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In Memoriam

2012-2013

Betty Anderson
Clifford Andrews
Roland Baikie
Zena Baird
Teresa Barry
Shirley Bartlett
Joseph Best
Maxwell Bishop
Patricia Boone
Ronald Bowers
Chesley Brake
Anna Brake
Chesley Brown
John Buckingham
Murley Bursey
Gerald Butt
Katherine Cadigan
Madeline Cahill
Melita Carberry
Catherine Carter
John Constantine
Stan Cooper
Mary Critch
Gordon Crocker
Ronald Crummey
Marie Cunningham
Edgar Dalley
Gilbert Davis
Herbert Dawe
Pauline Dillon
Edward Douglas
Phyllis Downton
Robert Dyer

Margaret Earle
Israel Fagan
Augustus Flannigan
Effie Doris Flight
Hannah Foley
Blanche Garf
Douglas Gaulton
Elizabeth Gibbons
Roland Goobie
Mildred Gosse
Callistus Greene
Scott Greening
Laurie Ann Griffin
Joyce Grimes
Mary Groves
Clyde Guy
Josephine Guy
Edward Hancock
Austin Hann
Elizabeth Hanrahan
Della Harris
Eileen Hatch
Mary Hefferman
Baxter Hellier
Marion Hinks
Benedict Hogan
Herbert House
Ethel Hutchings
Ernestine Jones
Peter Jones
Sadie Jones
Brendan Kavanagh
Garland Kean

Alice Keats
Cyril Keeping
Gerald Kendall
Wilfred Kendall
Fred Keough
Austin King
Gilbert Knee
Job Knee
Joseph Labour
Norbert Lavers
Augustus Lecoure
Mona LeDrew
Matthew LeGrow
Johann Leitch
Shirley Lewis
Margaret Locking
Susannah Lovell
Patricia Manning
Aileen Martin
Frederick Martin
Mamie Martin
John McCarthy
Mary McGarth
Edith Miffen
Thomas Mills
Herman Munch
Graham Noel
Joseph Norman
Phyllis O'Brien
Joan O'Grady
Ralph Oliver
Kevin Pafford
Gordon Patey

Harold Payne
Walter Payne
Lucretia Pear
Donald Peddle
Levita Peddle
Barbara Penney
Ella Penney
Lemuel Penney
Llewellyn Penney
Mary Penney
Ruby Penney
Robert Peters
Aubrey Pike
Kevin Pittman
Eric Francis Pollett
Frank Pope
Maxwell Pottle
Colin Powell

Gordon Power
Elva Pritchett
George Rees
Sadie Reid
Theodore Reid
Duncan Rice
J Edwin Richards
Margaret Rose
Mary Rose
Herman Rowsell
Alice Ryan
Gordon Seabright
Cyril Sellars
Eileen Sheppard
Daniel Shiwak
Donald Smith
Grace Smith
Viola Stagg

Harold Sullivan
Lorraine Taylor
Rose Thistle
Shirley Thomas
Archie Thornhill
Hannah Tracey
William Turner
Ian Tuton
Charles Walsh
Sharon Walsh
Daniel Ward
Bernard Warford
Winston Watton
Harold Wheeler
Maria Woodland

Words are few, thoughts are deep
Memories of you we will always keep

Background Items:

- 1. Vision, Mission, and Strategic Directions**
- 2. Board of Directors and Committees**
- 3. Rules of Order**
- 4. Agenda**
- 5. Minutes of 2012 Annual General Meeting**

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Vision

Pensioners have improved pensions and insured benefits that contribute to a better quality of life.

Mission

The Newfoundland and Labrador Public Sector Pensioners' Association (NLPSPA) will ensure that it is a strong, member supported organization, that it is successful in advocating for improved pensions and insured benefits, and that the Association is recognized throughout the province for its leadership role in promoting the interests of its members and all pensioners.

Strategic Priorities 2012-2015

Strategic Priority 1: Pensions and Insured Benefits: Recognizing that action is required to protect the benefits of those who are pensioners and of those who will be pensioners in the near future, NLPSPA will seek to achieve improvements in pensions, insured benefits and the overall quality of life for its members and pensioners generally. This includes defining priorities, undertaking research, identifying opportunities to engage other pensioner organizations and strengthening communications.

Strategic Priority 2: Membership Growth and Support: NLPSPA will increase and support its membership. This will include collecting and analyzing data, improving communications, being more active in involving members in the actions of the association, and promoting the merit of membership in the association.

Strategic Priority 3: Communications: NLPSPA will improve its communications activities to ensure that accurate and timely messages are generated and directed at target and strategic audiences. This will include the development of a three year communications strategy, undertaking specific communication activities to advance the interests of its members and promoting NLPSPA as the leading pensioners' organization in the province.

Strategic Priority 4: Leadership and Advocacy: NLPSPA will strengthen the capacity of the association by improving its financial, human and other resources, undertaking succession planning, and engaging members and other pensioners' organizations in key advocacy actions.

NLPSPA: 23rd Annual General Meeting – Annual Report
Background Items

Rules of Order

1. The meeting shall be called to order at 7:00pm, on Friday, 4 October 2013.
2. Members wishing to speak, after recognition by the Chair, shall state their full names.
3. If two or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor.
4. Speeches, including the moving of motions, shall be limited to three minutes.
5. No Member shall speak more than once on a question until all who wish to speak have had an opportunity to do so.
6. Any Member, for information purposes, may request that the motion under discussion be re-read, except when another member is speaking.
7. If a Member, while speaking, is called to order, the Member, at the request of the Chair, shall be seated until the question of order has been decided.
8. Any Member, who, upon direction by the Chair, refuses to be seated, shall be subject to suspension for the remainder of the meeting.
9. Any motion moved and seconded becomes the property of the Association and may only be withdrawn with the consent of the assembled members.
10. Questions shall normally be decided by a show of hands, except where the count is in doubt, in which case a roll-call may be ordered.
11. When a roll-call has been ordered, no adjournment shall take place until the results have been announced.
12. A motion to reconsider shall not be entertained unless by a Member who voted with a majority, and the motion received a majority vote.
13. The Chair shall only be entitled to debate on a subject under discussion after the relinquishing the Chair to the Vice-Chair.
14. When provision is not made in these RULES OF ORDER and the issue is not in conflict with the Constitution, Roberts Rules of Order shall apply.
15. These RULES OF ORDER shall govern the conduct of the Association's meeting after the approval by the assembled members at the beginning of the meeting.

NLPSPA: 23rd Annual General Meeting – Annual Report
Background Items

Agenda
23rd Annual General Meeting,
7:00 PM, Friday, October 4, 2013

1. Call to Order/Welcome
2. Rules of Order for Meeting
3. Adoption of Agenda for 2013 Meeting
4. Minute of Silence for Deceased Members
5. Introduction of 2012 – 2013 Board Members
6. Adoption of 2012 AGM Minutes
7. Nominations Committee Report – Chair, Bernard Cook
8. A. Treasurer's/Finance Committee Report – Treasurer Anthony Patey
B. Presentation of 2012 Audited Financial Statements – Treasurer Anthony Patey
C. Appointment of 2013 Auditor – Treasurer Anthony Patey
9. Presentation & Adoption of Annual Report – President, Ralph Morris
10. Status Reports to Membership:
 - a) Pension Plan Changes/Meetings with Government - Ralph Morris
 - b) Government Health Benefits Committee – David Dempster
 - c) Government Pension Investment Committee – Doug Laing
11. Amendments to Constitution – Sharron Callahan
12. Resolutions
13. Election Results
14. Other Business
15. Announcements
16. Adjournment

NLPSPA: 23rd Annual General Meeting – Annual Report
Background Items

Newfoundland and Labrador Public Sector Pensioners' Association
22nd Annual General Meeting
September 21, 2012
7:00 p.m.
Hotel Gander, Gander, NL

Call To Order:

The meeting was called to order at 7:00 p.m. by Sharron Callahan, President, who welcomed everyone to the 22nd Annual General Meeting of the Newfoundland and Labrador Public Sector Pensioners' Association. Sharron advised that the meeting was constituted as per Article V, sections 1, 2, 3, 4, & 5 of the Association's Constitution. The business to be transacted at the AGM must include:

- Adoption of the Minutes of the previous AGM;
- Receipt of the Annual Report of the Board of Directors;
- Receipt of Committee Reports;
- Receipt of the Treasurer's Report;
- Receipt of the audited financial statements;
- Appointments of the auditor(s);
- Receipt of the Nominations Committee Report and the election of the Board of Directors;
and
- Any other business specified in the notice convening the meeting.

As there was a quorum present, the AGM proceeded.

Approval of the Rules of Order:

Sharron Callahan gave an overview of the Rules of Order.

Motion: To use the Rules of Order, as provided in the Annual Report. Moved by Bob Corbett; seconded by Frank Day. Motion **carried**.

Adoption of the Agenda for the 2012 Meeting:

Motion: Move to accept the agenda as presented. Moved by Bob Langdon; seconded by Neil Hamilton. Motion **carried**.

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Moment of Silence for Deceased Members:

There was reference to the list of deceased members contained in the Annual Report, with special reference to the passing Keith Ambler and John White, both of whom were founding members of the Western Branch. There was a moment of silence in recognition of deceased members.

Introduction of 2011-2012 Board Members:

Sharron Callahan introduced all board members present - Ralph Morris, Bernard Cook, Tony Patey, Ann Bell, Bob Corbett, David Dempster, Doug Laing, Geri Lutz, Neil Hamilton, Tom Mills, Wes Roberts, and Sharron Callahan – and extended regrets from Al Skehen who was unable to attend. On behalf of the membership, she expressed thanks for the continuing commitment and dedication of the members of the Board in advancing the Vision and Mission of the Association and for oversight of the day to day business of the Association.

Adoption of Minutes of the 21st AGM held on September 18, 2011, at St. John's and November 18, 2011 at Mt. Pearl.

Motion: To accept the Minutes as presented. Moved by Tom Mills and seconded by Dave Dempster. Motion **carried**

Nominations:

Sharron Callahan called on Bernard Cook, chair of the **Nominations/Award Committee** of the Board, to present his report and conduct the election of new Board Directors.

Bernard stated that the objectives of the Nominations/Awards committee are three-fold: to recruit and present a slate of nominees for election to the Board of Directors; to recruit and maintain a pool of qualified and interested candidates for membership on various Board Committees; and to facilitate appropriate recognition of individuals who have made a significant contribution to the well being of public sector pensioners.

Bernard noted that two members of the Board have each completed one three-year term and have decided not to stand for re-election. He acknowledged Tom Mill sand Ann Bell for their work and contributions over the years. He also noted that under the provisions of the NLPSPA Constitution, there are currently three positions available for new Board members, and there are three candidates who have agreed to run for positions on the Board. These candidates are:

- Craig Hall (Gander)
- Craig Pendergast (Goulds), and
- Bob Langdon (St. John's).

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

There were then three calls for nominations from the floor. There were no further nominations.

Motion: To cease nominations. Moved by Neil Hamilton and seconded by Frank Day. Motion **carried**.

There being no further nominations, Sharron Callahan declared the slate of candidates elected and welcomed them to the Board.

Treasurer's Report, the 2011 Audited Financial Statements and Appointment of the Auditor for the 2012 Financial Year.

The Treasurer's Report was delivered by Finance Committee Chair Tony Patey. He noted that the Audited Statements were delivered late last year (November, 2011) because the audit was carried out by an independent audit firm. The audit revealed that while there was an amount of approximately \$2,500 that could not be accounted for, this is not unusual for a not for profit organization. The auditor also noted that adequate internal controls are in place. The Finance Committee, however, had concerns and has strengthened financial controls and initiated a new level of oversight.

The 2011 audit has been completed by Noseworthy Chapman and the results were presented in the Annual Report. Overall revenue was below projection by approximately \$30,000, with the bulk of the shortfall related to the Convention. The largest over expenditure was in the area of Professional Services. This included a study commissioned on the real cash position of the pension fund; a large audit bill; legal costs; and the hiring of professional staff to assist in the delivery of the 2011 convention. These professional services costs will be dramatically reduced in 2012 as the requirement for outside professional help has now been reduced. At the end of the year (2011) the Association was faced with a \$43,000 deficit. With strict spending rules in place, most of the loss has now been recaptured and the Association will end 2012 in a positive position.

The floor was then opened to questions and answers.

Q: How many paid positions does the Association have?

A: Now there is one full time position. In 2011 there was a number of temporary staff.

Q: Was there any financial consideration with regard to previous employees?

A: There was a pay out of about \$10,000. In addition, there were two employees who were paid until September 2011.

Q: Does office administration include salaries?

A: No, office administration costs are for fixtures, etc. There was also some renovation costs included in administration costs for 2011. Renovation costs included for 2012 will be around \$5,000.

Q: Why are bank charges higher than previously?

A: Costs for debit and credit machines.

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Q: Renovation costs aren't shown in 2011. Where are they?

A: Some renovation costs are in 2011 and some will be in 2012.

Motion: Move to accept the Treasurer's Report and Audited Statements. Moved by Tony Patey; seconded by Doug Laing. Motion **carried**.

Appointment of the Auditor for 2012 Financial Year:

Motion: Move that Noseworthy Chapman be appointed as auditors for the 2012 financial year. Moved by Tony Patey; seconded by Dave Dempster. Motion **carried**.

Annual Report of 2011:

Sharron Callahan noted that the past twelve months since the 2011 AGM has been a time of renewal, reorganization and repositioning as it has become clear that we need to set a new direction on actions to increase public support for the issues faced by pensioners. This repositioning included an extended outreach to groups representing other pensioner groups and seniors, increasing the visibility of the Association as a credible advocate on issues and benefits for all seniors. She summarized the report with an overview.

- Following a review of office and business procedures by an external consultant, the organizational structure of the NLPSPA office was revised. The position of Administrative Assistant was created and is supported by external contracted positions for improved oversight of all financial functions.
- The Association was successful in obtaining a grant through the 2012 Canada Summer Jobs Program of Services Canada to hire a post-secondary student for an eight week period.
- The Board approved the renovation of NLPSPA office space which resulted in improved capacity and better utilization of space.
- The Association took part in Pre-Budget Consultations.
- All Associations in the Pensioners' Coalition confirmed their commitment to work together to address pension issues.
- The Coalition added a new member organization, Silver Lights, representing pensioners from NL Hydro/Nalcor.
- In May, 2012 the Board approved a Strategic Plan for 2012-2015.
- The Board approved a new logo, replacing the logo which had been used since 1989.
- The Board addressed the Resolution put forward at the 2011 AGM.
- The membership committee has been active, as has the Western Branch.
- Membership is stable at around 6,500 but we need to bring in more of the 26,000 individuals currently receiving pensions from government. This year government refused to include our usual notice of the convention in the June mail-out of pension statements.

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Sharron Callahan then called for the presentation of Committee Reports.

Report of the Pensions Investment Committee (Doug Laing)

The Pensions Investment Committee (PIC) for the Newfoundland and Labrador Pooled Pensions Fund (the Fund) is appointed by the Trustee, the Minister of Finance. The mandate of the PIC is to review, monitor, administer and supervise the investment activities of the Fund. The PIC consists of 15 members made up of government officials and representatives of various stakeholder groups, including the NLPSPA.

Doug provided details of the report which included:

- Total value of assets in the Fund as at December 31, 2011 was \$6.0 billion compared to \$6.5 billion in 2010.
- The unfunded liability was calculated at \$4.6 billion at December 31, 2011, an increase of 1.1 billion during the year.
- The negative performance of the Fund experienced during 2011 is expected to be short term and will not have an effect on the goals set by the PIC.
- Despite volatility present in world markets, the fund increased by \$67 million to \$6.079 at June 30, 2012.
- An asset and liability study to evaluate the appropriateness of the existing asset mix and investment goals will be completed in 2012.
- During 2012 the Fund paid \$519 million in pension benefits. Total administration costs incurred were \$17,284,000 including \$13,785,000 paid to consultants and fund managers.
- There were a total of 68,276 (active, retired and deferred) members of the Fund at December 31, 2011.

The floor was then opened to questions and answers.

Q: Previously information relating to how money was allocated in the fund was attached to the report. Why is it not in the report?

A: Doug provided the information verbally and also distributed copies of the Newfoundland and Labrador Pooled Pension Fund Statement of Changes in Net Assets Available for Benefits

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Group Insurance Advisory Committee Report (Dave Dempster)

Dave Dempster advised that the role of the committee is to provide advice to the policyholder, the Provincial Government, through the Minister of Finance and to assist in the effective management of the group Insurance Plan by monitoring the performance of the plan and the insurance company administering it.

Dave then provided an overview of key changes made on renewal of the plan in April 2012. These changes related to supplementary health insurance, optional dental insurance, basic and dependent life insurance and other group insurance benefits. Dave also provided the address for the website where all details of the plan are available.

The floor was then opened to questions and answers.

Q: In many instances generic drugs do not work. If special authority for the use of brand name drugs is not approved by the insurer, individuals must pay for the drug. If the insurer will not pay for a required brand name drug, can government pay for the portion that would have been paid by the insurer and the individual pay the balance?

A: This has been looked at in the past and government's position is that the insurer should pay an amount equal to what it would pay for the generic drug. The insurer's position is that doctors should be aware of generic drugs and prescribe these to patients.

There was a discussion on the use of generic vs. brand name drugs and Doug Dempster noted that he will raise the issue at the next meeting of the Group Insurance Advisory Committee. He also encouraged anyone with any questions about the insurance plan to contact the NLPSPA office and let him know.

Sharron Callahan thanked the Board and Committees, including the member associations of the Pensioner's Coalition, and the additional affiliated member associations that are mobilizing under the leadership of the NLPSPA to increase the voice of pensioners and seniors. She also extended special thanks to the staff of NLPSPA, and consultants and contracted persons who worked with the Association over the past year.

Motion: To accept the Annual Report as presented. Moved by Wes Roberts and seconded by Frank Day. Motion **carried**.

Presentation of Strategic Plan 2012-2015.

Sharron Callahan made a power point presentation of the Strategic Plan for 2012-2015 and noted that the plan is available on the NLPSPA web site.

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Announcement of New Logo

Sharron Callahan made a power point presentation of the new logo which was unveiled at the AGM. She noted that the former logo had been in use since 1989 and depicted pensioners going into the sunset. The new logo is more representative of today's pensioners – active and forward thinking. The logo represents themes of strength, forward vision, credibility of action and unity. As a symbol of enduring strength, it represents the single unified voice of the Association boldly projected towards the future.

The logo was designed by Upstream Marketing, through support from Anthony Insurance who continues to be a major sponsor of the Association.

Resolutions:

At the 2011 Annual General Meeting, a resolution was presented by Bill Shallow on behalf of Rick Bouzan, seconded by Doug Wood.

“Be it RESOLVED that NLPSPA take all action to address this injustice by sponsoring an actuarial study and seeking an updated legal opinion on proceeding to legal action against the Government.”
The motion carried.

Prior to this resolution an actuarial study had been commissioned from Alison Coffin B.A. (Hon), M.A., an economics profession at Memorial University. The study provided a projection of the value of the Pooled Pension Fund based on the premise that government had matched employee pension contributions between 1967 and 1980 and the balance of those contributions, minus pensions paid, was invested. The study indicated there would be an additional \$4.1 billion available to the Fund if government had matched contributions and invested funds. The study is available on the NLPSPA web site.

Dave Dempster was asked to seek an updated legal opinion on proceeding to action against Government. He contacted Randell Earle, Q.C. who had provided a legal opinion in 2001 indicating that there are “issues of limitation periods” – basically too much time has elapsed. In February 2012 Mr. Earle indicated he was not aware of any court decisions which would strengthen the NLPSPA claim and advised against any legal action due to the time limitations. Two additional lawyers were also contacted and neither was inclined to advise NLPSPA to consider this matter further. The NLPSPA was advised to seek political action to address the situation.

The floor was opened to questions and answers.

Q: How can we say time frames are too long when Aboriginal peoples can address long term issues?

A: Government has put legislation in place that deals with the pension plan for all public servants.

NLPSPA: 23rd Annual General Meeting – Annual Report

Background Items

Q: Shouldn't the union have interceded at the time?

A: There were no unions until the 1970s. Pensions are not negotiable in contract negotiations.

Motion: To accept Dave Dempster's report on action taken on the Resolution. Moved by Tom Mills and seconded by Frank Day. Motion **carried**.

Other Business:

Sharron Callahan noted that within the next ten days she would complete her term as President and welcomed Ralph Morris as the incoming President.

Sharron noted the Convention would be beginning on the morning of September 22 with special guests to bring Greetings, a Keynote address, a Panel Presentation which would be thought provoking and provocative and interesting sessions.

Motion to Adjourn: Moved by Dave Dempster and seconded by Bob Langdon. Motion **carried**.

Financial Reports:

1. Treasurer's Report

2. Financial Statements 2012

NLPSPA: 23rd Annual General Meeting – Annual Report
Financial Reports

Treasurer's Report
2013

For the year ending December 2012 the Association has done quite well financially. We have moved from a \$43,136 deficit to an \$18,786 positive position. This is not accidental or the result of a windfall of extra cash but more a deliberate move by the Board of Directors. At the beginning of 2012 the Finance Committee tabled for adoption a plan to reduce spending and move our position back to a positive balance. This was supported and acted on by the full Board. As Treasurer I want to thank the Board of Directors and the Office for sticking to the plan and allowing us to show a positive balance this year.

At the end of 2012 your Association has a cash balance of \$70,000 and is without any debt. We have maintained a similar approach to spending in 2013 and I am projecting that at the end of this year your Association will have a cash position of \$100,000. As part of the fiscal restraint as tabled by your Finance Committee it was recommended and accepted by your Board that we would set in place an advocacy fund. This fund would hold the surplus for 2012 and 2013 to support the Board Plans for 2014 and 2015 election efforts. In other words as an Association set on bettering the lot of Public Sector Pensioners we have a big job ahead and we are financially set to do just that.

I have given notice to the Nominations Committee that I will not be seeking re-election to the Board. With approximately eight years of retirement I have been on the Board for all those years plus I have served as Treasurer for the past five. I feel that with our finances in good shape it is time for me to move on and open a spot for someone else. I have enjoyed my time in service to the Association and encourage you to take a look at giving a year or two to the Association. I advise the Board to be respectful of those at the table and ask that you consider the many points of view that are provided as such does bolster the wisdom of the outcomes.

I wish to take a moment to thank the Finance Committee Bernard Cook, David Dempster and Doug Laing for the solid support and wise advice you have provided. We worked as a team and I feel the Association is better for it. Again, we were supported by Cheryl at the office, Elizabeth Dawe our bookkeeper and Ed Sweeny our accountant, the NLPSPA is in good hands.

I do regret that I not able to attend the Annual General Meeting as I am out of town on business. As a strong supporter of the Association I wish you the members a successful AGM and the new Board all the best with the years to come.

Anthony Patey

Treasurer

NLPSPA: 23rd Annual General Meeting – Annual Report
Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC
SECTOR PENSIONERS' ASSOCIATION
Financial Statements
Year Ended December 31, 2012

NLPSPA: 23rd Annual General Meeting – Annual Report

Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

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Year Ended December 31, 2012

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NLPSPA: 23rd Annual General Meeting – Annual Report



Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION
Statement of Financial Position
December 31, 2012

	<i>December 31</i> 2012	<i>December 31</i> 2011	<i>January 1</i> 2011
ASSETS			
CURRENT			
Cash	\$ 39,437	\$ -	\$ 12,016
Guaranteed investment certificates	30,842	31,816	79,152
Accounts receivable	70	25,661	28,443
Prepaid expenses	1,520	1,930	-
	\$ 71,869	\$ 59,407	\$ 119,611
LIABILITIES			
CURRENT			
Bank indebtedness	\$ -	\$ 6,003	\$ -
Accounts payable	23,021	10,538	44,925
Government remittances payable	-	8,637	1,488
Deferred income	-	4,167	-
	23,021	29,345	46,413
NET ASSETS			
Unappropriated net assets	48,848	30,062	73,198
	\$ 71,869	\$ 59,407	\$ 119,611

LEASE COMMITMENTS (Note 5)

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements

NLPSPA: 23rd Annual General Meeting – Annual Report

Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Statement of Changes in Net Assets

Year Ended December 31, 2012

	2012	2011
NET ASSETS - BEGINNING OF YEAR	\$ 30,062	\$ 73,198
Excess of revenue over expenditures	<u>18,786</u>	<u>(43,136)</u>
NET ASSETS - END OF YEAR	<u>\$ 48,848</u>	<u>\$ 30,062</u>

See notes to financial statements

NLPSPA: 23rd Annual General Meeting – Annual Report

Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION
Statement of Revenues and Expenditures
Year Ended December 31, 2012

	2012	2011
REVENUE		
Membership fees	\$ 150,899	\$ 145,816
Partnerships/advertising	48,333	50,000
Public relations	-	14,311
Convention and Annual General Meeting	23,598	22,847
Social events	5,600	3,846
Interest income	233	714
	228,663	237,534
EXPENDITURES		
Bank charges, interest and penalties	4,800	2,854
Business taxes	1,304	1,110
Convention and Annual General Meeting	32,725	35,364
Equipment rentals and purchases	15,167	2,321
Insurance	2,248	1,617
Office and administration	8,150	12,170
Pensioners meetings	2,530	5,746
Postage	14,663	13,878
Printing	9,715	7,119
Professional services	30,827	70,952
Public relations	9,509	30,036
Rent	27,642	9,940
Salaries and benefits	39,374	74,442
Social events	4,900	6,640
Telephone	5,943	4,254
Travel	380	533
Western Branch activities	-	1,694
	209,877	280,670
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	\$ 18,786	\$ (43,136)

See notes to financial statements

NLPSPA: 23rd Annual General Meeting – Annual Report

Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION
Statement of Cash Flows
Year Ended December 31, 2012

	2012	2011
OPERATING ACTIVITIES		
Cash receipts from customers	\$ 249,854	\$ 243,769
Cash paid to suppliers and employees	(205,621)	(309,838)
Interest received	233	714
INCREASE (DECREASE) IN CASH	44,466	(65,355)
Cash - beginning of year	25,813	91,168
CASH - END OF YEAR	\$ 70,279	\$ 25,813
CASH CONSISTS OF:		
Cash	\$ 39,437	\$ -
Guaranteed investment certificates	30,842	31,816
Bank indebtedness	-	(6,003)
	\$ 70,279	\$ 25,813

See notes to financial statements

NLPSPA: 23rd Annual General Meeting – Annual Report

Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Notes to Financial Statements

Year Ended December 31, 2012

1. DESCRIPTION OF BUSINESS

Newfoundland & Labrador Public Sector Pensioners' Association (the "Association") was incorporated under the Corporations Act of Newfoundland and Labrador on December 29, 1994 as a not-for-profit association. The Association's principal business activity is advocating on behalf of its members who are retired Provincial public sector employees.

2. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

During the year, the Association adopted accounting standards for not-for-profit organizations. These financial statements are the first prepared in accordance with these standards. The adoption of ASNFPO had no impact on net assets as at January 1, 2011 or revenues and expenditures or cash flows for the year ended December 31, 2011 as previously reported in accordance with pre-changeover Canadian generally accepted accounting principles.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Capital assets

The Association follows the practice of charging to expenditures the full amount of capital asset additions in the year of acquisition.

Revenue recognition

The Association follows the deferral method of accounting for contributions. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian Accounting Standards for Not-for-Profit Organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

4. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Association's risk exposure and concentration as of December 31, 2012.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Association manages exposure through its normal operating and financing activities. The Association is exposed to interest rate risk primarily through its floating interest rate bank indebtedness and credit facilities.

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Financial Reports

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Notes to Financial Statements

Year Ended December 31, 2012

5. LEASE COMMITMENTS

The Association leases premises under a long term lease that expires April 2014. The Association is required to pay a base rent of \$1,224 which includes its appropriate share of utilities, property taxes, maintenance and other related costs for the leased premises.

6. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

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Presentation and Adoption of Annual Report:

- 1. President's Annual Report**
- 2. Nominations/Awards Committee Report**

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2013 President's Annual Report:

Another year has gone by quickly since our 2012 Annual General Meeting. The past year has been a busy one working on behalf of the members which we represent. Your Board of Directors has met regularly since the last meeting and in fact for some, it has been a daily event of providing advice and referral assistance on behalf of some of our membership, trying to the best of our ability to solve the problems they encounter daily, especially in maneuvering the bureaucracy of Government departments when something goes wrong with their pension or health benefits.

This was a particularly important year for the Association in re-positioning ourselves as the lead spokesperson for all pensioners and other retirees in the Province. The Association took on a more inclusive profile by continuing its work to strengthen the Coalition and over the year more pensioner and retiree groups affiliated with the originating Coalition group. A new Charter was developed that preserved the integrity of each retiree group's purpose, yet banded together an ever increasing number of associations representative of retired persons in the Province and on the federal scene.

The Board continued to focus on the strategies of the 2012-2015 Strategic Plan: to protect the benefits of those who are pensioners and of those who will be pensioners in the near future and seek to achieve improvements in pensions and insured benefits for its members; increase and support its membership; improve its communications activities to ensure that accurate and timely messages are generated and directed at target and strategic audiences; strengthen the capacity of the association by improving its financial, human and other resources; and, undertaking succession planning, and engaging members and other pensioners' organizations in key advocacy actions. The Association paid particular attention this year to improving membership messaging with multiple email messages, website enhancements, and launching a Facebook and Twitter account, all of which remain works in progress.

During this past year, pensioners in general have come under unnecessary attack from public corporations and the business community, as well as Government, due to the negative messaging about the huge unfunded liabilities of the public sector pension plan. While these criticisms were not aimed at individual pensioners, the generalization of the verbal attacks of the unsustainability of the defined benefit plan left many pensioners feeling they were responsible for the huge debts created by the mismanagement of the pension fund. Such public mischaracterizations gave the general public the image that public sector pensioners would be the cause of the financial ruin of the Province unless Government took action to change the pension plan. Government messaging so far this year has been that changes are needed to the Plan and the sad and unfair elements with such have been the outreach to the business and corporate communities for advice without considering any engagement with the recipients of the Plan. The Association continues to try and counteract this messaging and, as we go to the 2013 AGM, we are cautiously optimistic that NLPSPA will be at the discussion table with Government officials.

I would like at this time to say a sincere thank you to the members of the Board and our committees, including the member associations of the Pensioners Coalition and the additional affiliated member associations that are mobilizing under the leadership of the NLPSPA to make sure the voice of pensioners and seniors is heard by all governments and the public overall. To all of our members who

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offer their time to serve on committees or work on behalf of the membership, thank you. Your dedication is very much appreciated. I also offer a special thank you to our staff person, Cheryl Myers, for her dedication and good work. To all those whom we engage from time to time to help us through difficult times or provide a service for you, especially Pat Roberts and Elizabeth Dawe, we thank you. Your Association is very focused on its mandate and will continue to be so for the year.

At this time, I will highlight some of the key happenings of the past year:

NLPSPA OFFICE: Our office continues to be located at 446 Newfoundland Drive, Suite 206, under the capable management of our one staff person, Cheryl Meyers. While the NLPSPA offices have not had any infrastructure changes this year, the building has undergone an internal facelift and is now brighter, with a fresh interior. The board room is used regularly for meetings, which has been a huge improvement from before when NLPSPA had to engage elsewhere for meeting space. Equipment is maintained regularly or replaced as needed.

PENSIONERS' COALITION: The Pensioners Coalition continues to work on your behalf and as a result of their work we are seeing many organizations and groups recognize us as the voice of pensioners and seniors in this province. We have over the past year seen a substantial growth in the groups that have joined the coalition and are making the concerns of seniors and pensioners front and center in many circles. The coalition now includes groups representing federal retirees, crown corporation retirees, and other groups representing retirees and seniors whose primary mission of “improving the quality of life during retirement and aging” is very closely aligned to that of NLPSPA. As the Coalition grows so will the power of the voice of older persons. Because of this powerful voice, Government has given some indications of wanting to know the capacity of the Coalition. We have been asked many times over the past year by officials inquiring who the members of the Coalition are and how many persons it represents. The Coalition expects to make a timely press statement when it is ready to launch itself as the collective voice of pensioners, retirees, seniors, and aging persons in Newfoundland and Labrador.

GOVERNANCE: At the 2013 Annual General Meeting, a limited number of amendments will be sought to the Constitution of the Association. These changes are designed to include into voting membership of the Association those persons who are in receipt of a pension benefit from the Government Money Purchase Pension Plan and into non-voting membership those who are part of a pension plan that has a reciprocal agreement with the Public Sector Pension Plan. Should these amendments be approved, the opportunity will exist for membership growth opportunities for NLPSPA while still preserving the integrity of the purpose for which the Association was established.

MEMBERSHIP (Robert Langdon, Chair): During the past year, the Membership Committee met quite regularly following the 2012 AGM paying particular attention to assisting in the establishment of the Central Branch and working to resolve some of the continuing problems with respect to the count of affiliate members on record with the Association and those on record with Anthony Insurance listed to be in receipt of the PERKS program. The Committee is pleased to report that clarification was offered to the process for establishing Branches and Chapters of Branches for those looking to establish a Central Branch headquartered in Gander and development is well underway. The President and the Committee Chair also met with the Mayor and officials of St. John's to discuss the possibility of retired city workers joining membership in NLPSPA. These discussions appeared positive on initial approach, but did not conclude with a clear understanding of the outreach being

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made by NLPSPA. Work was also undertaken to try and determine why there was a significant variance between the count of affiliate members at NLPSPA and those listed as affiliate members receiving the benefit of the PERKS program from Anthony Insurance. Discussions to resolve this variance are ongoing. In cooperation with the Past President (Governance Committee) suggestions were offered to increase opportunities for membership in NLPSPA requiring certain amendments to the Constitution. These amendments will be advanced at the 2013 AGM, and if approved, should result in opportunities for additional persons retired from the public service or affiliated with the public service to become members of NLPSPA.

There has been an increase in our membership over the past year but not as much as we would like to have seen. As of September 10, 2013, our membership stands at 6296 regular members and 298 affiliate members. All efforts are being made to reach all retired persons from the Newfoundland and Labrador Public Service, but with outreach access no longer available to all pensioners from the Government, it is imperative that as many pensioners as possible join the Association. As we go into discussions with the Government on possible changes to the pension plan, it is more important than ever that we send a strong message to Government that all pensioners are united in their stand to retain and enhance the benefits and life style of retired public sector workers in this province.

WESTERN BRANCH (Wesley Roberts): The Western Branch saw less activity this year than in previous ones. The annual Christmas party went ahead with Vice President Helen Gardner planning it. There were over 100 in attendance. Unfortunately we were unable to host a Spring BBQ due to illness with the President and certain Board members. On behalf of the Western Branch Board, I thank Helen Gardner and all the committee members for taking care of all issues while Seamus Gibbons and Wes Roberts were ill and could not attend meetings from last November to this August. I am happy to report that both are now feeling better and are eager to get back into regular meetings and activities this Fall.

CENTRAL BRANCH (Craig Hall): A new Branch of the Association was formed in Gander after the 2012 AGM and Convention took place there last year. A number of people from the local area had attended the Convention and expressed an interest in forming a Branch in the area. Craig Hall, a newly elected NLPSPA Board member from the area, started the process on November 28, 2012, when 13 members from the area attended a meeting to elect an interim Board. The interim Board held several planning meetings since the initial start-up. A request was sent to the President of NLPSPA Board to establish a Branch in accordance with the constitution and Board approval was given. A budget was prepared and start-up funding was provided. Branch boundaries were decided and a list of all members in the Branch has been developed. The Board recessed for the summer months but another meeting will be held in the early Fall to elect a permanent Board and discuss future plans for the Branch.

REPORT OF THE PENSIONS INVESTMENT COMMITTEE (Doug Laing)

For the Year Ended December 31, 2012

The Pensions Investment Committee (PIC) advises the Minister of Finance, as Trustee, on the operation and investment of the Newfoundland and Labrador Pooled Pensions Fund (the Fund). The PIC consists of 15 members made up of Government officials and representatives of various

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stakeholder groups, including the Newfoundland and Labrador Public Sector Pensioners Association. Members are appointed by the Trustee.

The mandate of the PIC is to review, monitor, administer and supervise the investment activities of the Fund. The PIC is responsible for meeting with fund managers and consultants to review performance against investment targets set out in the investment policy. The PIC may make recommendations to the Trustee with respect to the hiring and firing of fund managers and consultants. The committee approves the investment policy for the Fund setting out goals for the investment and long term target asset mix for the Fund and compliance with regulatory restrictions. It is responsible for approval of the annual financial statements and reviewing the response to the auditor's management letter, if any. The PIC is responsible for reviewing actuary reports which are prepared for the various plans making up the Fund.

During 2012 the PIC met with fund managers and consultants to review their performance against the benchmarks established by the investment policy. The PIC oversaw the transition to the global strategy in 2012. The committee carried out its mandate with respect to the annual review of the investment policy, the review and approval of the annual financial statements and the review and response to the auditor's management letter.

In 2012 Russell Investments completed an asset liability study for the Fund. The current policy for asset allocation is aggressive with high equity exposure and home country bias. Russell Investments recommended that consideration be given to broadening the Fund's exposure to alternate asset classes in order to increase returns while lowering asset volatility. The alternate investments included infrastructure and private equity. The consultant's recommendations were adopted by the PIC and will be phased in over 5 years.

A review of governance practices was completed in 2012. Draft recommendations were developed for presentation to the Minister.

Actuarial valuations are planned for the pension plans in the Fund (except the MHA's Pension Plan). The PIC will review the current asset mix policy on receipt of the valuation reports. The policy will be adjusted, if necessary, to maximize returns at an acceptable level of risk and to ensure that cash flows are sufficient to cover the obligations of the plans.

There were signs of economic recovery and improvement in investor confidence in Canadian and global investment during 2012. As at December 31, 2012 the total value of assets in the Fund was \$6.5 billion compared with \$6.0 billion in 2011. Growth in the unfunded liability slowed in 2012. The unfunded liability was calculated at \$5.3 billion at December 31, 2012, an increase of \$700 million since 2011. The Public Service Pension Plan reported net assets of \$3.9 billion with an unfunded liability of \$3.2 billion.

The Fund's overall rate of return was 10.8% in 2012. Performance was 1.3% higher than the benchmark and 3.6% over the discount rate. Seventy-eight percent (78%) of the Fund was invested in

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equities in Canadian (34%) and global markets (44%). The rate of return to the Fund from investment activities in the Canadian and global equity markets was 14.9% and 9.3%, respectively.

In 2012 investments in fixed income bonds (\$1.2 billion) and real estate (\$223 million) were 19% and 3% of the Fund, respectively. The rate of return on fixed income investments was 4.1%, down from 8.7% the previous year, but exceeded the bench mark by 2.1%. The real estate portfolio reported a rate of return 15.6% for 2012 and exceeded its benchmark by 4.7% for the year.

The Fund's real estate investments are administered through a wholly owned subsidiary Newvest Incorporated. Newvest reported real estate assets of \$328 million at December 31, 2012 compared with \$286 million at the end of 2011. The Corporation reported a net income of \$31.5 million in 2012 compared with a net income of \$30.9 million in 2011.

The Fund has posted a rate of return of 8.4% over a twenty year period compared with the policy bench mark rate of 7.8% and the discount rate of 7.25%

During 2012 the Fund paid \$550 million in pension benefits. Employee/ employer contributions were \$457 million. Total administration costs incurred during the year were \$19.4 million including \$14.9 million paid to consultants and Fund managers. There were 38,695 active members of the Fund at December 31, 2012 and 25,513 pensioners.

Despite continued volatility in world markets, the economic recovery and investor confidence started in 2012 extended to the first half of 2013. The value of the Fund increased by \$500 million to \$7 billion during the period ended June 30, 2013. The rate of return was 7.0% year to date.

Doug Laing was the Association's representative to the Pension Investment Committee (PIC) in 2012.

REPORT OF THE GROUP INSURANCE ADVISORY COMMITTEE (David Dempster)

I am pleased to be able to continue to represent our Association on the Group Insurance Advisory Committee.

The role of this committee is to provide advice to the policyholder, the Provincial Government, through the Minister of Finance and to assist in the effective management of the Group Insurance Plan by monitoring the performance of the Plan and the insurance company administering it.

In 2013, the Group Insurance Plan was renewed effective April 1, with a revised rate implementation date of May 1, 2013. The most important aspects of the renewal changes are set out below. Full details of the Plan Benefits are available at

[http://www.exec.gov.nl.ca/exec/hrs/working_with_us/employee_benefits.html#Summary of Your Benefit Program](http://www.exec.gov.nl.ca/exec/hrs/working_with_us/employee_benefits.html#Summary_of_Your_Benefit_Program)

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Supplementary Health Insurance:

The supplementary health insurance premium includes travel insurance. There was a 17.8% increase in the travel portion of the premium due to a significant rise in travel and associated claims. The increase represented approximately 0.2% of the total supplementary health premium. The increase in the supplementary health was 3.1%. Therefore the combined supplementary health and travel insurance increase was 3.3%,

Effective May 1, 2013, the semi-monthly payroll deduction for supplementary health insurance, including travel insurance increased by \$0.61 for single coverage and \$1.52 for family coverage. The new semi-monthly deductions for supplementary health insurance are \$19.25 for single coverage and \$48.67 for family coverage.

Optional Dental Insurance:

Prior to the 2013 renewal, dental expenses were reimbursed on the 2011 Newfoundland and Labrador Dental Association Fee Guide. As of May 1, 2013 the dental plan now reimburses expenses based on the 2013 Fee Guide. This resulted in an increase of 2.1% in the dental premiums.

Effective May 1, 2013 the semi-monthly payroll deduction increased by \$0.30 for single coverage and \$0.65 for family coverage.

In addition to the above information I can report that during the past year a number of interesting queries were raised by members and I hope I was able to provide them with information that was of assistance.

David Dempster was the Association's representative to the Group Insurance Advisory Committee (GIAC) in 2012.

CONVENTION PLANNING COMMITTEE: This committee got underway with its work immediately following the 2012 Convention. It has proven to be a very busy and active committee. Meetings were held regularly, almost monthly or more, with some key decisions made very early: location to be St. John's, hotel venue, all seniors and interested persons are welcome to register not just public sector retirees, fees to be kept to a minimum, in-house fundraising, contracted consultant (Pat Roberts), and more delegate engagement. Armed with these directives, the Convention Planning Committee, under the guidance of Chair Sharron Callahan and the consultant Pat Roberts, many difficult situations were dealt with and we are pleased to present to the delegates what is expected to be an exceptional convention, that will offer a program that is both enlightening and of benefit to all who attend. The theme for this year's convention is "**Your issues, Your Solutions: Pensioners, Retirees, Aging Persons and Seniors talking about Life's Issues**", and will offer an excellent opportunity for registered delegates to bring their unique concerns, share their stories and find common ground with others as we look to find timely and personal solutions to the issues facing us in retirement. There will also be a panel of persons with expertise in health, financial, housing and social issues, who will contribute their years of insight to help make personal retirement circumstances as wholesome as they can be.

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The keynote speaker for the Convention will be Larry Brown, National Secretary-Treasurer, National Union of Public and General Employees (NUPGE), who will address the topic of "The State of Pensions in Canada and Other Countries".

In addition, there will be an update on the recent meetings convened by the Provincial Government with key stakeholder groups, including this Association, to examine and consider other options on all post-retirement benefits due to the Government's stated position of the increasing unfunded liability of these benefit plans.

On the social side of the Convention, entertainment will be provided by the Perlin Players and the Sweet Forget-Me-Nots, and there will be an evening dinner and dance.

Thanks are extended for all the hard work by the Convention Planning Committee to bring forward an awesome 2013 Convention: Sharron Callahan, Pat Roberts, Neil Hamilton, Bob Corbett, Berkley Reynolds, Tom Mills, Craig Hall, Ethel Dempsey, Ralph Morris, and behind the scenes in the office doing all the outreach and follow-up, Cheryl Myers.

NEWSLETTER COMMITTEE: The Association continued to publish three newsletters this year: February, August, and November. Many compliments were received this year on the published articles and the layout of the newsletter. Thanks to Bob Corbett, Cheryl Myers, Ralph Morris, Pat Roberts, and Sharron Callahan for ensuring high quality in the content of the articles and for the timely production.

FINANCE COMMITTEE: The Finance Committee (Tony Patey-Treasurer, Bernard Cook, Doug Laing, and David Dempster), with support from Elizabeth Dawe and Cheryl Myers, continued to provide oversight and management of the financial business of the Association during the past year. The Association offers a sincere vote of appreciation to Tony Patey who is leaving the Board at this year's AGM for his attention to detail and accountability to the membership for guiding the Board through the difficult years of 2010-2011. We are recovering well as the presentation of the Financial Statements for 2012 will demonstrate.

GOVERNMENT RELATIONS: Early in the year, our relationship with our former employer, the Government of Newfoundland and Labrador was cool, to say the least. Then over the summer of 2013, Government for the first time in a long time, engaged with NLPSPA to discuss and consult about the Public Service Pension Plan (PSPP) and Other Post-Employment Benefits (OPEBs). Our first meeting was held on June 28, 2013 with officials of Treasury Board and the Pensions Division. Included in this meeting were various unions, including NAPE, CUPE, AAHP, NLNU, the Government Managers' Association, etc. Most of that meeting was taken up with Government giving the history and growth of the *unfunded pension liability* and the plans of Government to engage several different firms to look at all aspects of the PSPP and OPEBs. The message given to Government by those present at that meeting was plain and simple: no erosion of any benefits from the PSPP or OPEBs would be tolerated. It was repeated, as has been said many times before, that the unfunded liability is of Government's making and not of public sector workers or pensioners. Given Government's responsibility here, then it is Government that should solve the problems to the benefit

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of all members in a positive way, even though the groups at the table are very willing to have discussions leading to this positive resolution. It was pointed out that the pension plan is doing very well in its investment fund and this will be referenced and spoken to by our representative on the Pension Investment Committee in his report to the AGM. Later in August, after this initial round of meetings, Government again called the meeting participants back together. Because it is so critical that you know exactly how the consultation process is laid out for these discussions with Government, I am reproducing in full, the Consultation Process as sent by the Minister of Finance and President of Treasury Board, the Honorable Jerome Kennedy, in August 2013:

CONSULTATION PROCESS

Review of the Public Service Pension Plan and Other Post-Employment Benefits

Purpose:

The purpose of this consultation is to review the Public Service Pension Plan and Other Post-Employment Benefits. It is recognized that all stakeholders have a vested interest in the long-term sustainability of these plans. Stakeholders also have experience in relation to the plans and these unique perspectives need to be considered with respect to whatever future courses of actions may be taken in respect of these plans. Accordingly, all stakeholder input is highly valued.

As of December 31, 2012 the Public Sector Pension Plan has a liability of \$7,148 million and assets of \$3,927 million, for an unfunded liability \$3,221 million, or a funded ratio of 55%. As of March 31, 2013 other post-employment benefits involve liabilities of \$1.6 billion. These liabilities are anticipated to grow rapidly in the coming years without measures to bring about a long-term solution. The 2013 provincial budget included a Sustainability Plan which committed to reviewing pensions and post-employment benefits in consultation with key stakeholders to ensure future sustainability of the plans.

Data Source: Provincial Department of Finance

Consultation stakeholders are encouraged to consider engaging their own advisors or consultants as they deem appropriate to assist and support their participation in this consultation process.

Stakeholder Groups:

The consultation process will be chaired by Mr. Geoff Williams, Human Resource Secretariat, and includes members from the following key stakeholder groups:

- Association of Allied Health Employees
- Canadian Union of Public Employees
- Government of Newfoundland and Labrador
- Newfoundland and Labrador Public Service Managers' Association

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- Newfoundland and Labrador Nurses' Union
- Newfoundland and Labrador Association of Public and Private Employees
- Public Sector Pensioners' Association

Nature and Scope of Review:

The scope of the consultation process is broad, in terms of both pension and other post-employment benefits. All elements of the plans are subject to review including governance, investment, and eligibility, benefit levels, contribution levels, and funding policies. Modeling and other advice provided by consultants engaged by Government will aid this exercise, to help identify, discuss, and assess various governance and plan options, and to help understand implications. This will include an assessment of the current and projected financial status of the plan, with and without such changes. This consultation process will also review actions taken in other jurisdictions to address their respective pension issues, and consideration will be given to their potential application for the plans.

This consultation process will seek out the views of stakeholders regarding approaches for addressing the growth in the liabilities of pension and other post-employment benefits with a view to attaining greater long-term sustainability for government and plan members. At the conclusion of the process these views will be shared with the Minister of Finance.

Due to the complexity of the matters under review no specific conclusion date for this consultation process has been established. However, given the rapid and continuous growth in plan liabilities, as well as the “10-Year Sustainability Plan” commitment to review this over the coming fiscal year, it is expected that stakeholders will use best efforts to participate in the consultation process with as much efficiency as possible. Time is of the essence in terms of establishing a sustainability strategy.

Consultation Meetings:

This consultations process will use a shared interest approach for meetings, wherein the goal of attaining long term sustainability of the plans is the common goal of each stakeholder group. Open dialogue will be key to the consultations. Stakeholders will express their views or questions without prejudice, in the spirit of advancing the work of the consultation process in the most productive and co-operative manner.

Information Sharing:

Government will share with stakeholders: the report from Mercer (Canada) Ltd on the history and growth of the unfunded pension liability; real-time modelling and scenario analyses of pension plan changes by Eckler Ltd; and analysis by Morneau Shepell on group insurance options. Other stakeholders are encouraged to share information which they deem could help the consultation process. All information shared during the review must be shared equally with each stakeholder, and all stakeholders are to respect the potential sensitivities and confidentialities that may be connected with any such material.

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As the next round of meetings is set for September 11-13, 2013, a verbal report on those meetings will be given at the AGM.

CORPORATE PARTNER: Our partnership with Anthony Insurance continues to be very strong and is highly supportive to NLPSPA. This relationship is definitely a financial asset to our members both from a personal and Pension Association Membership perspective. Anthony Insurance has extended our partnership for another year when talks will then take place for a longer term agreement. Once again, this year, AI is one of the largest sponsors of our convention.

SOCIAL ACTIVITIES: The 2012 Annual Christmas Dinner and Dance were well attended at the Knights of Columbus on Rickets Road. This year's event is all set to go on Friday, December 13. We welcome you to get your tickets early as they go very quickly. We tried this past year to have a Spring Fling before the start of the summer season but interest was low and we did not proceed. Maybe next year?

BOARD OF DIRECTORS: I would like at this time to offer a special note of thanks to those members of the Board of Directors who will not be seeking re-election this year or who are completing their term on the Board: Anthony Patey and Craig Pendergast. This coming year, the Board will elect a President Elect to take office, if confirmed, at the 2014 AGM.

While I do not wish to single out any one person, in this case I ask your forgiveness, when I say it is with great sadness that we see the term of our Past President Sharon Callahan come to a close. To all of us and to you, the membership, we can truly refer to her as the “Mother” of the pensioners for the past number of years because of her hard work and dedication to the cause of pensioners and seniors in this province. We offer her a special congratulatory message on her being appointed Senior of the Year for the municipality of St. Johns. Thank you, Sharon, for all you have done on our behalf. Your untiring commitment has been an inspiration to all of us. I am sure we will be calling on you in the future, so please don't feel you can retire, as you can surely expect not one but many calls for your guidance. We wish you health and happiness in all your future endeavors and hope we can persuade you to return to the fold after a year of absence.

CONCLUSION: It has been a privilege and an honor for me to be given the opportunity to serve the Public Sector Pensioners of this Province for the past year as your President. I look forward to the coming year of serving you in the same capacity, with the same commitment.

Have a great Annual General Meeting and Convention... stay safe.

Ralph Morris

President

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**NOMINATIONS/AWARDS COMMITTEE
REPORT TO THE ANNUAL GENERAL MEETING 2013**

The objectives of the Nomination /Awards Committee are threefold: to recruit and present nominees for election to the Board of Directors; to recruit and maintain a pool of qualified and interested candidates for membership on various Board committees; to facilitate appropriate recognition of individuals who have made a significant contribution to the well being of public sector pensioners.

In preparation for the election of new Board Members to replace those members retiring at the Annual General Meeting, the Nominations Committee has undertaken invitations via the Association newsletter, website, and email circulation for nomination of potential Board of Director Candidates for 2013.

It is my privilege to submit for approval of the members attending the 2013 Annual General Meeting candidates who have indicated their willingness to serve on the Board of Directors of the Association.

Ten current members of the Board are not required to stand for election this year. The NLPSPA Constitution provides for a Board of Directors of twelve members, plus the Western Branch President; consequently, two positions are required for the new Board of Directors. The President (within 10 days) must convene the Board to elect the Executive members for the upcoming year and to appoint a President Elect who will replace Ralph Morris as President in 2014.

On behalf of the Board and the Nominating Committee, I thank the following Board members, who are retiring this year, for their service to the Association:

1. Anthony (Tony) Patey
2. Craig Pendergast
3. Sharron Callahan

The Board of Directors acknowledges the recent announcement that Sharron Callahan has been awarded the distinction of Senior of the Year for the City of St. John's for her outstanding community service. We concur that Sharron is a deserving recipient of this award. Congratulations Sharron!

Those remaining on the Board are as follows:

1. Bernard Cook
2. Robert (Bob) Corbett
3. David Dempster
4. Craig Hall
5. Neil Hamilton
6. Doug Laing

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7. Robert (Bob) Langdon
8. Geri Lutz
9. Ralph Morris
10. Wesley Roberts
11. Al Skehen

The Committee is pleased to present the following candidates seeking election to the Board of Directors. In addition to those members who have indicated the intention to seek election to the Board for a three year term, the Nominations/Awards Committees invites nominations from the floor at the Annual General Meeting.

1. Terry Dalton

Terry Dalton has a 42 year employment history of which 30.5 years were with the public service, with 23 years in the Department of Finance, 2 in Transportation & Works, and 4 with the RNC. His background includes training in estate planning, trusts, and branch accounting with trusts companies. He is married, has 2 children and 1 granddaughter. He is quite musical, playing a number of instruments, is with a well travelled band, and has been a volunteer with the Heart & Stroke Foundation for 10 years.

2. Gerald Kennedy

Gerald Kennedy retired from the Newfoundland and Labrador Housing Corporation in 2008, after a career spanning 37 years. He is a member of the NL Housing Board of Directors, is a Board member of Credit & Debt Solutions, and has held various other community service positions covering many years of volunteer service. He holds a BA in Psychology and an MBA in Strategic Planning and Human Resources.

Submitted by:

Bernard Cook

Chair

Nominations/Awards Committee Members

Sharron Callahan

Ralph Morris

Appendices:

- 1. Appendix A – Constitution**
- 2. Appendix B - Proposed Amendments to the NLPSPA Constitution**

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Newfoundland & Labrador Public Sector Pensioners' Association

Constitution - 2010

Article I, Name, Authority, Location

1. The name of the organization shall be the Newfoundland & Labrador Public Sector Pensioners' Association, hereinafter referred to as the Association.
2. The Association shall have and possess exclusive jurisdiction over all of its affairs.
3. The Association may, from time to time, adopt a badge or emblem.
4. The Registered Head Office of the Association shall be located in the City of St. John's, in the Province of Newfoundland and Labrador, the specific location of which shall be determined by the Board of Directors.
5. The Association has been incorporated under the terms and conditions of *the Corporations Act* of Newfoundland and Labrador. A Certificate of Incorporation was issued out of the Registry of Companies containing the Articles of Incorporation dated December 29, 1994, and has been deposited in the official file of the Association located at the Registered Head Office of the Association. The Association's Registered Corporate Number is 34545-94.

Article II – Objectives

The objectives of the Association are:

1. To unite public sector pensioners who are eligible for membership in the Association.
2. To promote the interests of public sector pensioners by providing a medium for collective action.
3. To advocate on behalf of public sector pensioners to Government regarding the interests of Members.
4. To promote, organize or participate in activities that are in the best interests of Members.

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Article III - Membership

1. Membership shall consist of two classes, being: (a) Voting Members and (b) Non-voting Members.
 - (a) Voting Members are
 - (i) those persons who are in receipt of a Provincial Public Sector Pension or who are surviving spouses of such persons, and who have completed and signed the Association's application for membership form; and ,
 - (ii) Founding Members who were present at the founding meeting of the Association who have paid the prescribed membership dues;
 - (b) Non-Voting Members are either:
 - (i) Affiliate Members who are those persons who are those provincial public sector employees and who are eligible to retire within five (5) years and who have completed and signed the Association's application for membership form and paid the prescribed membership dues;
 - (ii) Associate Members are spouses of Voting or Affiliate Members and are not required to complete the Association's application for membership form;
 - (iii) Honourary Members are those persons whom the Association has, by resolution passed at an Annual General Meeting, been granted a life-time membership as a result of their significant contribution to the well being of public service pensioners; and
 - (iv) Such other classification of Members that the Board may deem desirable.
3. All Non-Voting Members shall be eligible to attend all Annual General Meetings and social functions and may serve on committees subject to the approval of the Board of Directors.
4. Membership dues shall be determined from time to time by the Annual General Meeting on recommendation of the Board of Directors. No membership fees shall be assessed Associate and Honourary Members of the Association.

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Article IV - Governing Authority

1. The Association, in Annual General Meeting, shall be the legitimate source of all authority in the Association.
2. When the Association is not in Annual General Meeting, the Board of Directors shall be the governing body of the Association.
3. The Board of Directors shall exercise supervision over all matters which may affect the interests of the Association, and endeavor to further any action decided upon by the Association in Annual General Meeting, or such other action as the Board of Directors may deem advisable which is not in conflict with this Constitution.

Article V- Annual General Meeting

1. There shall be an Annual General Meeting of the Association which shall be a meeting of the Board of Directors and Members of the Association.
2. The Annual General Meeting shall be held at a time and place to be decided by the Board of Directors and not later than ten months after the end of the fiscal year.
3. The Board shall give notice of the date of the Annual General Meeting at least thirty (30) days prior to such Meeting.
4. No error or omission in the content of any notice of the Annual General Meeting shall affect such meeting or invalidate the proceedings.
5. The business to be transacted at the Annual General Meeting must include:
 - (a) adoption of the Minutes of the previous Annual General Meeting;
 - (b) receipt of the Annual Report of the Board of Directors;
 - (c) receipt of Committee Reports;
 - (d) receipt of the Treasurer's Report;
 - (e) receipt of the Audited Financial Statements;
 - (f) appointment of auditor(s)
 - (g) receipt of the Nominations Committee Report and election of Board Directors

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- (h) any other matter specified in the notice convening the meeting.
6. Thirty (30) Voting Members, including the Members of the Board, shall constitute a quorum for an Annual General Meeting. No business shall be transacted at an Annual General Meeting unless a quorum is present. If a quorum is not present, the meeting shall be adjourned to a date not more than fifteen (15) days thereafter and the decisions of that meeting shall be binding upon the Association regardless of the number present, provided that sufficient notice of the adjourned meeting has been reasonably distributed through the media throughout the province.
 7. The Board may submit its own resolutions to the Annual General Meeting. Those resolutions shall be circulated to the membership thirty (30) days prior to the Annual General Meeting via the Association's Newsletter and website.
 8. Voting Members of the Association may also bring matters before the Annual General Meeting for consideration by means of pre-submitted resolutions to be circulated to the membership thirty (30) prior to the Annual General Meeting via the Association's newsletter and website, or resolutions shall be in written form and distributed at the beginning of the Annual General meeting.
 9. The Chairperson for the Annual General Meeting may be a Voting or Non-Voting Member, or other designated person, as determined by the Board of Directors.
 10. The Chairperson for the Annual General Meeting, if a Voting Member, shall only be entitled to debate on an issue under discussion by relinquishing the Chair to a another Voting Member until the issue is disposed.
 11. All votes shall be by show of hands unless any member requests a vote by written secret ballot.
 12. Unless otherwise required by the Constitution, every motion shall be decided in the Annual General Meeting by a majority vote of those present and entitled to vote. If the result of the vote is a tie, the motion shall fail.
 13. The Chairperson for the Annual General Meeting, if a Voting Member, shall only be entitled to vote if:
 - (a) the vote is by written secret ballot; or
 - (b) the Chairperson's show of hands vote will change the result of the vote.

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Article VI - Special Meeting

1. The President of the Association, upon written request of at least fifty (50) Voting Members of the Association, shall call a special meeting of the Association at any time, providing thirty (30) days prior notice of the date, time and place of such meeting is given to the Board and the Members of the Association.
2. Thirty (30) Voting Members, including the Members of the Board of Directors, shall constitute a quorum for a Special Meeting of the Association.
3. At a special meeting of the Association, the only business which may be dealt with shall be that which has been announced in the notice calling the meeting.

Article VII - Board of Directors

1. The management of the Association shall be vested in a Board of Directors consisting of twelve (12) voting Members to be elected at the Annual General Meeting and those provided for in Article VII, Section 8 (Past President) and Article XI, Section 4 (Branches).
2. All Members of the Board of Directors shall be nominated and elected by the Association at the Annual General Meeting.
3. All nominees shall be Voting Members of the Association, be present at the meeting in which they are nominated or indicate in writing to the Nominating Committee their willingness to stand for election.
4. The first meeting of the newly elected Board of Directors shall be convened within ten (10) days following the Annual General Meeting by the serving or outgoing President or, in his/her absence, by the most senior officer of the previous Board.
5. The Board of Directors shall, at its first meeting following the Annual General Meeting, elect from their number,
 - (a) A President for a two (2) year term, and the President shall not be eligible for re-election for a second consecutive term;
 - (b) In the first year of the President's term, a Vice President for a one (1) year term;
 - (c) In the second year of the President's two (2) year term, a President Elect, for a one (1) year term, who shall be confirmed as President, for a two (2) year term, upon the completion of the outgoing President's term;
 - (d) There shall be no Vice President during the one (1) year term of the President Elect;
 - (e) A Secretary and a Treasurer, for one (1) year terms, and shall be eligible for re-election for further one (1) year terms, until completion of their terms on the Board.

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6. If, between Annual General Meetings, the office of President becomes vacant during the first year of the President's two (2) year term, the Vice-President shall automatically become President; During the second year of the President's two (2) year term, the President Elect shall automatically become President.
7. Vacancies on the Board of Directors that occur between Annual General Meetings may be filled at the discretion of the Board from the general voting membership. Such newly appointed Director(s) shall be entitled to fulfill only the balance remaining of the term and shall be eligible for re-election at the next Annual General Meeting. Time served by the newly appointed Director to the date of the Annual General Meeting shall not count in calculating any subsequent three-year term of election of the said Director.
8. The immediate Past President shall be eligible to serve as a member of the Executive Committee for a period of one (1) year only.
9. The President or, in his/her absence, the Vice-President or President Elect shall normally preside at every meeting of the Association. If required, another Member may be selected as Chairperson with the approval of the majority of members present.
10. The President or designate shall be the official spokesperson for the Association in communication with the media.
11. The Board of Directors may authorize the employment of such persons as it may deem necessary to carry out the administration of the affairs of the Association.
12. **The President** is the Senior Officer of the Association and is responsible for the execution of its policies in carrying out the business of the Association. The President shall act in consultation with the Board of Directors and the Executive Committee.
13. **The Vice-President** shall assist the President in his/her duties and, in the absence of the President, function in that capacity.
14. **The President Elect** shall assist the President in his/her duties and in the absence of the President, function in that capacity. Upon completion of the President's two (2) year term, the President Elect shall be confirmed as President for a two (2) year term.
15. **The Secretary** is responsible for ensuring the accurate recording and maintenance of the minutes of the Annual General Meeting, Board meetings, Executive Committee meetings, and any special meetings and shall perform such other assigned duties as determined by the Board.

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16. **The Treasurer** is responsible for receiving and depositing membership dues and other revenue, the disbursement of funds, preparing monthly financial statements for presentation to the Board, preparing financial statements for presentation to the Annual general meeting, preparing the Annual Budget for submission to and approval of the Board, and for performing other such duties associated with the office of Treasurer.
17. The Board has the power to make by-laws, subject to ratification by the Annual General Meeting.
18. Members of the Board of Directors shall be elected for a term of three (3) years. Retiring Members of the Board of Directors who have served two (2) consecutive three (3) year terms shall not be eligible for re-election for at least one (1) year.
19. Section 18 of this Article notwithstanding, if the President's tenure as a Member of the Board of Directors expires before the completion of his/her two (2) year term as President, his/her tenure on the Board of Directors shall be extended for the duration of his/her term as President and for a further year to serve as Past President. In which case, the President, on completion of such extension shall not be eligible for re-election to the Board of Directors for at least one (1) year.
20. Resignations or leave of absence from the Board exceeding two months may be filled by appointment by the Board.
21. The Board of Directors may engage, with remuneration, the services of an Executive Director as the senior employee of the Association, accountable to the Board of Directors through the President. The Executive Director shall participate in meetings and proceedings of the Board of Directors and the Executive Committee (with voice but no vote), except in such meetings or proceedings that the Board designates otherwise. The Executive Director shall be an "ex officio" member of all Board Committees (with voice but no vote).
22. The Board of Directors may engage, either with or without remuneration, such Advisers or Consultants as may be necessary to meet the Objectives of the Association.

Article VIII - Meetings of the Board of Directors

1. The Board of Directors shall meet at least four (4) times a year and at such times and places as the members determine or as summoned by the Secretary on the direction of the President.
2. Special meetings of the Board of Directors may be called by the President or by a notice in writing given to the Secretary by any five (5) members of the Board ten (10) days prior to the

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proposed meeting date. The Secretary shall notify all members of the Board and only such business may be transacted at the special meeting as is named in the notice.

3. Notice of any meeting of the Board of Directors shall be given in writing or by electronic means not less than three (3) days before such meeting. No notice shall be necessary in the case of a meeting held immediately upon the adjournment of an Annual General Meeting.
4. No error or omission in the content of any notice calling a meeting of the Board shall affect such meetings or invalidate the proceedings.
5. A majority of the Members of the Board of Directors, one of whom shall be the President, the Vice-President or the President Elect shall constitute a quorum for each meeting of the Board. No business shall be transacted at any meeting of the Board unless a quorum is present. In the event of no quorum, an Executive Committee meeting may be held as provided for in Article IX, Section 3, Executive Committee.
6. If any member of the Board, without due cause, is absent from three (3) consecutive meetings of the Board this person's position shall be declared vacant by the Board.
7. The Board shall keep minutes of all its meetings and a copy of the minutes of every meeting shall be sent to each Board member.

Article IX - Executive Committee

1. There shall be an Executive Committee consisting of the President, Vice-President or President Elect, Secretary, Treasurer and immediate Past-President. The Executive Director shall be an “ex officio” member of the Executive Committee (with voice but no vote).
2. The Executive Committee shall, in the interval between meetings of the Board, act on matters requiring urgent and special attention that are within the Association's policy and exercise such other powers of the Board as may be delegated to it by the Board; such actions shall be subject to ratification by the Board at its next meeting.
3. A majority of the Members of the Executive Committee, one of whom shall be the President, Vice-President or President Elect, shall constitute a quorum for a meeting of the Executive Committee.
4. In accordance with Section 2, the Executive Committee shall keep minutes of its meetings, a copy of which shall be sent to each Board Member.

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Article X - Committees

1. The Board shall appoint a Finance Committee, a Constitution Committee and such other Committees as the Board deems necessary.
2. The Board shall approve Terms of Reference for its Committees, which direct specific activities, committee composition, and reporting requirements.
3. Records shall be kept of all Committee meetings and reports to the Board shall be given on a regular basis.
4. Retiring committee members may remain on a committee until the Board of Directors appoints a successor or in the case of a Special or Ad Hoc Committee, that committee has completed its mandate.

Article XI- Branches

1. The Board of Directors of the Association may approve the establishment of a Branch of the Association and local chapters of a Branch of the Association.
2. The primary purpose of a Branch shall be to provide a regional forum for the achievement of the objectives of the Association.
3. The primary purpose of a chapter of a Branch of the Association shall be to provide a formal means for a group of members to provide input to the Branch in achieving the objectives of the Association and to have an opportunity for local social interaction.
4. A Branch shall operate in accordance with the Constitution of the Association. The Board of Directors of the Association may revoke approval of a Branch if it fails to operate in accordance with the Constitution.
5. Any Branch approved by the Board of Directors of the Association shall have the right to appoint one of its members to serve as a member of the Board. These appointments shall be in addition to the members of the Board as provided for in Article VII, Section 1.
6. A Branch, in the conducting of its activities, shall ensure solidarity with the Board of Directors of the Association.
7. A Branch shall report regularly on its activities to the Board of Directors and shall provide an Annual Report to the Annual General Meeting of the Association.

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8. Funding for Branches may be approved by and at the discretion of the Board of Directors based upon the submission of a budget which is to be submitted for the next fiscal year by November 30 in each current year.

Article XII – Remuneration of Members

All Members of the Association shall serve without remuneration and no officer of the Association shall directly or indirectly receive any profit from his or her position. Members of the Association may be paid reasonable expenses incurred by them in the performance of duties relating to the objectives of the Association. The level of remuneration, if any, will be determined by the Board and will be set forth in an appropriate policy document.

Article XIII - Finances

1. The Board shall:
 - (a) be trustee of all funds of the Association and of all other assets of the Association;
 - (b) arrange that all funds received by the Association shall, as soon as possible after receipt thereof, be deposited in a registered financial institution in the Province of Newfoundland and Labrador to the credit of the Association;
 - (c) invest any funds of the Association, not immediately required for any of its objects, in such manner as may from time to time be determined by the Board;
 - (d) arrange that all securities of the Association be maintained in such manner as the Board deems appropriate;
 - (e) appoint a qualified auditor who shall make an annual audit of all the books and accounts of the Association and render a report thereon to the Board;
 - (f) arrange for the report of the auditor and the financial statements to be tabled at the Annual General Meeting of the Association which immediately follows the audit;
 - (g) appoint members from the Executive Committee and the senior staff person as signing officers.
 - (h) ensure that all cheques drawn on the Association's account bear the signature of at least two persons authorized as signing officers.

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- (i) establish policies for the responsible management of all monies and other assets of the Association;
 - (j) ensure that the budgeting and expenditure of all funds are consistent with the objectives of the Association and are in accordance with generally accepted accounting practices and principals.
 - (k) ensure the preparation and approval of the annual budget.
 - (l) authorize the payment of expenses on a month by month basis based on the previous year's budget when the new year's budget has not yet been approved by the Board.
2. The financial year of the Association shall be from January 1 to December 31 of the same year.

Article XIV - Rules of Procedure

The rules of procedure governing meetings of the Association, Board of Directors and Executive Committee shall be those contained in Robert's Rules of Order Revised, except as otherwise provided in this Constitution.

Article XV - Amendments

1. Any Voting Member of the Association may propose an amendment to the Constitution in writing to the Constitution Committee. The Board will format proposals for constitutional amendments to be distributed to the general membership at least thirty (30) days prior to the Annual General Meeting at which the amendments are to be voted upon. Such notice shall set forth the article and the section proposed to be amended together with the proposed amendments.
2. Amendments to this Constitution shall come into effect when they have been adopted by a two-thirds ($\frac{2}{3}$) vote of those present and entitled to vote at an Annual General Meeting.

Approved by: AGM Membership, September 12, 2010

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Constitutional Amendments 2013

The amendments being proposed for consideration at the 2013 Annual General Meeting include proposed amendments to Article III - Membership to permit an expansion of Voting Membership to those persons in receipt of a pension from the Government Money Purchase Pension Plan and to add another category of non-voting membership to include those persons in receipt of a pension from a pension plan that has a reciprocal agreement with the PSPP. In addition, there is a proposed deletion of Section 21, Article VII – Board of Directors as the hiring of staff is already covered in Section 11.

Article III – Membership

Current:

- 1 (a) (1)** those persons who are in receipt of a Provincial Public Sector Pension or who are surviving spouses of such persons and who have completed and signed the Association's application for membership form.

Proposed:

- 1 (a) (1)** those persons who are in receipt of a Provincial Public Sector Pension or who are surviving spouses of such persons, or in receipt of a pension from the Government Money Purchase Pension Plan, and who have completed and signed the Association's application for membership form.

New: 1 (a) (iv)

Reciprocal Members are those persons who are in receipt of a pension from a pension plan that has a reciprocal agreement with the Public Service Pension Plan of the Government of Newfoundland and Labrador

Article VII – Board of Directors

Delete:

21. The Board of Directors may engage, with remuneration, the services of an Executive Director as the senior employee of the Association, accountable to the Board of Directors through the President. The Executive Director shall participate in meetings and proceedings of the Board of Directors and the Executive Committee (with voice but no vote), except in such meetings or proceedings that the Board designates otherwise. The Executive Director shall be an "ex officio" member of all Board Committees (with voice but no vote).