



**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

DRAFT MINUTES

CBC PNA Ontario Annual General Meeting

October 11, 2023

The Annual General Meeting of the PNA's Ontario Region was held via Zoom, on Wednesday, October 11th, 2023, presided over by President Gail Carducci, with Talin Vartanian as Secretary.

Board members also in attendance:

Ben Daube – Treasurer (near end of meeting)

Susan Helwig – Toronto Director

Lise Lareau – Toronto Director

Paul Kennedy – Toronto Director

Phil Peck – Rep for the Standing Committee on Recruitment

Gino Piazza – Southwestern Ontario President

Rochelle Porter – Representative for the Standing Committee on Equity, Diversity and Inclusion

Barbara Saxberg – Vice president

Effy Terry – Durham-Trent Chapter President

Bob Waller – Golden Horseshoe Chapter President

Board members not in attendance:

Archie Reid – North Central Ontario Chapter Vice president

The list of PNA members in attendance is provided at the end these minutes.

Agenda

- 1) Call to Order
- 2) Moment of remembrance
- 3) Approval of agenda, including any amendments or additions
- 4) Minutes of the 2022 AGM for approval
- 5) President's Report
- 6) Vice President's Report
- 7) Treasurer's Report
- 8) Proposed bylaws and proposed amendments, if any
This section of the meeting will be chaired by Dan Oldfield. Paul Gaffney will be on standby to answer members' questions about compliance with the national bylaws and the Not-for-Profit Act.
- 9) New business

- 10) Guest speaker – Dan Oldfield update on pension surplus sharing, followed by Q&A
- 11) Adjournment

Proceedings:

1. **Call to order:** The President called the meeting to order at 11:02 a.m.

2. **Moment of remembrance**

Attendees paused to think about CBC colleagues who died during the past year.

3. **Approval of agenda**

MOTION: To accept the agenda. Moved by Barbara Saxberg, seconded by Bob Waller. Carried.

4. **Approval of minutes of the 2022 AGM**

MOTION: To accept the minutes of the 2022 AGM. Moved by Randy Blyth, seconded by Phil Peck. Carried.

Gino Piazza, past Ontario Region secretary, raised a concern with respect to the minutes, about a vote count on a motion vs. the number of people present at the meeting. Dan Oldfield pointed out that the motion to accept the minutes had passed with an overwhelming majority, therefore any debate about the minutes was over.

5. **President's report**

See additional notes, following these minutes.

6. **Vice President's report**

Barbara Saxberg thanked everyone for attending the meeting, and noted it was encouraging to have a high turnout and to see new faces.

She reviewed her efforts as Chapter liaison, noting the PNA has members without Chapters, who must not be forgotten. She also requested assistance with the North Central Ontario Chapter, which is without a president and treasurer. She went on to summarize activities at the national level of the PNA.

The PNA is reviewing its budget to determine whether efficiencies can be made. It has posted jobs for part-time administrative help since the current staff are due to retire. Gail Carducci is a member of this committee.

The Association also is reviewing its structure to determine ways to improve its governance, as well as its representation of—and service to—members. A committee, of which Barbara is a member, will make recommendations to the Board which, if accepted, will go to the members for approval, likely next year.

Finally, Barbara noted that the national elections next year will be held electronically for the first time to allow all members to have a say in the PNA's leadership, and that the language rotation required for national president will fall to an Anglophone member.

7. **Treasurer's report**

See additional notes, following these minutes.

Members asked a number of questions about the financial report and budget, however the treasurer was not yet present at the meeting.

MOTION: To table the vote on the treasurer's report until he can be present to answer questions. Moved by Alan Grant, seconded by Jerry Borys. Carried.

8. **Proposed bylaws and proposed amendments**

Dan Oldfield chaired this portion of the meeting. Paul Gaffney was on standby, if needed, to respond to questions that might arise regarding compliance with the PNA national bylaws and the Not-for-Profit Act.

Barbara Saxberg, who chaired the bylaws review committee, provided some historical context to the bylaws. She noted that when the new Region Board was elected last fall, it committed to a review of the Region bylaws, and discovered a number of inconsistencies, contradictions and omissions. They have now been corrected in the new bylaws to be approved at the AGM.

Bylaw changes are approved first by the Ontario Region Board and remain in effect until the AGM, when they are subject to approval by members. If members reject the changes, the Region will revert to the old bylaws.

The bylaws review committee began with four members: Barbara Saxberg, Toronto Director Lise Lareau, SCEDI Representative Rochelle Porter, and SWO Chapter President Gino Piazza. Rochelle and Gino dropped out, and Barbara and Lise completed the bulk of the work, with the ongoing help of President Gail Carducci. They consulted with Paul Gaffney, the "bylaws guru" at the national level, who added suggestions and comments. The proposed amendments presented to the AGM are in compliance with the national bylaws and the Not-for-Profit Act, and were approved by the Ontario Region Board.

The biggest change that is being proposed is a move to electronic voting. This means every member would have a say in future elections, rather than only those who attend an AGM. In addition, references to finances that were in various places in the old bylaws, were grouped together in one section. There are also new sections regarding essential points, such as filling officer vacancies, the selection of convention delegates, and the process for future bylaw amendments.

Lise Lareau added that they added important clarifications in the delineation of duties of the Chapters vs. the Region. She also explained that the vote for officers of the Ontario Region (for president, VP, secretary and treasurer) would be conducted prior to the AGM, rather than at the meeting.

Dan Oldfield asked whether there were any questions before moving to debate. A question was raised about why a temporary replacement for the Region president or vice president on the National Board had voice, but no vote. Dan explained it is a restriction contained in the Not-for-Profit Act, that only those Board members whose names are registered can cast votes.

A motion to approve the bylaws was put to the members:

MOTION: WHEREAS the Ontario Region Board established a sub-committee to review its bylaws as part of ongoing good governance; and WHEREAS The Ontario Region Board approved the revised package of bylaws presented by the sub-committee at its meeting in May 2023, we move to approve the revised package of Ontario Region bylaws, as presented. Moved by Barbara Saxberg, Ontario Region vice president and chair of the bylaws committee; seconded by Lise Lareau, Ontario Region director (Toronto) and member of the bylaws committee.

Gerald Head proposed an amendment to the revised bylaws that would clarify point 9.2. It currently states that changes require approval by two-thirds of members in attendance at a meeting of the Ontario Board, and also in attendance at the AGM. This should be clarified, in both places, as two-thirds of those voting rather than two-thirds of those in attendance.

The mover and seconder of the main motion agreed to accept this change as a friendly amendment.

MOTION: To strike “Any such change requires a two-thirds (2/3) majority of board members in attendance” in section 9.2 and replace with “any such change requires a two-thirds (2/3) majority of votes cast by board members at a meeting of the Board.” Further, to strike “all bylaw amendments proposed at an Annual General Meeting require a two-thirds (2/3) majority of members in attendance,” and replace with “all bylaw amendments proposed at an Annual General Meeting require a two-thirds (2/3) majority of votes cast by members at the AGM.” Moved by Gerald Head, seconded by Gino Piazza. Carried.

Gerald Head proposed another amendment to bylaw 3.2, which states that the president of each Chapter automatically will become a Board Director for the Region. He said this restricts the Chapter’s right to choose someone else as a Board Director, and it discourages succession planning. He proposed that each Chapter be permitted to select someone else to represent the Chapter at meetings of the Ontario Region Board.

Gail Carducci noted that this was discussed at length, and rejected, by the Ontario Region Board. Most Board members agreed that representing a Chapter at Ontario Board meetings should remain one of the responsibilities of a Chapter president. However, if neither the president nor the VP is available, another Chapter Board member may represent the Chapter’s interests.

MOTION: To amend bylaw 3.2: Each Chapter will elect, for a three-year term, a member in good standing to represent the Chapter as their Region Director. Moved by Gerald Head, seconded by Gino Piazza. The amendment failed.

Gerald Head proposed a third amendment, with respect to bylaw 11, concerning delegates to the triennial annual convention of the National Board. He proposed that the language of the previous bylaws be reinstated. This states that each Chapter would select a delegate to the national convention of the PNA. Gerald argued that this would ensure representation from across the Region, and added that the current provision—that the Ontario Region Board would choose these delegates—puts their own members at the head of the line, and does not ensure grassroots participation.

Barbara Saxberg noted that this, too, was discussed at length by the bylaws committee, and the Ontario Region Board. It is important to note that delegates to the national convention should have experience in the PNA, and be knowledgeable about national PNA policies, spending, and the overall running of the Association. This is not a suitable role for a new person, however alternate delegates and observers can be selected by Chapters to attend. Furthermore, delegates are representing the Region as a whole, not their Chapter. It would be reasonable to ask candidates to put in writing why they want to represent the Region at the national AGM.

MOTION: To amend bylaw 11: Replace the proposed language with, “The Ontario Region Board of Directors will invite each Chapter of the Ontario Region to select a delegate according to its own procedures. Then, the Board will fill the remaining vacancies from among its members or members-at-large.” Moved by Gerald Head, seconded by Gino Piazza. The amendment failed.

MOTION: A vote was called on the main motion, as amended in 9.2, to accept the package of bylaw amendments, as presented. Carried.

9. **New business**

Phil Peck, who chairs the national standing committee on recruitment, presented a resolution.

RESOLUTION: WHEREAS the CBC PNA is the only official voice for CBC pensioners; and WHEREAS the CBC PNA is required to maintain a minimum of 50% of all CBC pensioners as members to be that voice; and WHEREAS the current national level of membership is hovering around 51%; and WHEREAS the CBC PNA has demonstrated its importance and its effectiveness in the recent pension surplus sharing arbitration, as an example, be it resolved that Ontario Region of the CBC PNA motivate members to entice non-member pensioners, who they may know, to join the organization. Be it further resolved that the Ontario Region members set a goal of increasing its membership to at least 50% by the end of December 2024, and that the Region ask members to assist the Chapters and the Region Board, by gathering contact information of non-members, and explaining to them the importance of the CBC PNA. Moved by Phil Peck, seconded by Barbara Saxberg. Carried unanimously.

Lise Lareau reminded all members that, with the departure of Mary DePoe from the Board, the Ontario Region is seeking another Toronto Director to fill that vacancy. She encouraged everyone to consider applying for this important role.

10. Guest speaker – Dan Oldfield

Dan Oldfield, who represented the interests of the PNA in its discussions about the pension surplus, reminded everyone that the CBC pension plan is still in a strong surplus position, and that there may be a further sharing of funds with pensioners and employees.

Currently, the CBC is doing the calculations for more than 20,000 people who are eligible to share in the surplus for 2021 and 2022, a total of about \$95M. Each person's share will depend on their lifetime contributions to the plan.

There is another delay in the process due to a requirement by the Office of the Superintendent of Financial Institutions (OSFI), which must approve the distribution of the surplus. OSFI recognizes that the unions represent CBC employees, but because the PNA is an Association it does not have the same legal recognition in regard to representation as the unions. It is calling for a demonstrated consultation with retirees, and the PNA's job is to convince OSFI that this has taken place. However, the PNA does not have a definition for a "demonstrated consultation."

A member asked what, exactly, OSFI's concern is, that some pensioners would disagree they are entitled to funds or might reject a cheque?

Dan Oldfield shares in that confusion. The PNA needs to know what the obligation to consult looks like, from OSFI's perspective. He said the Association has requested all correspondence between the CBC to OSFI, which has yet to be shared. The PNA is concerned that the OSFI documents submitted by the CBC make no reference to the PNA.

Phil Peck pointed out that a recent survey of all CBC pensioners (including non-members of the PNA) asked a question about the pension surplus, and 62% of respondents expressed a desire for a lump sum payment. He proposed this statistic may help support the PNA's case, and Dan agreed.

In response to a question, Dan assured members that this delay does not, in any way, diminish the obligation of the CBC to share the surplus.

A member proposed a survey be conducted of non-PNA members regarding the surplus, and Dan pointed out that all communication with non-members and deferred members must be through the Pension Administration Centre, which will not share names and contact information with the PNA. He has proposed to Marco Dubé of the CBC that it would be in the CBC's interest to cooperate with the PNA in helping us boost our membership numbers.

7. Treasurer's Report

(Again, the treasurer's report can be found below, under additional notes.)

Ben Daube joined the meeting by phone, with regrets that he did not have access to his computer and budget figures.

Gerald Head posed a question about the total in the Ontario Region chequing account as of August 31st, fiscal year end. Ben said that number is in his report. Gerald also said there needs to be a better breakdown of some budget expenses. For example, “travel and subsidies” should be separate, not grouped together, to give members a clearer picture. Ben noted that the format he used mirrored that of the National PNA, however he would be happy to provide a more detailed breakdown to Gerald, and to any other member who requests one.

MOTION: To approve the Financial Statement and the 2023/2024 budget. Moved by Lise Lareau, Ontario Region Treasurer, and seconded by Ontario Region VP Barbara Saxberg. Carried.

7. Adjournment:

At 1:46 p.m., Gerald Head moved to adjourn.

Additional notes:

President’s Report

It’s been a year since you elected a new Ontario Region Board for the PNA. We didn’t realize that mountain climbing would be part of the job; but it is. We’ve faced a mountain of work:

- Ontario’s recruitment numbers were very low and were dragging down the national enrolment numbers.
- We had little or no presence in the Broadcasting Centre, where most of our future members work.
- Our election procedure was still in the Dark Ages, disenfranchising anyone who was unable to attend an AGM.
- Although our financial situation was secure, we weren’t maximizing the money we had in the bank.
- Toronto had four directors on the board with no clear direction or structure.
- The Ontario bylaws were incomplete and needed a serious review.
- Our newsletter, Livewire, did not look or read like a publication that was produced by professional journalists.

You elected a committed, creative, and energetic team and, on behalf of your Ontario Region executive, I’d like to thank you for your confidence in us. I hope you’ll agree that we’re getting results.

I’ll start with recruitment, because bringing new members on board is **the** top priority for all of us. Here’s why:

Thanks to the tireless efforts of Dan Oldfield (who’ll be speaking to us later), labour lawyer Sean Fitzpatrick, and representatives from the Canadian Media Guild, we’re each going to get our share of the pension surplus. The beans are still being counted, and the cheques aren’t in the mail yet, but we fought against unfairness, and we won that battle. We are stronger together.

Well, imagine this: What if we didn't have a say about that? To advocate on our behalf, the PNA needs to represent more than 50% of CBC pensioners. We're sitting at 51% nationally, a very risky number. In Ontario, it's an embarrassing 40%.

This means about 1500 pensioners in this region will also be getting a cheque in the mail, even though they haven't joined the PNA. If we want to keep our seat at the table, we must bring them on board.

Please think about all your former colleagues. Have they joined the PNA? If you don't know, ask them. Or ask me. And if the answer is no, please convince them.

Recruiting more members is a matter of survival. We all have to take it seriously.

The Ontario Region had been averaging about 32 new members a year. Last fall, we more than doubled that number. And so far this year, we're at 76 and still counting. How did we do it? For one thing, I invited a group of interested and enthusiastic members to form a Toronto Advisory Group, and they worked hard to up the ante. Our board is also working closely with the national recruitment committee, co-chaired by Phil Peck.

The Toronto group has also stepped up to volunteer at more social events, and to establish a presence in the Broadcasting Centre. Some Windsor members have also set up outreach in that location.

We've been communicating better with you through Facebook, the PNA website, email updates, and, of course, the new and improved Livewire. The editor, Talin Vartanian (who you elected last fall as Secretary), has raised our newsletter to a high standard. She has marshalled a lot of talented contributors who, added to her own flawless writing, inform and entertain all of us.

Vice President Barbara Saxberg and I are your voice at the National Board. We've both volunteered to sit on national committees about key concerns, such as the structure of the PNA across Canada, and budgetary priorities.

The region runs on your dues. Treasurer Ben Daube has invested our funds in a safe way, so they're working to our benefit.

You may have read about Legacy Interviews in the last edition of Livewire. A committee (including some Board members) is working on preserving some of the CBC history we've shared.

Finally, we'll be voting today on a set of new, improved bylaws for Ontario Region. Barbara Saxberg and Lise Lareau, with the help of others, invested countless hours in creating them. Among other things, the bylaws introduce a democratic and fair process for future elections. They're essential to the work of the current Board of Directors, and future Boards. I hope you'll vote to endorse their amazing work.

So, we're not at the top of that mountain yet. And we're counting on your continued support to get us there.

Thank you for being here today.

Treasurer's Report

CBC PENSIONERS ASSOCIATION / ASSOCIATION DES RETRAITÉS		
ONTARIO REGION / RÉGION DE L'ONTARIO		
September 1st , 2022 to August 31, 2023 / 1er septembre 2022 au 31 aout 2023		
DUCA	23-24 budget	
DUCA - Bank Balance @ September 1, 2022	\$44,789.18	\$6,123.75
DUCA - Shares @ September 1, 2022	\$147.00	\$147.00
DUCA – Savings @ September 1, 2022	\$20,019.74	\$70,721.44
Balance in DUCA accounts on September 1, 2022 / Solde au 1 Sept 2022	\$64,955.92	\$76,992.19
REVENUES		
CBC National Pensioners Association	\$27,196.76	\$27,000.00
Recruitment Bonus / Recrutement bonus	\$7,300.00	\$7,500.00
Total Revenues / Revenus Totals	\$34,496.76	\$34,500.00
Sub-total / Sous-total:	\$99,452.68	\$111,492.19
EXPENSES / DÉPENSES		
Supplies, service and administrative charges / Frais de service et administratifs	\$779.05	\$1,000.00
Livewire	\$3,887.29	\$5,000.00
Travel and Subsidies / Voyage et Subventions	\$14,173.34	\$7,000.00
Toronto Subsidy		\$7,000.00
Board meetings / réunions du conseil	\$0.00	\$2,000.00
Membership, honoraria / Adhésion, honoraires	\$722.55	\$2,000.00
Christmas Lunch / Déjeuner de Noël	\$2,898.16	\$7,000.00
Total Expenses / Dépenses totales	\$22,460.49	\$31,000.00
Carried Forward / à reporter	\$76,992.19	\$80,492.19

Submitted by / présenté par: Ben Daube - Treasurer / Trésorière 11 October 2023 / 11 Octobre 2023

Members in attendance at the AGM, in addition to those on the Ontario Region Board

- *Please note: Several people did not log in by name, and were listed on the Zoom log as “iPhone user” or “iPad user” or “Zoom user.” We have done our best to identify everyone. If you were present at the meeting and do not see your name here, please write to ontario@cbcpensioners.ca, and we will amend the record.*

Avey, Neil
Blyth, Randy
Borys, Jerry
Burhoe, Barrie
Burton, Bob
Clanfield, Ronda
Darley, Mike
Dimon, John
Fisher, Carol
Grant, Alan
Hackborn, Ted
Head, Gerald
Hubbard, Al

Jansen, Ann
Jenner, Liz
Knapp, David
Kuchmij, Halya
Mah, Jade
Mahdavi, Mansour
McFeat, Tom
McKeown, Michael
Mercer, Melissa
Muise, Janet
Munro, Linda
Narain, Raj
Oldfield, Dan

O’Dea, Charlotte
Pettapiece-Phillips, Liz
Schacter, Harry
Schwartz, Daniel
Simpson, Howard
Sinclair, Peter
Sorensen, Christina
Sturrock, Heather
Sykes, Elaine
Tessier, Kathryn
Tymczak, Sandy
Venis, Louna
Yee, Sarah