy Hofstetter & Ginny Huebsch







# Golden Horseshoe Chapter celebrates the holiday season for the first time since 2019



The Golden Horseshoe Chapter celebrated the Winter Holiday with a luncheon for 67 people at the Royal Botanical Gardens in Burlington on Dec. 1. The food was fantastic (rib eye roast or turkey) and there were 37 door prizes from home-made maple syrup to wine to gift cards to Stratford tickets. The chapter also

held its Annual General Meeting and Triennial Election. The new Executive includes (from left below) Bob Waller, President, Bridget O'Toole, Secretary, Marie Clarke-Davies, Vice-President, Cindy Beatty, Treasurer, and Toni Tosti, Director. David Knapp LVO will remain as Immediate Past President.



## **A CHANGE BEHIND THE SCENES – THE PENSION BOARD TAKES ON PENSION PAYROLL SERVICES**

Questions about your pension payments, benefits, or deductions? The CBC Pension Payroll team is available to answer your calls and emails. Get in touch with the team by:

Email: [pension@cbc.ca](mailto:pension@cbc.ca)

Regular mail: CBC Pension Payroll, PO Box 3220, Station C, Ottawa ON K1Y 1E4

Phone: 1 888 688-6038

Fax: 1 613 288-6220 (new number)

# Durham-Trent Chapter AGM and holiday lunch At Kedron Dells Golf Club in Oshawa



**Fantastic turkey lunch for the Durham-Trent AGM and holiday event**

(left to right) Joe Solway, Georgia Nicopoulos, Evelyn Bannister, Gail Carducci, Glenn Gray

## **A new President for Durham-Trent**

**Effy Terry** was acclaimed as President of the Durham-Trent Chapter of the Ontario Region at the AGM and holiday lunch on November 30th, 2022. Thanks to VP Barrie Burhoe for holding the fort, and for being the event's photographer. A lovely afternoon at Kedron Dells Golf Club.



Members of the Durham-Trent Board (L to R)  
Joe Solway (Director), Maureen Brosnahan (Director), Randy Blythe (Treasurer), Barrie Burhoe (VP), Effy Terry (President)

Not pictured: Glenn Gray (Secretary)



# *The Southwestern Ontario (SWO) Chapter of The CBC Pensioners National Association*



It was 2019 when we last had the opportunity to gather as an SWO Chapter family, and our 2022 AGM/Christmas year-end party was an outstanding success. The feedback was totally positive towards the excellent meal, wine, service and especially the company. The one-hour plus video with music in the background brought back many memories of what we as a Chapter have been missing. A huge thank you goes out

to Ed Everaert, Michael Fitzsimmons (Fitz), Dan Kennedy and Brian Cowan for bringing out the archived photos of past events.

Thank you to our very special guest speakers who made the trek down to our Chapter, CBC PNA President Alain Pineau and our representative on the Consultative Committee on Staff Benefits Dan Oldfield. A very special thank you to our new Ontario Regional Vice-



President Barbara Saxberg who also attended, and to all our guests who came from outside of our Chapter. Other highlights were the announcement of the new SWO Chapter Board (three-year term) and words of tribute for past President Gerald Head, for his many years of service. Some photos have been posted on Facebook (link below) with more to come, and a full story in our first edition of our 2023 *Good Life* newsletter. Some great ideas that members have proposed are on the way. Stay tuned.



*Guest speakers at the SWO AGM/Christmas dinner: Gerald Head, Alain Pineau and Dan Oldfield*

Wishing all a great 2023 from the SWO Chapter Board of Directors: Gino Piazza, Sandy Tymczak, Jackie Kervoelen-Chelsea, Gerry Goulet, Gerald Head, Manny Pacheco, and Phil Peck.

[https://www.facebook.com/SWOChapterCBCPensioners/?ref=aymt\\_homepage\\_panel](https://www.facebook.com/SWOChapterCBCPensioners/?ref=aymt_homepage_panel)

# “I miss just one thing...”

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.

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. 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.

## **New Ontario Region Board will focus on improving communications and updating bylaws**

*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 and 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 much more than housekeeping. They are sometimes 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*.

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The Communications Committee held its first meeting in mid-December and agreed that it needed first to establish a clear purpose for all Regional communication, along with some guiding principles. Priority number one is to find a new newsletter 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. The job description is at the end of this newsletter.

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

## **CBC Pension Surplus Sharing Arbitration Update**

**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 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 itself a \$43 million dollar contribution holiday. An

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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.

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## **Want to know more about the Pension Surplus? Keep reading...**

*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.

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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 (GIC’s, 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.

Another 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.

**Dan Oldfield is the PNA Representative on the CBC Consultative Committee on Staff Benefits**

## IN MEMORIAM

We offer our condolences to family, friends and colleagues

**PUSHIE, William** (Willy or Bill) – died on May 24, 2022 at the age of 82. Bill worked his whole career with the CBC.

**MAIS, Herbert** – died on June 2, 2022 in his 90th year. Herb worked in radio for over 35 years.

**NIHDA, Jim** – died on June 7, 2022. Jim worked in Toronto as a radio technician, producer, and duty manager in Network Radio and TV weeknight and weekend programming.

**WATSON, Patrick** – died on July 4, 2022 at the age of 92. Patrick worked as a producer, author, television host for more than five decades and also served as Chair of the CBC from 1989 to 1994.

**SIMARD, Jacques** – died on July 5, 2022 at the age of 84. Jacques was an Ottawa/Toronto production assistant and studio producer.

**MANSON, Ronald** (Ron) – died on July 9, 2022 at the age of 91. Ron had a long career in CBC Toronto as a camera operator.

**PORTER, Jody** – died at the age of 50 on July 19 2022. Jody was a Thunder Bay reporter and journalist.

**SIRDEVAN, Michael** – died at the age of 71 on July 19, 2022. Michael was a long-time employee of CBC Toronto.

**SOLOMCOE, Jeannette** – died on July 19, 2022 at the age of 79. Jeannette worked for the CBC's drama department for 35 years.

**BARRETT, Edward** (Ted) – died on July 22, 2022 in his 80 th year. Ted worked at CBC Toronto as a video operator.

**McDONALD, Marina** – died on July 28, 2022 at the age of 87. Marina worked at CBC Toronto for many years.

**ADAMS, Don** – died on July 30, 2022 at the age of 80. Don worked as a co-ordinator of the CBC Museum in Toronto.

In Memoriam (continued)....

**FORRESTER, James (Jim)** – died on August 21, 2022 at the age of 95. Jim worked in Radio Master Control in Toronto during the 1950s and '60s.

**McBEAN, Mary** – Mary died on August 22, 2022 at the age of 81. She was a member of the Golden Horseshoe Chapter and widow of Gordon McBean.

**SWEENEY, Michael** – died on August 24, 2022. Michael worked as a director of photography for the CBC.

**BURNHAM, David** – died on August 28, 2022 in his 80th year. David worked for 40 years as a recording engineer with CBC Radio Music.

**FARQUHARSON, Tom** – died on September 29, 2022 at the age of 88. Tom spent his career working as a cameraman in Toronto.

**MUNSON, Mary** – died on October 12, 2022 at the age of 71. Mary worked at CBC Toronto, Charlottetown and Halifax primarily as a producer, but also as a researcher and journalist.

**SWITELLO, Bob** – died on October 21, 2022 at the age of 90. Bob was a finance manager in Toronto.

**EVDEMON, Nikos** – died on October 30, 2022 at the age of 82. Nick was a cameraman/director of photography and worked on CBC TV series as well as scores for CBC TV Movies.

**FARR, Jack** – died during the last week of October 2022 at the age of 91. Besides The Radio Show which was produced out of Winnipeg, Jack appeared on Joe Fan and This Country in the Morning in Toronto.

**REEVES, John** – died on November 3, 2022 at the age of 95. John was a producer-director with the CBC spanning 35 years, working in over 200 features, documentaries, dramas and musical programs.

**JEDLICSEK, Frank** – died on November 8, 2022 at the age of 68. Frank worked as a cameraman at CBC Toronto.

**DEVER, Alan** – Alan worked in CBC Montreal, in Toronto on The National and in British Columbia.



In Memoriam (continued)....

**McAFEE, George** – died on November 26, 2022 at the age of 97. George started in the Toronto Accounting Department and eventually became the unit manager in the Arts and Music department.

**ELWOOD, Norman** – died on December 3, 2022 at the age of 94. Norman was a Toronto telecine operator, and was part of the technical team that put CBC TV on air in 1952.

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## How Can You Help?

One comment I often hear from our members is “Let me know if I can help”. The Ontario Region of the CBC Pensioners Association would like to harness that willingness, to turn enthusiasm into greater involvement. I know that not everyone is available to run for a 3-year term of office. We all have friends, family and activities that make demands on our time.

Page 15 of this newsletter lists the contact information for all Ontario Board members. If you have a particular interest, please get in touch with us. Perhaps you’re good at planning events—we need to find suitable locations for gatherings. Would you like to telephone members to make sure we have updated contact information for them?

Here’s a big one: we are looking for someone to be the regular editor for *Livewire*, so get in touch with us if you’re qualified and interested. The job description is included at the end of this newsletter.

Maybe you’d be interested in understanding more about the Board’s business—we do actually get quite a lot of work done on behalf of our members. Our board meetings are open to observers, although we do restrict participation during the proceedings.

Finally, here’s an easy one: forward this newsletter to one or more of your former colleagues. If they are not already PNA members, ask them to consider joining us. The enrolment form is on the next page.

We need to keep our seat at the table where issues that affect our pensions are discussed, and you can help us represent your interests. Thank you and Happy New Year!

Gail Carducci, President Ontario Region



**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

Clear data

**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 ; our name)	Date of birth (dd/mm/yyyy)	Gender (optional)
Civil Status <input type="radio"/> Single <input type="radio"/> Married <input type="radio"/> Widower <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 (optional)	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](mailto:info@cbcpensioners.ca)

Submit

## **YOUR ONTARIO REGION BOARD OF DIRECTORS**

**President:** Gail Carducci  
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**The CBC Pensioners National Association**

*Preserving our Future, Sharing our Past*

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Mailing address: P.O. Box 8570, Ottawa ON K1G 3H9

Telephone: 613-724-3003 or 1-877-361-9242

## **Seeking an Editor of *Livewire***

*Livewire is the official newsletter of the PNA's Ontario Region. Its goal is to inform and enlighten members about our actions, activities, and events. The editor will be someone with organizational skills, who is comfortable with basic computer tools. Familiarity with newsletter publishing and potential software is an asset. This is a volunteer position.*

### **Job description**

- Publish at least four newsletters per year, and occasional bulletins or updates as required
- Recommend software for newsletter layout
- Review and adopt EDI recommendations for publishing style (font, spacing, etc.)
- Commission, gather, solicit and generate potential content
- Attend Ontario Region Board meetings, as needed
- Commission or collect photographs/images/graphics for each issue
- Edit all copy for accuracy, grammar, spelling, legalities, clarity of writing
- Design or oversee the layout of each issue
- Oversee printing and distribution via Canada Post to members