

Summary of 2021 Annual directors Meeting November 18 and 19, 2021 held virtually. This meeting is normally held in Montreal annually, which is the preferred option and which we will hopefully be able to attend in 2022.

Agenda:

Subject Page No.

Item 1 Call to Order

Item 2 Moment of Silence

Item 3 Review and Acceptance of Agenda for
November 18-19, 2021

Item 4 Adoption of Minutes of ADM, November 19-20, 2020
(Virtual)

Item 5 President's Report

A year like no other with many challenges in spite of which we accomplished much in areas of our health care plan, scholarships program, newsletters, centenarian awards, finance security, communication, Railroaders in the community program, discounts to pensioners programs, pension committee meetings and succession planning. All conducted virtually.

Hopefully 2022 will see the end of covid or at least a scenario within which social interaction is reasonably possible. Our challenge will be to re-institute the social interaction within CNPA by getting local meetings started again.

Item 6 Treasurer's Report

The financial health of our Association continues to be solid primarily because we have continued to be careful and frugal. We had a budget surplus last year since there was no face-to-face meeting of the National Council. As noted by our National treasurer in his report, membership revenue continues to decline as there are more members passing away than there are new retirees joining. Sadly, there are 7,000 pensioners out there who do not contribute \$1.00 (one) dollar per month to support our association. Our other streams of revenue such as Johnson's insurance and the CN/CNPA agreement benefits continue to bolster the funds needed for your Association to continue operating.

Item 6 Audit Reports

The audit report for National Council funds, reviewed by 2 accountants was found to be in order with no exceptions noted in funds management.

Item 8 Local Councils and Regional Audit Updates, Regional VP's Reporting

Regional and Local Council Audit reports completion were reviewed and discussed. In spite of covid restrictions, all audits were completed with the exception of 3 Atlantic councils who are working towards completion of their local reviews.

Item 20(e) John Wever and Ron Charles , Introduction

Item 7 Succession Planning

Bruce Peacock has indicated he is reducing his work load and will be leaving the positions he now occupies of National treasurer and Membership Secretary. After canvassing all regional councils and National executives, 2 individuals have stepped forward to train for and assume the responsibilities Bruce has been so ably performing for the last 21 years. John Wever will look after the Membership portfolio and become involved with the management of our Web Site. Ron Charles will take responsibility for the treasurers' duties. Both gentlemen are CN Pensioners residing in Ontario, and both have been training with Bruce and will continue to familiarize themselves with the requirements of the positions as the cutover date approaches.

Item 10 Pension Committee Report –

Our pension fund continues to generate sufficient revenue to keep our plan fully funded. Pension Committee meetings were all conducted virtually in 2021 and will begin that way in 2022. There have been some Pension committee member changes in 2021.

Bruce Peacock is replaced as alternate Atlantic by Wayne Greenland

Yves Bourdon is replaced by Denis Cousineau as Quebec Representative

Sonia Tremblay replaces Denis Cousineau as Alternate for Quebec

Linda Schram is leaving the committee. Prairie region is conducting an election to name a replacement.

We continue to work with CN to develop a training program for new and experienced Pension Committee members. We also continue to be involved in reviewing and voicing our opinion to any federal pension plan proposals for change or constraints on your behalf.

Item 11 National Constitution and By-Laws

Review and discussion re the correct name of our association and the differences which need to be corrected at different locations such as our Constitution, By-Laws and local council documents. A Sub-Committee has been instituted to review and report findings.

Item 9 Presentation: Johnson Insurance

Presentation by senior Johnson's managers, question period and presentation of 2020-21 financial contribution to CNPA as per our agreement with Johnson's.

Item 12 Health Care Committee Report

Chairperson Blake Olson presented his report. Copies of the report were emailed to all participants. This document is confidential and not for general distribution.

Our Blue cross plan continues to function well. Rate increases are minimal with exception of Atlantic group. Issue is aging population and no provincial plan support, compounded by high cost claimants percentage.

Yves Bourdon made a special motion, seconded by Arthur St.-Hilaire, to thank and recognize Blake Olson for the tremendous work he has done regarding the major changes made to our Health Care Plan because of RAMQ.

Following discussion, the **motion carried unanimously.**

After the presentation, Blake answered many related questions. A motion was made by Yves Bourdon, seconded by Arthur St.-Hilaire, to accept the Health Care Committee Report.

Following discussion, the **motion carried unanimously.**

Note, RAMQ is Regis des Assurances Medical du Quebec, that provinces provincial plan.

Rulings by that body affected pensioners residing in that province and consequently our plan in Quebec. Affected pensioners are all cognisant of the facts and have been assisted in ensuring they are properly protected re their health care plan.

Managing that change was a long and complex process involving CN, Blue Cross, Lifeworks, Mercer, and CNPA Health Committee.

Item 13 Training Guidelines

For new members of National council reviewed.

Item 14 Call to Order

Day 2 start.

Item 15 Scholarship Chairperson's Report

Our scholarship program was again successful this year. (9th year since 2013) Discussion and voted the budget support to continue program again in 2022. Planned pre program call with regional chairpersons.

Item 16 RRITC Program

Bruce Anderson presented his report in bullet form. He commented on the 8 (eight) statements in the report. The main area of concern is that we need to re-establish a CN contact to deal with this program as well as other contact and support programs with CN.

Bruce Anderson made a motion, seconded by Blake Olson, to accept his report. Following discussion, the **motion carried unanimously. We are actively working with CN to realign support for the various programs involved. Problem caused by internal retirements and downsizing.**

Item 17 Resolutions

Resolution presented that we ensure all required translation to French be done professionally to ensure correctness. Copy of all translation requests to be forwarded to the Treasurer so he will expect billing from translator.

Item 19 Federal Government Liaison Officer's Report

Excellent report submitted by James Houston, reviewed and passed. No government negative impacts on pensioners through pension legislation in 2020-21.

Item 20 New Business

Various motions which are reviewed and voted on annually were discussed as well as impact and recovery from Covid impact on our association. Further discussion of per capita tax rates and purchase of hardware and software for membership appointee as well as treasurer appointee.

Discussion of how much personal information is carried on our web site which could be used by scammers in phishing emails. Web site to be reviewed and possibly revised.

Item 18 CN Pensions and Benefits Session Annie Roberge
Information re their department roles and responsibilities item 30 minutes.

Item 21 Communications Officer's Report
Newsletters, Ken Roberts Editor and Joanne Gaborieau Co-editor. Our newsletters are looking good and getting out on time more this year. Interaction with CN on this issue is going well.

Item 22 Final Detailed Budget

Final discussion and vote on the National Budget was placed toward the end of this agenda as there were several items of importance which had to be discussed and voted upon during the meeting; such as per capita tax rate, scholarships funding, equipment purchase for 2 new positions replacing Bruce Peacock. **Note:** equipment and software required for these positions are above the norm for home PC requirements, therefore we have agreed to purchase as required. The purchased equipment however remains the property of the CNPA . There was a \$7,000.00 better than budget result last year, however that was due to not having the ADM in Montreal but rather conducted on Zoom exceptionally account Covid.

Item 20(g) Review our Position on Meetings and Covid as an Association.

This item will continue to be reviewed as the safety of our members is of primordial importance and we will not begin regular face to face general meetings until it is safe to do so.

Item 23 & 24 Next Election and Appointment Date.
As per constitution.

Item 25 Adjournment
End of day 2

IN ATTENDANCE

President Reg Hebert

Vice-Presidents (Directors)

- Atlantic Region Earl Garland
- Quebec Provincial Arthur St.-Hilaire
- Ontario Provincial James Houston
- Prairie Region Bruce Anderson
(1st Vice-President)
- Mountain Region Al Vodden

Directors Wayne Greenland Newfoundland &

(National Executive Secretary) Labrador

Bruce Peacock Atlantic

(National Treasurer)

Rémi LaHaye Quebec

Denis Cousineau Quebec

David Simpson Ontario

Ron Hewson Ontario

Gary Heasman Prairie

Joanne Gaborieau Prairie

Dennis Jensen Mountain

Blake Olson Mountain

Past President (Director) Yves Bourdon

Officers Ken Roberts National Council

(Communications Officer)

Alternate National Directors Graham Hill NL

Robert Chiasson (Day 1) Atlantic

Paul Goupil Quebec

Doug Charles Ontario

Patrick McMullin Prairie

Gordon Wheatley Mountain

Visitors – _Day 1 Only P. Evan Hickey Auditor

John Wever Ontario

Ron Charles Ontario

Note: Due to other commitments and technical difficulties, some members had to leave the meeting for short periods of time.

Summary prepared by Reg Hebert. You may address any questions or concerns directly to me at rhebert06@yahoo.ca

Or 506-874-2850

Thanks

Reg Hebert