

Meeting Summary for Web site and general distribution

**CN Pensioners' Association/ Associations De Retraités
Annual Directors 's Meeting**

November 19 & 20, 2020

MEETING ROOM: ZOOM CONFERENCE CALL

10:00 Atlantic Time

November 19, 2020 (Thursday)

Item 1. Call to Order, Roll Call, and Introductions of those present. There were 23 participants

Item 2. Lord's Prayer followed by a moment of Silence in memory of those departed.

Item 3. Review and acceptance of this agenda for November 19 & 20, 2020

The President will ask if there are any new items to be added to this agenda.

Item 4. Adoption of minutes of ADM held on Nov. 14 & 15, 2019
Attachment A

Business arising from these minutes

1. Earl Garland: Report for the November ADM on Noise Induced Hearing Loss. This is a follow-up activity report re: ITEM 21(f) from the minutes from the CNPA ADM held in Montreal, Quebec on November 14-15, 2019.

Earl gave his report and was followed by Arthur St Hilaire who spoke of issues encountered in Quebec re hearing loss claims. Issues are to be progressed within CN by our executive.

Item 5. President's Report: Reg Hebert. In brief summary, it has been a difficult and challenging year, however, we look forward with hope of the impact of the pandemic being ended. Thanks to all who kept our association and its' programs running smoothly. Hoping we can resume the social aspects of the CNPA soon.

Item 6. Treasurer's Report: Bruce Peacock

Audit report reviewed and discussed.

Note: that all councils are required by our constitution to perform an annual financial review, done by 2 people not involved with money of the council, and results submitted to the executive for furtherance to regional council. If you are a paying member of CNPA, you have a right to ask if this is being done in your council!

National council finances were reviewed and we continue to be on sound financial footing, but note there were 1938 members who passed last year, many of which were paying members. There were considerably less new retirees and survivors who became members. Our numbers and therefor income is going down. Our ability to fund many beneficial programs to our pensioner population will be impacted in future.

There are about 8,000 retirees who are NOT members of CNPA.

Membership Report: Our numbers are going down, but we are doing a better job at contacting new retirees who overlooked applying on the form in their retirement package. Many of them are signing up as are many survivors. In fact, some survivors are becoming members even if their spouses were not interested as they see the value of having someone to call for information etc.

The Budget Report acceptance will be pending until the business from this report is handled later in the agenda. This is account there are financial considerations to resolve in the minutes such as continuation of the scholarship program.

Item 6 A Local Councils audit updates and discussion. Good discussion. Over 95% complete and those outstanding were affected by covid. Action being taken to complete.

Item 7. Presentation: Johnson Insurance Inc.

Speakers: Speakers are Shawn McCord, Senior Manager, Ottawa & Groups; Lynn Nasralla, Senior Consultant. Approx. 45 minutes. They made an interesting presentation as to how they handled the pandemic problems of travel and insurance. There was also a financial report of their contribution to our association this year. More on the Johnson contract in an upcoming newsletter (President's message)

Item 8 CN PENSIONS & BENEFITS SESSION.

(a) Guest Speaker Fiona Murray

Fiona Murray is VP Public and Government Affairs. She is working with us on several fronts including Railroaders in the Community and our CN/CNPA agreement, Newsletter etc.

Good presentation lasted about 45 minutes. We, CNPA have a lot of interaction with CN public affairs account the Partnership agreement we have with CN. Our links to CN for Railroaders in the community, Terry Fox Run, Eco Connection tree plantings, Poppy campaign, and more are through the Public and Government affairs group at CN

Item 9. Pension Committee Report) Presenter Reg Hebert

The pension committee continued to meet at the appointed dates through WebEx. As co-chair, Reg participated in the preparation of the agenda and chaired one meeting of the last 4. Our association is well represented at the Pension Committee table and we are working well with the union representatives and company reps. CN investment division CEO Marlene Puffer gave updates on the financial status of the plan at each meeting account the market instability created by covid. You will be pleased to note that our pension fund is on solid footing and they, CNI group, were able to take some advantage of the international markets' instability. More detailed information to follow, but there will be an indexation amount increase in 2021 as our Escalation Account (Inside the

Pension Fund) is sufficient to fund an increase. More detailed information coming.

Item 10. National Constitution and By-Laws Rewrite.

By-laws were revised and approved by Committee on January 5, 2020. This will now have to be approved at this ADM. There were minor amendments and corrections submitted and approved. The final revised constitution and National By-Laws will be posted on our web site at cnpensioners.org shortly.

Item 11. Health Care Committee Report (Blake Olson): Our health care plan continues to function well account the work and time being put in by the Health Care committee. There was an increase in costs this year in the Atlantic group and British Columbia in spite of reserve funds being applied to the overall drug cost increase across the country.

More information coming on Mail Order Pharmacy and a dedicated number for Travel medical coverage.

Sad Comment that we have retirees who are members of our blue cross plan and in spite of expense and work put in by our health care committee on their behalf, still are not willing to pay \$1.00 per month to support the association

Item12. Pharmacare related issues. We continue to press the federal government to move ahead with pharmacare to alleviate drug costs for our members. This is done through our Government Liaison Officer who continues to write letters to keep your interests in the forefront of politicians determining the path forward with health care.

Item 13 Training Guidelines: James Houston: Report submission and discussion re training for new National director alternates, Health Committee alternates.

End of first Day at 18:00 Atlantic time

NNovember 20, 2020 (Friday)

Item 14: Call to Order & Roll Call

Item 15. Scholarship Chairperson's report on the 2020 CNPA Scholarship Program. Presenter: Reg Hebert: **Attachment N & O**

1. Motion for \$37,500.00 to fund the 2021 National Scholarship Plan. (This will be a standing motion for subsequent ADMs, see page 17 of 2019 (ADM Minutes). Motion passed, the scholarship program will continue in 2021 with same amounts and number of awards. Local and regional councils who also provide trade bursaries and other scholarships will determine their continuation or not. At present all seem intent on continuing, some with minor changes.

Item 16. Resolutions: The President will ask if there are any late resolutions to be presented.

1. CNPA Local Council D3 is proposing a motion to be heard at our National ADM to be held in November 2020. It deals with Re-Structure-Amount -Administrative -CNPA -National Council. There are three (3) documents attached in support of this motion.

2. Revisions to National Council Articles 5.02 & 9.05 (b) Council C-11

We request that this issue be included on the Agenda for consideration at the forthcoming 2020 Annual Directors Meeting of the CN Pensioners Association. Submitted by James Houston.

3. FOR DISCUSSION PURPOSES ONLY. Submitted by David Simpson and James Houston. The purpose of this motion is to appoint a CN Pensioner to canvas new CN Pensioners to join our Association.

Please see revised Constitution and by-Laws re updates. Discussed changes passed. Those documents are on our web site under National Council.

Item 17. Federal Government Liaison Officer's Report: Presenter Jim Houston. Very active year for Jim re issues of pharmacare and covid issues including proroguing of parliament.

Item 18: New Business:

(a) Motion needed for the following: That the travel expenses of the spouses of the National President and National Treasurer be covered while they accompany their spouses to an invited event by a local council. This request was made and past at the 2008-2019 ADMs. This request will be again made at the 2020 ADM. It will be the President's discretion to take another member to attend the function. Motion Carried.

(b) Partnership Agreement with CN will be re-evaluated at this & future ADMs'

© Establishment of a CN/CNPA Interface Officer.

Presenter Reg Hebert.

With the growing number of requests for interaction and participation of our pensioners association in CN, sponsored activities subsequent to our Partnership agreement with CN, I asked Bruce Anderson, 1st VP National, if he would lead our participation and communication in these matters with CN. He has agreed to take on that responsibility. Motion carried

(d) ***Website Discussion Page***

It appears that it has lost interest over time and we should discuss whether to retain it or delete it. Submitted by Bruce Peacock. In addition, the discussion forum has become a target for non-retirees to post garbage on our web site. This segment of our site to be disabled immediately.

(e) To keep the per capita tax at \$2 for the 2020 fiscal year. This will be an annual decision. See 2019 ADM agenda Item 8 page 7, 6 lines from bottom. Motion Passed

(f) Assistance for Bruce Peacock in National Membership Position.

In keeping with succession planning principles, Bruce Peacock will develop a document laying out what tools and processes he uses to manage all the membership data and the finances of our association. In so doing a member of our association has agreed to work with Bruce and familiarize himself with the various programs/spread sheets/contacts/Bank processes etc., in

order for the CNPA to have an individual ready to back-up the critically important role Bruce Peacock fulfills for the continued benefit of the association.

Item 19. National Newsletter Report: Presenter, Ken Roberts, Communications Officer. Positions of editor and assistant editor going well. Newsletter well received and interesting. Good Job by the team.

Item 20. Final detailed budget for 2021 will be passed and included in the minutes. Budget was reviewed and passed with minor changes related to zoom meetings VS Montreal ADM

ITEM 21 Good of the Association. Good news stories by Jim Houston and Wayne Greenland. Will be carried in future newsletters

Item 22. Election of National Council: Next elections Nov. 2022 This is for a 3-year term as per new By-Laws

National President ----- Reg Hebert re-elected

First Vice President ----- Bruce Anderson re-elected

National Treasurer ----- Bruce Peacock re-elected

Regional Vice-Presidents ----As previous, no changes

Earl Garland	Atlantic
Arthur St-Hilaire	Quebec
James Houston	Ontario
Bruce Anderson	Prairie
Al Vodden	Mountain

Item 23. Appointments Next appointment date is Nov. 2022.

National Council Auditors: **Evan Hickey**, one more to be named

National Executive Secretary: **Wayne Greenland**

Federal Government Liaison Officer: James **Houston**

Communication's Officer & Assistant Editor, National Newsletter:
Ken Roberts and Joanne Gaboriau

CN/CNPA partnership agreement interface officer: **Bruce Anderson**

Item 24. Adjournment at approximately 17:30 Atlantic