



The CBC Pensioners  
National Association

# Contact

L'Association nationale  
des retraités de la SRC

Newsletter

April 2018

## Announcement

### **2018 TRIENNIAL CONVENTION SLATED FOR MAY**



The triennial Convention of the CBC Pensioners National Association will take place in Gatineau, QC at the Four Points Sheraton Hotel on Tuesday May 15 and Wednesday May 16, 2018. The Convention is an extremely important meeting of members of the Association. It is, in effect, our ultimate governing body, charged with setting the overall direction of the Association and making the critical decisions needed to realize our goals.

Conventions are attended not only by members of the National Board of Directors but also by additional delegates chosen by each region. Each region is entitled to send at least one such delegate who represents the first two hundred and fifty members. A region is entitled to choose one additional delegate for each additional two hundred and fifty members or part thereof. This year's Convention will be attended by some 40 or so delegates from across Canada.

How that structure came to be is perhaps worth a few words of background. First, the CBC Pensioners National Association is incorporated under the terms of the Canada Not-for-Profit Corporations Act. As such, we must abide by a number of provisions designed to assure that we really are *non-profit* (no problem there!), that we handle our members' dues responsibly, that we are structured to represent the best interests of our members and that our members have an appropriate say in how we do all that.

Ideally, we would have a mass meeting of our members every year – the classic Annual General Meeting every incorporated body must, by law, conduct. An organization's AGM is typically charged with approving financial statements, naming auditors, receiving activity reports, electing national officers - generally, participating in the organization's governance and putting a stamp of approval on its activities.

That, as noted, is the *ideal*. And, strictly speaking, we meet the letter of the law by holding a general meeting of members every year. And, in order to engage as many members as possible, we hold the AGM in a different centre each year. But we aren't a rich organization. We prefer – as we know you do – to allocate your dues to serving your local and regional needs and pursuing broader causes that benefit all our members, from coast to coast. That, for example, is how the Pension Surplus Sharing agreement with the CBC came to be, how we participate in political pursuits that



serve you as pensioners, how we underwrite a wide range of social functions and maintain contacts with the members of the regions and chapters.

But we recognize that we do not, either as an organization or as individual members, have the wherewithal to assemble every year *en masse*! So, when the PNA was formally constituted some eighteen years ago, it was decided the longer term interests of our members could best be served by a structure that entrusted the strategic work of the Association to a less frequent, delegated assembly, scaled to function within our financial means but, at the same time, organized to provide a genuine supplement to the ongoing governance of our national board of directors. Hence, the Triennial Convention.

Hence, as well, the 2018 Annual General Meeting, held in conjunction with the Convention to assure maximum attendance by convention delegates, PNA members in the National Capital Region and, of course, members from anywhere else who care to make the trek to the Nation's Capital!

So, after all that preamble, what happens at these meetings?

### ***The Convention....***



The Convention will get underway on the morning of May 15<sup>th</sup>, following a brief meeting of the national board of directors. We'll kick things off with the usual words of welcome, review of the agenda and so on. We have a few policy initiatives to discuss – things enacted by the board over the past three years that now need the delegates' ratification.

Then we'll have a presentation by the CBC on the status of the Supplementary Health Care Plan – the wrap-up results of the old plan and the fall, 2017 launch of the revised version. That will give us an opportunity to assess where the plan's going and to discuss the impact of the changes that were designed to assure the long-term affordability and relevance of the plan. We'll report on the results of that discussion in the early summer edition of *Contact*.

The main activity of the convention delegates will be introduced following the CBC's presentation – namely, the business of building a three year strategic plan. This will be a facilitated discussion, with the delegates broken out into smaller groups to take on the tasks of developing a guiding Mission Statement, followed by a detailed discussion of how we plan to fulfill that mission and the values that will inform those pursuits. It's the "Mission, Vision and Values" approach many of you may be familiar with – but, given the well-known propensity of CBC people to indulge in endless discussion, we've decided to engage a team of professional animators to keep us on track and assure useable results! That activity is expected to consume the full afternoon of the 15<sup>th</sup> and carry over into the morning of the 16<sup>th</sup>.

Following the adoption of the planning exercise's conclusions – the blueprint that will take us through to 2021 -- the delegates will elect a slate of officers for the three year terms that will begin at the conclusion of the 2018 AGM. As you'll learn from the article

following this one, we're pleased to note that serving in these senior positions has attracted a number of well qualified candidates. Having these positions contested is a welcome departure from the acclaimed slates of the recent past and a good omen for our collective future.

### ***The Annual General Meeting.....***

As noted above, the AGM follows immediately on the heels of the Convention – on the afternoon of May 16<sup>th</sup>. This is the gathering that takes care of the basic annual business – receiving the audited financial statements, appointing next year's auditors and so on. But the uncontested hit of this annual gathering is always the presentation on our Pension Fund by Debra Alves, the fund's CEO. Last year in Montreal, Debra was joined by Duncan Burrill, the Secretary-Treasurer of the Fund and, together, Debra and Duncan delivered a comprehensive overview of the fund's performance – assuring us the investments were thriving and that we could all look forward to a secure retirement.

This year's Pension Plan presentation will be a bit different. You'll still come away reassured that the fund's in the best of hands – not that there's any reason to suspect otherwise – but the approach will be less technical than in the past, aimed at providing some more basic background on the fund's operations, the challenges its managers face and relating all that to issues you'll recognize as both a beneficiary and an individual investor.



There's a formal "Notice of Meeting" in this newsletter – the law says members of the Association have to be officially notified of the AGM – where you'll also find the details of time and place. We appeal to all members of the National Capital Region to come out. Even if you don't find the process of appointing auditors to be especially exciting, it's a chance to meet former colleagues from both your own area and across the country. And, if that isn't a sufficient lure, there's a reception following the meeting where you can have a few nibblies and an adult beverage. For free.

Paul Gaffney  
President



# ANNUAL GENERAL MEETING

This is the official notice to all members of the Association and particularly those in and around the National Capital Region, of the Annual General Meeting of the Association to be held on Wednesday, May 16, 2018 at 3:00 PM. The meeting will take place at the Four Points Sheraton Hotel in Gatineau, QC, 35 Laurier Street (right across from the Museum of History). There is ample parking for all attendees who choose to drive rather than use public transit. In order to encourage the largest possible turnout, the Association will be covering the cost of parking at the hotel for local members attending the meeting.

The agenda will include:

- Welcome and opening remarks by the President
- Review and approval of the minutes of the AGM of May 2017 held in Montreal, QC
- President's report on the activities of the 2017 / 2018 fiscal year
- Treasurer's report and approval of financial statements
- Appointment of auditors
- Conclusion of formal business and adjournment.

Following the conclusion of formal business we will hear from our special guest speakers – **Debra Alves, Managing Director and CEO of the CBC Pension Plan and Duncan Burrill, the Secretary of the Plan**. Members will have an opportunity to ask questions about the pension plan or about any other issues of interest to them.

At the conclusion of the meeting there will be a reception for members and their spouses and/or guests.

Please mark this date in your calendars. Since 2018 is a Convention year, there will be in attendance a number of delegates from across the country in addition to the normal members of the Board of Directors. It could be an opportunity to meet former friends and colleagues whom you do not normally have an opportunity to see.



## ***THE ELECTION OF OFFICERS***

In 2018, the terms of the current Executive Committee members will end. Our Treasurer, Denis Collette, will have served two three-year terms and has thrown his hat into the ring as a candidate for the presidency. John H. Kennedy will also have completed the maximum two terms as Anglophone Vice President, while H  l  ne Robillard-Frayne and Paul Gaffney will each have served a full term as Francophone Vice President and President, respectively, and have decided not to run again. (Paul Gaffney had succeeded Howard Simpson when, in 2015, no Francophone candidate for the presidency emerged. The PNA's tradition is to alternate the presidency.)

So we have all four executive positions to fill. It will be the task of the delegates to the Triennial Convention to select the lucky winners!

Our constitution also provides for the formation of a Nominating Committee whose job it is "to solicit and receive nominations" for each of the national offices, to check nominees' eligibility and to assure that, if elected, the nominees will serve. The 2018 Nominating Committee comprises Pierre Racicot, Anna Whitley and Maurice Gill. They've been busy over the past few months and, for the first time in recent memory, were pleased to say we'll have a slate of candidates contesting at least three of the four positions (at this writing).

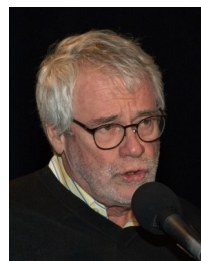
Delegates will no doubt be exposed to streaming banners, forests of signs, reams of leaflets, brass bands and all the usual campaign hoopla when they arrive in Gatineau for the Convention. We'll leave it up to the candidates to promote their respective causes; but, in the meantime, here's a quick overview of the declared contestants.

### ***For the Presidency....***

**Denis Collette** – as noted, Denis has served two, three-year terms as Treasurer on the PNA’s national Executive Committee as the PNA’s Treasurer. In that role, Denis modernized our financial management by introducing a system of electronic fund transfers and direct deposits to the accounts of the regions, chapters and individual payees. He’s a Winnipeg resident whose Radio-Canada career included radio station management in Winnipeg and Edmonton. He retired as Director of CHFA Edmonton in 1997. Denis also served on the national EAP board as Co-facilitator and on the PNA board for six years as our national EAP representative. He was also Secretary-Treasurer of a community trust fund valued at ten million dollars and served as volunteer President of the Caisse Populaire de Saint-Boniface.



**Jean-Claude Labrecque** – Jean-Claude is a native of Thetford Mines, Québec. He joined Radio-Canada in Montreal where he worked for 35 years in news and public affairs, both in radio and television, as a journalist, producer and in program management. He, too, has experience with the EAP at the local level and, for a number of years, as national co-administrator. Following his retirement from Radio-Canada in 2008, he spent time as a broadcasting consultant and as head of Radio Okapi in the Democratic Republic of the Congo and Miraya Radio in Sudan. Jean-Claude has been president of the PNA’s Quebec Region for the past two years.



### ***For the Anglophone Vice-Presidency....***

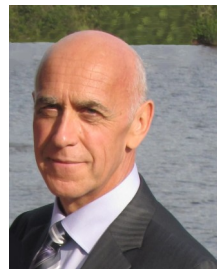
**Dave Jeffrey** – Dave is currently President of the PNA’s National Capital Region, a position he has held since 2014. He retired from the CBC in 2009 after twenty-five years working in Information Technology, beginning as manager of the IT Information Centre at Head Office and progressing through various positions to retire as Director of IT Operations with responsibility for staff in all regions of Canada. In his role as a member of the PNA’s national Board of Directors, Dave initiated and was responsible for negotiating the Wireless Affinity Program with Rogers which gives CBC pensioners a 30% discount off of posted wireless rates, a first in the company’s business affinity programs.



**Jim Nelson** – Jim has been a member of the PNA since 2006. He is now serving his second term as president of the BC & Yukon Region. Jim's CBC career was based in Vancouver, beginning as a television technician and ascending through various positions in broadcast engineering, culminating as a Project Engineer responsible for the management of capital projects. He left the CBC in 2006 to start his own company, N Plus Designs Ltd. At CBC, Jim was active in union affairs as well as in the Employee Assistance Program where he held a number of positions on the national board. Jim was recognized by the EAP by being given the inaugural Gordon Taylor Award.



### ***For the Francophone Vice-Presidency....***



**Peter St. Onge** – Peter retired from CBC after a career that spanned some 30 years in financial management positions. His last post was as General Manager of Finance & Administrative Services for Radio-Canada. He then spent four years in a similar position for Télé-Québec before taking up a post-career-career as an independent broadcasting management and governance consultant. Along the way, Peter assumed increasingly senior positions in Edmonton, Toronto, Head office in Ottawa and, ultimately, Montreal. In addition to his consulting activities, he is a volunteer advisor to the board of Le Réseau Québécois des OSBL d'Habitation, a non-profit organization responsible for overseeing 50,000 low rental units in the province of Quebec.


### ***For Treasurer....***

**Réjean Labrie** – Réjean is a member of the Professional Corporation of Management Accountants of Quebec (CPA-CMA). He joined Radio-Canada in Montreal in 1988 and was subsequently Coordinator of Financial Accounting and Regional Controller in Moncton, NB. He returned to Montreal in 1998 to join the SAP Evolution project, implementing the industry- standard package of business planning a data management software. Réjean retired from Radio-Canada in 2015 as Senior Functional Analyst in the Montreal SAP Support Center. Réjean was also a member of the board of directors of small businesses in Quebec - 1980-2010.




**Walter Knott** – Walter is a Certified Professional Accountant (CPA/CA). He joined the CBC in Ottawa as Supervisor of Financial Reporting. He was subsequently Comptroller for the Prairies based in Winnipeg and, later, Director of Television there before returning to Toronto as Director of Financial services. He completed his career with the CBC as Director of Financial Strategic Development at Head Office. Along the way, he was a municipal councillor and president of the Police Commission in Lucerne, QC, and is now active as a volunteer for a variety of social support organizations in his Kingston-area community of Wolfe Island.





### 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.

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### CHANGE OF ADDRESS

Please make sure that you advise us of any change of address, telephone or email as soon as possible. This will avoid delays in receiving newsletters or communiqués, mailed or emailed to you by the Association, as well as helping us keep our database updated.

You can advise us either by e-mail at: [cbcpensioners@on.aibn.com](mailto:cbcpensioners@on.aibn.com) or by telephone 1-877-361-9242 extension 23 or via our website: [www.cbcpensioners.ca](http://www.cbcpensioners.ca)

