



**A
N
N
U
A
L

R
E
P
O
R
T**

NLPSPA

**Newfoundland and Labrador Public
Sector Pensioners' Association**

26th

ANNUAL GENERAL MEETING



Capital Hotel

St. John's, NL

Tuesday, October 18, 2016

NLPSPA: 26th Annual General Meeting – Annual Report

Table of Contents

Table of Contents

In Memoriam

Background Items: 4

- Vision, Mission and Strategic Directions 5
- Board of Directors and Committees 6
- Rules of Orders 7
- Agenda 8
- Minutes of 2015 Annual General Meeting 9

Financial Reports: 17

- Treasurer's Report 18
- Financial Statements 2015 19

Presentations and Adoption of Annual Report 20

- NLPSPA President's Annual Report 21
- Nominations/Awards Committee Report 32

Resolutions 35

Appendices: 36

- Appendix A – Constitution 37

In Memoriam

2015-2016

Boyd Abbott
Addie Adams
Joseph Ansara
Eleazer Antle
Kelvin Applin
Minnie Augustus
Eloise Baird
Joan Banfield
Roger Barnes
Lloyd Barnes
Wallace Barnes
Cecil Barnes
Donald Bartlett
Arthur Batstone
Amelia Battcock
Netha Beck
Clyde Belbin
Magdalene Bennett
Monica Benoit
Robert Benson
Betty Bissell
Alvine Blake
Ronald Blanchard
Gordon Breen
Cecil Brett
Lorne Brown
Bertram Brown
Annie Burke
Ada Burry
Gerald Burton
Dorothy Burt-Stagg
Leonard Button
Teresita Calulo
Sarah Carter
Mary Carter
Allan Chislett

Norman Clarke
Otto Clarke
Clarence Clarke
Howard Coish
Robert John Cole
Harold Collins
Catherine Conway
Thomas Cooper
Weston Crant
Alfred Crews
Selby Critch
Isabel Cumby
James Dalton
Ronald Dawe
Frank Decker
Frank Denney
Calvin Diamond
Thomas Diamond
Walter Dooley
Mabel Doyle
Bernard Dwyer
Donald Elson
Clarence Field
Aileen Foley
Patricia Follett Dawe
Rebecca Foote
James Ford
Rayfield Fowlow
Robert Fraize
Harold Fry
Warren Gallimore
Gerald Galway
Donalda Gatherall
John Gaudet
Anthony Genge
Mildred Gilbert

Christina Gillard
Rexworth Gillard
Joseph Gillingham
Clarence Gillingham
Harold Gillingham
Robert Godden
George Gosse
Joan Goudie
Ruby Gough
Andrew Grandy
Christine Gray
Colin Greening
Jerry Gregory
Nanette Gruchy
Rachel Gushue
Mary Haggas
Stella Hapgood
Kevin Hawco
Gerard Healey
James Hefferan
Alexander Hickey
Elizabeth Hickey
Bertram Hillier
Bridget Holland
Emily Howell
Edna Humber
Lorean Humber
John Hunt
Robert Hussey
George Hutchings
Ina Hynes
Evelyn Janes
James Janes
Charles Jerrett
Bernice Joy
James Keating

NLPSPA: 26th Annual General Meeting – Annual Report

Robert Kennedy	Hardy Pennell	Carol Stanford
Gary King	Morris Penney	Ronald Starr
Jessie Knight	Janet Petten	Cyril Stokes
James Lambert	Viola Piercey	Gerald Stratton
Gertrude Lawlor	George Pilgrim	Gerard Stride
Mary Legge	Nahemiah Pinsent	Jack Strong
Elizabeth Martin	Donald Pitcher	Mereda Sturge
Gladys May	Glenys Porter	Alfred Sullivan
Madonna McCarthy	Ada Porter	Sylvia Thornhill
Louis McDonald	Bertha Powell	John Trahey
Robert McKinlay	Catherine Power	Douglas Trenchard
Mary McLaughlan	Marguerite Power	George Trimm
Harold Melbourne	Gertrude Pyne	Carl Tucker
Leo Miller	David Ralph	Lester Vey
Ralph Moore	Beulah Randell	Herbert Vivian
Margaret Morrissey	Belinda Joan Rideout	Catherine Wadland
Margaret Murphy	Colin Ring	Kevin Walsh
Emily Nash	Frances Roberts	Philomena Walsh
Gerald Neary	Isaac Roberts	Leslie Warren
Eric Gerald Neil	Tom Rossiter	Lloyd Webber
Gladys Noel	Marjorie Rowe	Norman Wheeler
Jean Noel	Gordon Russell	Sandra Whiffen
Alberta Noel	Hannah Ryan	Keith White
Alex Noseworthy	Douglas Seaward	Dougald White
Joseph O'Neill	Kenneth Sellars	Edward White
Kevin O'Neill	Edwin Seward	Edith White
Patrick O'Quinn	Eric Sheppard	J Rosalind Whiteway
Stanley Osmond	Douglas Simmonds	Florence Woodford
Joseph O'Toole	William Smith	
Norman Pardy	Gerald Smith	
Henry Pardy	William J Smith	
Wilmore Pardy	Beulah Smith	
Melvin Parsons	Gladys Snook	
Hounsell Payne	Catherine Snow	
Edmund Payne	Annie Squires	
Charles Pearcey	Florence Squires	
Cynthia Peddle	Vera Irene Squires	
Minnie Pelley	Philip St. Croix	

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

NLPSPA: 26th Annual General Meeting Annual Report

Background Items:

- 1. Vision, Mission, and Strategic Directions**
- 2. Board of Directors and Committees**
- 3. Rules of Order**
- 4. Agenda**
- 5. Minutes of 2015 Annual General Meeting**

NLPSPA: 26th Annual General Meeting Annual Report

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 2016-2019

Strategic Priority 1: Pensions and Insured Benefits: NLPSPA will achieve improvements in pensions and insured benefits.

Strategic Priority 2: Membership Growth and Support: NLPSPA will increase and support its membership.

Strategic Priority 3: Communications: NLPSPA will generate timely, accurate, and relevant communications to the membership and strategic audiences.

Strategic Priority 4: Advocacy: NLPSPA will enhance its capacity to advocate on issues affecting older persons.

Strategic Priority 5: Organizational Infrastructure: NLPSPA will ensure it has the fundamental services and resources to deliver on its Vision and Mission.

NLPSPA: 26th Annual General Meeting Annual Report

BOARD OF DIRECTORS 2015/2016:

Executive:	Neil Hamilton	President
	Robert Corbett	President, Elect
	Bernard Cook	Treasurer
	Geri Lutz	Secretary
Directors:	Sharron Callahan	Tom Mills
	Mary Cleary	Ralph Morris
	David Dempster	Joyce Reardon
	Doug Laing	Al Skehen
	Paul Dillon (Central Branch)	
	Wes Roberts (Western Branch)	

NOMINATIONS/AWARDS COMMITTEE:

Mary Cleary, Chair

FINANCE COMMITTEE:

Bernard Cook, Chair
David Dempster
Doug Laing
Al Skehen

MEMBERSHIP STRATEGY DEVELOPMENT TEAM:

Sharron Callahan, Chair Mary Cleary
Neil Hamilton Al Skehen

HEALTH COMMITTEE:

David Dempster

HEALTH INSURANCE COMMITTEE:

David Dempster

PENSION INVESTMENT COMMITTEE:

Doug Laing

STAFF:

Cheryl Myers

NLPSPA: 26th Annual General Meeting Annual Report

Rules of Order

1. The meeting shall be called to order at 6:00pm, on Tuesday, October 18th, 2016.
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: 26th Annual General Meeting Annual Report

Agenda 26th Annual General Meeting, 6:00 PM, Tuesday, October 18th, 2016

6:00 PM:

1. Call to Order/Welcome
2. Rules of Order for Meeting/Confirm Quorum
3. Adoption of Agenda for 2016 Meeting
4. Minute of Silence for Deceased Members
5. Introduction of 2015 – 2016 Board Members
6. Adoption of 2015 AGM Minutes
7. Nominations Committee Report – Chair, Mary Cleary

6:30 PM:

8. A. Treasurer's/Finance Committee Report – Treasurer, Bernard Cook
B. Presentation of 2015 Audited Financial Statements – Treasurer, Bernard Cook
C. Appointment of 2016 Auditor – Treasurer, Bernard Cook

6:45 PM:

9. Presentation & Adoption of Annual Report – President, Neil Hamilton

7:00 PM:

10. Status Reports to Membership:
 - a) **Charles Bruce, CEO, Public Service Pension Plan Corporation**
 - b) NLPSPA & Sponsorship Committee, PSPP Corporation – Ralph Morris
 - c) Government Pension Investment Committee – Doug Laing
 - d) Government Health Benefits Committee – David Dempster
 - e) NLPSPA Scholarship Committee – Mary Cleary

8:15 PM: Coffee/Tea Refresh

8:30 PM: Cst. Tanya Swartz, Royal Newfoundland Constabulary, Community Services

11. Resolutions
12. Election Results
13. Recognition/Prize Draw/Other Business/Announcement
14. Adjournment

NLPSPA: 26th Annual General Meeting Annual Report

Minutes of Newfoundland and Labrador Public Sector Pensioners' Association 25th Annual General Meeting October 6, 2015, 6:50 p.m. Capital Hotel, St. John's, NL

1. Call To Order:

The meeting was called to order at 6:50 p.m. by Neil Hamilton, President, who welcomed everyone to the 25th Annual General Meeting of the Newfoundland and Labrador Public Sector Pensioners' Association (NLPSPA). 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;
- Appointment 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.

2. Confirm the Rules of Order:

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

3. Adoption of the Agenda for the 2015 Meeting:

Motion: Move to adopt the agenda as presented. Moved by Clayton Rice; seconded by Ralph Morris. **Motion carried.**

4. Call for Moment of Silence for Deceased Members:

There was reference to the list of deceased members contained in the Annual Report. A moment of silence was observed in their honor.

NLPSPA: 26th Annual General Meeting Annual Report

5. Introduction of 2014-2015 Board Members:

Neil Hamilton introduced all board members present – Ralph Morris, Pat Roberts, Al Skehen, Bob Corbett, David Dempster, Craig Hall, Doug Laing, Geri Lutz, Wes Roberts, Tom Mills, Sharron Callahan, and Paul Dillon. It was noted that Terry Dalton, a member of the Board from the last AGM, had resigned his position during the year. On behalf of the membership, Neil expressed thanks for the continuing commitment and dedication of the members of the Board.

6. Adoption of the 2014 AGM Minutes.

Motion: To adopt the Minutes of the 2014 AGM as presented. Moved by Joyce Reardon and seconded by Ralph Morris. Motion **carried**

7. Nominations Committee Report

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 wellbeing of public sector pensioners.

Tom Mills, Chair of the Nominations Committee, advised that nominees had been sought through various means, including the NLPSPA web-site. He noted that one Board member, Craig Hall, must stand for re-election and had confirmed he would stand.

He also noted that under the provisions of the NLPSPA Constitution, there is currently one position available for a new Board member, and one candidate, Bernie Cook, who has agreed to run for the position on the Board.

There were then calls for nominations from the floor. Frank Day nominated Joyce Reardon, and Anne Marie Cleary nominated Mary Cleary to stand for positions on the Board. After three calls for nominations from the floor, and there being no further nominations, it was moved by Bob Corbett and seconded by Bill Shallow that nominations from the floor cease.

The four nominees, Craig Hall, Bernie Cook, Joyce Reardon and Mary Cleary, then provided the AGM with brief résumés. Ballots were distributed to all present, and then collected and counted.

NLPSPA: 26th Annual General Meeting Annual Report

8. Treasurer's / Finance Committee Report; the 2014 Audited Financial Statements; and Appointment of the Auditor for the 2015 Financial Year.

(A) Treasurer's Report/ Finance Committee Report

- Treasurer Pat Roberts presented the Treasurer's Report and noted it was a good year financially for the Association, with the 2014 year ending with a surplus of \$43,600 and a cash balance of approximately \$149,000. She noted a surplus was anticipated for the 2015 year. She also thanked all finance committee members, Bernie Cook, Doug Laing, Al Skehen and David Dempster, for their support and advice. The report is available on page 18 of the Annual report.

(B) The 2014 Audited Financial Statements

- Doug Laing presented a copy of the Audited Financial Statements for the year ended December 31, 2014 to members for their review. There was a review of revenues (\$219,703) and expenditures (\$176,125). In response to a question from the floor, Doug explained that professional services costs were primarily for the Coffin Report, and audit fees. The 2014 audit was completed by Noseworthy Chapman Chartered Accounts and the results are presented in the Annual Report.

Motion:

Moved by Tom Mills; seconded by Ralph Morris to accept the Audited Statements as presented . **Motion carried.**

Appointment of the Auditor for 2015 Financial Year:

- It was recommended to the members that Noseworthy Chapman Chartered Accountants be retained as auditors for the 2015 financial year. Moved by Ralph Morris and seconded by Bernie Cook that Noseworthy Chapman Chartered Accountants be appointed as auditors for the 2015 financial year. Motion **carried.**

9. Presentation of President's Annual Report:

Neil. Hamilton provided an overview of the annual report, which is contained on page 21 of the 25th Annual General Meeting Annual Report. He noted the Association has assumed an increased advocacy role in providing support and advice to the membership to resolve problems, especially in maneuvering the bureaucracy of departments when addressing issues related to pensions or health benefits.

NLPSPA: 26th Annual General Meeting Annual Report

Highlights included:

- The Association has provided a leadership role in relation to Pension Reform across the Province. As a result of that role, we now have two board members, Ralph Morris and Doug Laing, appointed to the new Pensions Corporation Sponsor Body (Ralph) and the Pensions Investment Committee (Doug), and have a voice at the table to protect our benefits.
- At Town Hall meetings held across the province we addressed Pension Reform, the Allison Coffin report, and many common concerns pertaining to seniors. The meetings were well attended, not only by our members, but also by seniors representing many professions, including teachers and nurses.
- Response to the Coffin report was that Pensioners were “victimized” by government for many years. Bill Shallow stated that the Coffin report gave us tools to bring the issues to government.
- Membership in the Association continues to increase; newsletters are sent out on a regular basis; our web-site has been updated and work continues on our Facebook and Twitter accounts. The final version of the Coffin report is uploaded to our website.
- Representatives of the Association met with government, at their request, following the Town Hall meetings and made them aware of issues raised at the meetings.
- The Association has become more visible in the Province as we increased emphasis on media coverage.
- The Western Branch continues to work on behalf of persons in the Western region and Labrador.
- The Pensioners’ Coalition, under the Chairmanship of Sharron Callahan, now has a membership of 14 organizations. The connection in 2014 with the Canadian Coalition for Retirement Security aligns the Coalition with 21 other national organizations that are concerned and affiliated to protect federally defined retirement benefit programs. The Coalition continues to work on behalf of all pensioners and seniors and is fast becoming the lobby group for an improved lifestyle for all retired and older persons in the province
- Neil thanked the Board of Directors and the various committees for their work on behalf of the Association. He also thanked the Coalition Chair, Sharron Callahan, former Board member Terry Dalton, Administrative Assistant Cheryl Myers, and Elizabeth Dawe for their continued support.
- He noted that the Association must continue its focus on assistance to seniors.

Moved by David Dempster and seconded by Wes Roberts that the Annual Report be adopted.

Motion carried

10. Status Reports to Membership

(A) Group Insurance Advisory Committee Report (David Dempster)

Dave Dempster advised that the role of the Group Insurance Advisory Committee (GIAC) is to provide advice to the policyholder, the Provincial Government, through the Minister of Finance

NLPSPA: 26th Annual General Meeting Annual Report

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 addition, as the Association's representative on the GIAC, he can inform Government of the concerns of pensioners with regard to the various aspects of the plan.

Specific points raised by Mr. Dempster included:

- Great West Life became the new provider of Group Insurance effective September 1, 2015.
- GIAC had advised government that Great West Life (GWL) was the best provider, based on proposals received.
- Representatives of GWL and the provincial government would make presentations at the conference on the following day.
- The providers of the group insurance plan would provide information on their website.
- The contract with GWL is worth \$100M.
- Members should talk to their doctors concerning any issues related to generic drugs provided.
- He also noted that anyone who had any questions relating to health insurance could contact the NLPSPA office and the message would be passed on to him.

(B) Report of the Government Pensions Investment Committee (Doug Laing)

The Pension 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). In 2014 the PIC consisted of 14 members made up of government officials and representatives of various stakeholder groups, including the NLPSPA. Members are appointed by the Trustee. The mandate of the PIC is to review, monitor, administer and supervise the investment activities of the Fund.

Stating that the details of his report are contained on pages 23 and 24 of the Annual Report, Doug Laing noted the following:

- Strong performance in Canadian and global equity markets resulted in good returns for the Fund in 2014. The overall rate of return was 12% in 2014. Performance was 0.5% higher than the benchmark and 5.25% over the discount rate.
- As at December 31, 2014 total value of assets in the Fund was \$8.4 billion, compared with \$7.9 billion at the end of 2013. The unfunded liability was reduced by \$400 million to \$4.6 billion during the year.
- As at December 31, 2014 the Public Service Pension Plan reported net assets of \$5.3 billion with an unfunded liability of \$2.6 billion, down from an unfunded liability of \$3.0 billion at the end of 2013.

NLPSPA: 26th Annual General Meeting Annual Report

- Seventy-eight percent of the Fund, or \$6.5 billion, was invested in equities in Canadian (34%) and global (44%) markets. The rate of return to the Fund from investment activities in these markets was 11.8% and 314.2% respectively.
- In 2014 investments in fixed income bonds (\$1.6 billion) and real estate (\$250 million) were 19% and 3% of the Fund respectively. The rate of return on fixed income investments was 8.5%, up from 0.8% the previous year, but 0.3% below the bench mark. The real estate portfolio reports a rate of return of 3.9% for 20104 and lagged behind its benchmark by 1.7% for the year.
- The Fund has posted an average rate of return of 8.8% over a twenty year period compared to the policy bench mark rate of 7.5% and the discount rate of 6.75%.
- During 2014 the Fund paid \$625 million in benefits to pensioners while contributions and special payments were \$353 million. Fifty-three point six million dollars (\$53.6M) in pension premiums was refunded in 2014. Total administration costs incurred during the year were \$25.1 million, including \$21.7 million paid to consultants and Fund managers. There were 27,933 pensioners and 35,104 active members of the Fund as at December 31, 2014.
- During 2014 the Committee took part in the pension reform initiatives which led to an agreement between the Provincial Government and representatives of major stakeholders of the Public Service Pension Plan (PSPP).
- Under the agreement the PPSP will operate under joint trusteeship with employer and employees jointly sharing responsibility for the PSPP. Government will provide a \$2.685 billion 30 year promissory note to address the unfunded liability of the plan. Employees will contribute \$1.12 billion through higher premiums and reduced benefits. There will be no changes to the pensions and benefits of existing pensioners.
- A Sponsor Body, administered by an independent Corporation which will manage the investments, has been established to govern the PSPP. Effective March 31, 2015 the PSPP was separated from the Newfoundland and Labrador Pooled Pension Fund.
- The Association is represented on the Sponsor Body by Ralph Morris and on the Board of the Public Service Pension Plan Corporation by Doug Laing.

Moved to adopt the report of the Pensions Investment Committee. Doug Laing, seconded by Ralph Morris. **Motion carried.**

The floor was then opened to questions (Q), answers (A) and comments (C).

- **Q:** \$27.1 million was paid out to consultants and Fund Managers in 2014. Will that payment continue?
- **A:** It is an annual expense to pay experts in matters relating to the Fund. Higher assets will result in higher payments. In future there will be additional expenses for a CEO of the Corporation and rental of space.
- **C:** It would be a good idea to go out to all provincial candidates and get a commitment that there would be no change in pensions for four years.
- **A:** We have that assurance in the current negotiations for existing pensioners.

NLPSPA: 26th Annual General Meeting Annual Report

- **Q:** Congratulations on bringing to reality a joint trusteeship that includes pensioners. There was a legal requirement that government pay pensions even if the Fund went bankrupt. Is that still there?
- **A:** The intent is that the PSPP will achieve full funding in 30 years. There is an obligation for government to ensure that existing pensioners continue to receive what they signed on for.

11 Resolutions

- There were no resolutions brought forward.

12. Pension Reform and Town Hall Meetings– Ralph Morris

Ralph Morris provided a synopsis of the issues raised at the Town Hall meetings:

- Paid death benefits – many pensioners had not received the benefit and many had no knowledge of its existence.
- The Allison Coffin report –NLPSPA has had several meetings with Dwight Ball and Cathy Bennett who confirmed the report findings.
- Pension reform –current pensioners will maintain current benefits. The NLPSPA is represented on the Joint Sponsor Body by Ralph Morris and on the Corporation’s Board and the Pension Investment Advisory Committee by Doug Laing.
- Many seniors who are not government pensioners attended the meetings. Many have no pension other than the OAS and GIS; many widows have no income except the OAS. Many seniors are using food banks.
- Long term care. The policy of the first available bed in the province separates seniors from their families. Government does not have a plan for long term care
- Issues of income, affordable housing, homecare and long-term care must be raised with all levels of government.
- The movement of the younger population means there is no one to assist seniors to stay in their own homes.
- There is a lack of training for home care staff.
- A Bill of Rights for seniors and seniors’ advocate were requested. It was noted that both the Liberal and the NDP parties are looking at this.
- Ralph requested that the membership give the Association its support and the Association will continue to work on the member’s behalf.

NLPSPA: 26th Annual General Meeting Annual Report

13. Election Results

- Two of the nominees, Joyce Reardon and Mary Cleary, were announced as being elected to the Board vacancies.
- **Moved** by Tom Mills and seconded by Dave Dempster that the ballots be destroyed.
Motion carried.

14. Other Business

- Bill Shallow asked if there was a meeting scheduled with provincial candidates before the provincial election and whether the audience would have a chance to ask questions.
- Sharron Callahan advised that the Pensioners' Coalition will be having a public meeting to which candidates will be invited. In developing the program the Coalition will take all comments into consideration.

-

15. Announcements:

- Those who were attending the convention the following day were requested to be in the hall at 9:00 a.m. The first session will start at 9:30 a.m. sharp.

-

16. Adjournment

- Dave Dempster moved for adjournment. The meeting adjourned at 8:40 p.m.

Minutes recorded by Geri Lutz
Secretary

NLPSPA: 26th Annual General Meeting Annual Report

Financial Reports:

1. Treasurer's Report

2. Financial Statements 2015

NLPSPA: 26th Annual General Meeting Annual Report

Treasurer's Report 2015

I present the Association's audited Financial Statements as of December 31, 2015 together with the Auditor's Report thereon.

The Association is in a sound financial position with a stable cash flow. The 2015 year ended with a surplus in the order of \$60,400.00 and a cash balance at year end of approximately \$226,400.00. I anticipate the Association will have a surplus of \$100,000.00 for the current year, for a total of \$325,000.00 as of December 31, 2016. This year the Board invested \$150,000.00 in GIC's.

I thank the Finance Committee, Dave Dempster, Doug Laing and Al Skehan, for their support and advice provided. The support of Cheryl at the office and Elizabeth Dawe, our accountant, was greatly appreciated.

During the past year the NLPSPA has complied with all legislative reporting requirements. There are no outstanding liabilities and all payables are current.

Respectfully submitted,

Bernard Cook

Bernard Cook, C.A.
Treasurer

NLPSPA: 26th Annual General Meeting Annual Report

**NEWFOUNDLAND & LABRADOR
PUBLIC SECTOR PENSIONERS'
ASSOCIATION**

Financial Statements

Year Ended December 31, 2015

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Index to Financial Statements

Year Ended December 31, 2015

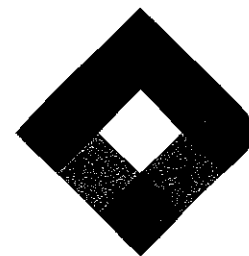
	Page
INDEPENDENT AUDITOR'S REPORT	1
FINANCIAL STATEMENTS	
Statement of Financial Position	2
Statement of Revenues and Expenditures	3
Statement of Changes in Net Assets	4
Statement of Cash Flows	5
Notes to Financial Statements	6 - 7

NOSEWORTHY CHAPMAN

chartered professional accountants

A: Suite 201, 516 Topsail Rd / St. John's NL / A1E 2C5

T: 709.364.5600 F: 709.368.2146 W: noseworthychapman.ca



INDEPENDENT AUDITOR'S REPORT

To the Members of Newfoundland & Labrador Public Sector Pensioners' Association

We have audited the accompanying financial statements of Newfoundland & Labrador Public Sector Pensioners' Association, which comprise the statement of financial position as at December 31, 2015 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

The Association derives revenue from conventions and Annual General Meetings as well as social events, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to these items, excess of expenditures over revenues, current assets and net assets.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, these financial statements present fairly, in all material respects, the financial position of Newfoundland & Labrador Public Sector Pensioners' Association as at December 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Noseworthy Chapman

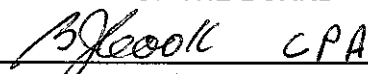

Chartered Professional Accountants
St. John's, NL
June 30, 2016

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION**Statement of Financial Position****December 31, 2015**

	2015	2014
ASSETS		
CURRENT		
Cash	\$ 226,345	\$ 149,389
Accounts receivable	7,743	7,289
Prepaid expenses	1,647	1,635
	\$ 235,735	\$ 158,313
LIABILITIES		
CURRENT		
Accounts payable	\$ 7,250	\$ 5,973
Government remittances payable	3,179	-
Deferred income	4,585	-
	15,014	5,973
NET ASSETS		
Unappropriated net assets	220,721	152,340
	\$ 235,735	\$ 158,313

LEASE COMMITMENTS (Note 4)

ON BEHALF OF THE BOARD

 CPA Director
 Director

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION**Statement of Revenues and Expenditures****Year Ended December 31, 2015**

	2015	2014
REVENUE		
Membership fees	\$ 159,721	\$ 156,752
Partnerships/advertising	53,078	55,097
Social events	-	5,895
Convention and Annual General Meeting	20,049	1,000
Public relations	1,800	900
Interest income	27	59
	234,675	219,703
EXPENDITURES		
Bank charges, interest and penalties	738	680
Business taxes	1,297	975
Convention and Annual General Meeting	27,754	8,041
Equipment rentals and purchases	7,136	4,104
Insurance	1,671	1,132
Office and administration	4,418	4,166
Pensioners meetings	5,994	1,839
Postage	12,597	11,116
Printing	9,811	10,961
Professional services	15,391	54,587
Public relations	1,772	3,866
Rent	16,252	15,730
Salaries and benefits	43,440	41,091
Social events	-	5,938
Telephone	6,065	5,589
Travel	6,110	4,310
Website development	5,848	-
Western Branch activities	-	2,000
	166,294	176,125
EXCESS OF REVENUE OVER EXPENDITURES	\$ 68,381	\$ 43,578

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION
Statement of Changes in Net Assets
Year Ended December 31, 2015

	2015	2014
NET ASSETS - BEGINNING OF YEAR	\$ 152,340	\$ 108,762
Excess of revenue over expenditures	68,381	43,578
NET ASSETS - END OF YEAR	\$ 220,721	\$ 152,340

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION**Statement of Cash Flows****Year Ended December 31, 2015**

	2015	2014
OPERATING ACTIVITIES		
Cash receipts	\$ 238,774	\$ 227,665
Cash paid to suppliers and employees	(161,845)	(177,559)
Interest received	27	59
INCREASE IN CASH	76,956	50,165
Cash - beginning of year	149,389	99,224
CASH - END OF YEAR	\$ 226,345	\$ 149,389

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Notes to Financial Statements

Year Ended December 31, 2015

1. PURPOSE OF THE ASSOCIATION

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. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

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.

3. 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, 2015.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk related to accounts receivable. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The Association has a significant number of members which minimizes concentration of credit risk.

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

Notes to Financial Statements

Year Ended December 31, 2015

4. LEASE COMMITMENTS

The Association leases premises under a long term lease that expires April 2019. The Association is required to pay a base rent of \$1,354 which includes its appropriate share of utilities, property taxes, maintenance and other related costs for the leased premises.

The Association leases a photocopier under a 60-month term lease that expires December 2018. The Association is required to pay \$84 plus applicable taxes per month.

NLPSPA: 26th Annual General Meeting Annual Report

Presentation and Adoption of Annual Report:

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

NLPSPA: 26th Annual General Meeting Annual Report

2016 PRESIDENT'S ANNUAL REPORT (Neil Hamilton)

The past year has been one of planning, increased advocacy, heightened visibility, accomplishments and progress. It has become obvious seniors continue to look to our Association as a source of support, help and clarification of concerns and are looking to us to provide an advocacy role.

On January 21st, 2016 we held our Strategic Planning Day which was facilitated by Sharron Callahan. It was an extremely productive day. Our approved Strategic Plan for 2016 - 2019 was shared with our membership via email and posted on our website.

During the period under review we invited Mr. Charles (Chuck) Bruce, CEO of the Public Service Pension Plan Corporation to meet with our Board. He provided an overview of the establishment of the Corporation formed in April 2015. He is desirous to have a long and strong relationship with the NLPSPA and expressed willingness for other such meetings in the future.

A special membership strategy development team has been developed. This is a work in progress and considerable work in this area has already been done. An update from Sharron will be provided further in this report.

A scholarship program for 2017 has been approved by our Board and the program particulars are being provided by the committee at the 2016 AGM.

Our Town Hall meetings continued and were extremely well received by members of our Association as well as seniors across the Province. Through such meetings we have provided support and clarification of concerns as seniors continue to look to us as an advocacy role. Our visibility as an Association has increased tremendously and needs to be continued and supported and encouraged. Following these meetings we met with various Ministers of the Provincial Government to make them aware of the concerns identified by seniors who attended these meetings.

October 1st, 2015 the NLPSPA as a member of the Newfoundland and Labrador Coalition of Pensioners, Retirees and Senior's we were part of a debate among candidates for the Federal election. The evening was successful as it focused exclusively on senior's issues.

Again on November 9th the NLPSPA was very much a part of the Provincial debate held at the main auditorium, School of Medicine. It was a successful evening as we continue to advocate on seniors issues and concerns.

As usual, we have had a really busy year. Here are some highlights from the various committee chairs:

NLPSPA: 26th Annual General Meeting Annual Report

THE NEWFOUNDLAND AND LABRADOR COALITION OF PENSIONERS, RETIREES, AND SENIORS ORGANIZATION (Sharron Callahan):

It has been an extraordinarily busy year for the Coalition. While each member organization conducted it's our business in alignment with their Purpose, the Coalition had a higher than usual profile given the calendar of both a federal and provincial election. In the Fall, the Coalition planned and delivered two public debates, one in October to profile the issues that were of importance in the federal election to seniors and older persons and then again in November in advance of the provincial election to highlight the issues affecting seniors and retirees that were the responsibility of the Provincial Government. Both were well attended, garnered a lot of public attention and media communication, and a lot of positive feedback on the proactive approach being taken to highlight issues of concern for all older persons and not just public sector retirees.

Once the elections were over and the new Governments in power, the Coalition began a campaign of accountability to ensure that the elected officials acted on the promises made. An initial meeting was held with Seamus O'Regan prior to the federal budget and then post-budget to review the announcements in the budget. This second meeting included an additional two MP's (Ken Macdonald and Nick Whelan) and will continue on a regular basis to ensure accountability and a portal for advancing additional concerns as they arise.

On the Provincial side, once the budget was delivered, the Coalition sponsored a Press Conference to address the grave results of the cut-backs on seniors and conducted multiple Town Hall meetings, thanks to Neil Hamilton and Ralph Morris, who spent many nights and days travelling the Province and giving media interviews. Members of the Coalition also met with Ministers Bennett, Haggie, and Gambin-Walsh to listen to and provide response to the Minister of Finance on the reasoning behind the cuts and to advise the impact on seniors. While the Coalition has a list of social and health related issues not yet addressed, these will be pursued in the Fall in a separate meeting with Ministers Haggie and Gambin-Walsh.

Early in the year past, the Coalition heard through a reliable source that the contract for the Home Care Review had been let. As we had not been notified, as promised by Government, the Coalition was able to orchestrate a one-one meeting with the contracted consultant and the lead person from Deloitte, who had received the contract. The Coalition was well prepared for this meeting, shared a list of 30+ issues with the consultants, spent close to 3 hours in the meeting ensuring understanding of the issues, and facilitated contact with another person, who also had a lengthy background with the issues impacting long term care. Follow-up with the responsible Ministers will occur this Fall to determine the conclusions of the study and what the intentions of Government are with respect to the recommendations.

NLPSPA: 26th Annual General Meeting Annual Report

The Coalition is especially pleased that its continuous lobby has resulted in a commitment to the establishment of the Office of Seniors Advocate. Our next step is to ensure that this Office is duly constituted to be independent of Government and to have responsibility to take action where needed.

Meetings of the member organizations of the Coalition have already recommenced for this Fall and a busy agenda is in development.

WESTERN BRANCH (Wesley Roberts):

The past year has seen a continuation of the Town Hall meetings that were held by President Neil Hamilton and Past President Ralph Morris. These were well attended and our members gave feedback that they appreciated the opportunity to voice their concerns with the impact of Budget 2016. We look forward to additional meetings in the area in the future.

CENTRAL BRANCH (Paul Dillon):

During the past year, there was a continuation of the Town Hall meetings, chaired and facilitated by Neil Hamilton and Ralph Morris. These were well attended and members appreciated the opportunity to voice their concerns and for the information about the impact that some of the budget actions would impose. We look forward in 2017 to work closely with the Board and keep all of the Central Branch area informed of the issues pertaining to pensioners and seniors.

JOINT SPONSOR BODY: PSPP (Ralph Morris)

As a result of the establishment of a joint sponsorship arrangement between Government and the stake holders in the Public Service Pension Plan on March 31 2015, the \$5.6 billion in assets relating to the PSPP were moved to a separate fund under the stewardship of the PSPP Corporation. The PSPP provides pension coverage to 25,000 employees of Government and its agencies and retirement benefits to 17,000 pensioners. The Joint Sponsor Body is responsible for the sponsorship and administration of the PSPP and the development of the pension funding formula. It is composed of 4-6 representatives from each of Government and the Unions, a non-bargaining/management employee representative, and a pensioner representative (Ralph Morris). The members as of December 31, 2015 are for Government: Donna Brewer, who is co-Chair, Denise Hanrahan, Debbie Molloy, Mike Roberts, Maureen McCarthy, Mike Tizzard, and James Doody. The employee/pensioner representatives are: Debbie Forward, who is the Chair, Jerry Earle, Chris Henley, Virginia Whitten, Ralph Morris, Jacquie Bramwell, and Ron Wade.

The Key responsibilities of the JSB are:

- Plan design changes, including pension eligibility, benefits, and contributions;
- Establishing, in consultation with the plan's actuary and the Board of Directors of the PSPP Corporation, assumptions to be used in actuarial valuations;
- Directing, in consultation with the Board, the level of investment risk suitable for the PSPP fund's asset mix;

NLPSPA: 26th Annual General Meeting Annual Report

- Amending the funding policy; and,
- Generally overseeing the administration of the PSPP and its investments.

In 2015, the JSB met five times, including a one full day orientation for the new Board. In March 2015, the JSB met to develop a compensation policy for the Board, followed by other meetings in October and December. In July, the JSB met to approve the recommendation from the Board to change the asset mix of the PSPP from the current 75% equities, 20% fixed income and 5% real estate to 50% equities, 40% fixed income and 10% real estate.

In 2016, a new triennial actuarial valuation will be prepared, to receive a proposal from the Board for a non-statutory plan text that reflects the provisions of the PSPA, which will require amendments to the PSPA to reflect Government's obligations under the Joint Sponsorship Agreement. In addition, a self-assessment process will be undertaken, as the required one for 2015 had not been done, as required by the Agreement.

REPORT OF THE PENSIONS INVESTMENT COMMITTEE (Doug Laing)

The Public Service Pension Plan Reform Agreement and the Joint Sponsorship Agreement reached in 2014 became effective on March 31, 2015. The objectives of the agreement were to ensure the sustainability of the PSPP as a defined benefit pension plan; to provide a sufficient pool of funds to pay a reasonable pension to public employees and achieve 100% funding over 30 years. The agreement provided for joint trusteeship for the Public Service Pension Plan (the Plan) with the employer and employees sharing responsibility for the Plan. There will be equal sharing of any future surplus and deficits. Government will provide a \$2.7 billion per a 30 year promissory note as its share of the unfunded liability. Employees, for their part, will contribute \$1.1 billion through higher premiums and reductions in their benefits. There will be no changes in the pensions and benefits for existing pensioners.

The Agreements provided for the creation of a corporation to act as trustee and administrator of the Plan and a Sponsorship body, representing stakeholders, to provide oversight to the corporation and the Plan. The stakeholders are Government (the employer), the public sector unions (representing bargaining unit members), a non bargaining representative and the Association representing public sector pensioners.

The Public Sector Pension Plan Corporation (the Corporation) became effective on March 31, 2015. The Public Service Pension Plan Fund was separated from the Newfoundland and Labrador Pooled Pension Fund and transferred under the administration of the Corporation.

The Corporation is a not for profit corporation established pursuant to the Public Service Pensions Act. It is responsible for the administration and investment of the Fund in a prudent manner. It has the authority to adopt policies and hire the staff necessary to carry out its purposes. The Corporation is managed by a Board of Directors consisting of 14 members: 6 Government, 6 union appointees, 1

NLPSPA: 26th Annual General Meeting Annual Report

non union appointee and 1 appointee representing retirees. The appointees must have the personal character and competencies to enable the Corporation to carry out its responsibilities. As an interim measure an agreement was put in place for the Pensions Division to continue to provide administrative services for the plan until the corporation is able to take over the responsibility.

Our Association is recognized as the sole representative for Public Sector Pensioners. Ralph Morris is presently the Association's representative on the Sponsorship Body. Doug Laing is its representative on the Board of Directors of the Corporation. He serves on the Corporation's Pension Investment Committee.

The Board of the Corporation was appointed on March 31, 2015 and held its first meeting in June 2015. It was a busy year for the Board of the new corporation. The Board established an initial governance structure. Committees were established to assist the Board in carrying out its purposes. The Board approved a new Statement of Investment Policies and Procedures that was approved and implemented. A CEO was hired late 2015. A Code of Conduct and a Conflict of Interest policy for board members and staff was approved. In the first half of 2016 the Board approved an organizational design and compensation model for the Corporation. Audited financial statements for 2015 were approved and presented to the Sponsorship Body. The Corporation recently secured office space. Plans are in place to hire the staff needed to provide services to pensioners and take over responsibility for the operation of the Plan from Government.

The asset mix for the Fund was reallocated in 2015 to achieve greater diversification in the Plans investment portfolio to reduce risk, to maintain a sufficient level of earnings to meet its pension as they become due based on the plans' going concern of the funded ratios and to eliminate unfunded liability within the 30 year timeframe. The types of allowable investments now include infrastructure, private equity and a broader range of fixed income investments.

There were mixed returns from equities during 2015. Performance by the Canadian equity market was adversely affected by falling oil and commodity prices. The U.S. and global equity markets posted strong growth during the year. Performance was positively affected by exchange gains from the lower value of the Canadian dollar. Bond yields were positive for the year but slightly less than the benchmark. The overall rate of return was 6.3% in 2015. Performance was 1.75% higher than the bench mark and 0.3% over the discount rate. At December 31, 2015 the total value of assets in the Fund was \$8.4 billion after including \$2.6 billion promissory provided by the Government. This compared with \$5.4 billion at the end of 2014. The unfunded liability was reduced to \$814 million at year end.

At the end of 2015 the market value of the Funds investment portfolio was \$5.4 billion, invested as follows: Canadian equities 27.5%, U.S equities 24.4%, Global equities 15.2%, fixed income bonds 19.6% and real estate 3.1%. The Fund's real estate investments are administered through a subsidiary, Newvest Incorporated.

NLPSPA: 26th Annual General Meeting Annual Report

The balance of the investment portfolio was invested in money market securities and pooled funds, 0.8% and 9.4%, respectively.

The rate of return to the Fund from investment activities in the Canadian and global equity markets was -3.9% and 17.3%, respectively. The rate of return on fixed income investments was 3.3% and was 0.2% below the bench mark. The real estate portfolio reported a rate of return of 8.3% for 2015 which was 2.5% above the bench mark.

The Fund has posted an average rate of return of 8.3% over a twenty year period compared with the policy bench mark rate of 7.5% and the discount rate of 6.25%.

During 2015 the Fund paid \$354 million in benefits to pensioners, including \$87 million paid to pensioners in the first 3 months of the year. Employee/ employer contributions and special payments totalled \$345 million in 2015 including \$80 million contributed in the first quarter of the year. \$61.1 million in pension premiums was refunded in 2015. Total administration costs incurred during the year were \$14.4 million including \$12.1 million paid to consultants and Fund managers. There were 19,197 pensioners and 27,697 active members of the Fund at December 31, 2015.

There was considerable uncertainty in Canadian and global equity markets during the first half of 2016. However, the Canadian market benefited from gains in commodity markets and strengthening of the Canadian dollar during the period. Global markets managed to produce positive returns by the end of the period. U.S. and Japanese markets outperformed expectations. The Chinese economy remained healthy but weakened slightly late in the period. Performance in the United Kingdom and European markets lagged due to the decision of voters in the United Kingdom to exit from the EU. The Fund's investment portfolio reported an increase of \$400 million to \$5.8 billion at the end of the period. The overall rate of return was 1.7% to June 30, 2016.

Doug Laing is the Association's representative to the Board of the Public Service Pension Plan Corporation.

REPORT OF THE GROUP INSURANCE ADVISORY COMMITTEE (David Dempster):

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 addition, as your representative on the Committee, I can inform Government of the concerns of Pensioners with respect to various aspects of the Plan.

In 2016, the GIAC scheduled regular monthly meetings. However, a number of the meeting were cancelled for a variety of reasons. Nevertheless, the GIAC has continued to review requests for changes and make recommendations to Treasury Board with respect to the acceptance or rejection of these requests. In due course the GIAC is informed as to whether Treasury Board accepts or rejects the recommendation.

NLPSPA: 26th Annual General Meeting Annual Report

During the year, the GIAC was informed that Government had decided to charge the salaries and expenses of the Insurance Division to the Group Insurance Plan. The GIAC expressed disagreement with this decision. However, Government proceeded to relocate the Insurance Division and rename it the **Group Insurance Division**, Human Resources Division, Executive Council.

The financial effect of these changes should become known to us in the near future and I look forward to learning what benefits accrue to the members of the Plan as a result of Government's actions.

David Dempster is the Association's representative to the Group Insurance Advisory Committee.

NEWSLETTER COMMITTEE (Bob Corbett):

We have published 2 newsletters this year, in April and September, and will have one more published by the end of the year. We have established a newsletter schedule and this has been circulated to the membership with the hope that more submissions will be received that would have content that would be of interest to all seniors. Our staff person, Cheryl, enjoys hearing member feedback from each edition, so the membership is encouraged to keep the comments coming. Every time a newsletter goes out it garners calls, emails and even snail mail and our Association appreciates its members taking the time to contact us. Cheryl reviews the comments and passes along any information that the Board needs to be aware of. Thank you to our regular contributors Neil Hamilton, Sharron Callahan, Dave Dempster, Ralph Morris, and everyone that have submitted articles over the past year. Also, the Association greatly appreciates the work of our graphic designer, Stephanie Furey, for her creativity and a huge thank you to Anthony Insurance for their continued support.

FINANCE COMMITTEE (Bernard Cook):

Bernard Cook (chair), Doug Laing, David Dempster, and Al Skehen with support from Elizabeth Dawe, Joan Osmond and Cheryl Myers, continued to provide oversight and management of the financial affairs of the Association during the past year. Please see the separate included report from the Finance Committee.

2015 CONVENTION PLANNING COMMITTEE (Sharron Callahan):

The 2015 Convention will most likely be recorded as one of the most successful Convention and Meeting events sponsored by our Association. The theme for the 2015 Convention was ***"Being Prepared for a Healthy Future"***.

Held from October 6-7, 2015 at the Capital Hotel, Kenmount Road in St. John's, there was significant interest in this convention, with the theme of addressing quality of life issues of timely interest to pensioners, retirees, and aging persons. Presenters and presentations included Dr. Roger Butler from the Faculty of Medicine at Memorial University who presented ***Why Frail Seniors are Important***.

NLPSPA: 26th Annual General Meeting Annual Report

Kevin O'Shea of the Public Legal Information Association of Newfoundland & Labrador tackled the controversial topic of *Assisted Suicide* by discussing the legal questions of end of life decision making, the previous, new, and potential law changes in Canada and the impact this law will have on advanced health care directives and other legal planning. And our third session was a joint presentation from *Great West Life (Kelly Sparkes) and the Insurance Division of Government (James Doody)* who managed multiple questions from the delegates on issues associated with the transition from our previous health/life insurance carrier to GWL. And, of course, our Convention was not without fun, with an old fashioned kitchen party on Tuesday evening, the 6th, thanks to coordination by Tom Mills. To top off our event, the noon hour luncheon on Wednesday, the 7th, saw entertainment from the dynamic duo of Fergus O'Byrne and Jim Payne who billed themselves as "two veteran senior citizens".

In total, 130 persons attended. The evaluation generally expressed that this was a very good convention, possibly the best ever. The speakers were informative, engaging, and gave excellent presentations. There was a high level of satisfaction with the registration process and the information set-up. While there was some dissatisfaction with the meal and break layouts, these are learnings for the future.

Many thanks are offered to the members of the Planning Committee: Pat Roberts, Geri Lutz, Al Skehan, Ralph Morris, Neil Hamilton, Cheryl Myers (staff), and Sharron Callahan (Chair).

MEMBERSHIP STRATEGY DEVELOPMENT TEAM (Sharron Callahan):

In March, the Board took a decision to suspend the Membership Committee and to substitute an interim working team to develop a Membership Strategy to grow the membership in NLPSPA, by actions taken within the Association. While deeply appreciative and grateful for the support and partnership with Anthony Insurance, the Board directed the working team to develop and initiate internal actions towards membership growth.

This team, chaired by Sharron Callahan, is composed of Neil Hamilton, Ralph Morris, Al Skehan, Mary Cleary, Bob Corbett, and Bernie Cook. It has met regularly since then. After examining our membership trends and agreeing that our membership was sustaining, it was determined that our target for recruitment had to be those persons in receipt of a public service pension who have not yet registered for NLPSPA membership. We determined that the barriers to outreach were the inability of the Association to access the PSPP mail-out system and to develop more sponsorship benefits so that non-members would be attracted to join. Once all the analysis was done, a plan was developed. The actions and the status of work are as follows:

- Review the current membership information package, change the messaging to highlight the benefits of NLPSPA membership and make the package more visibly attractive. Completed, and being produced.
- Pursuit of additional membership benefits. A work in progress.

NLPSPA: 26th Annual General Meeting Annual Report

- Develop short membership outreach ads and message to various community advertising sources. Advertising done and first run made; will be re-issued on a quarterly basis.
- Produce extra copies of the NLPSPA newsletter and distribute to local doctors offices, community buildings, supermarkets, hospitals, seniors residences, seniors fairs, etc. Done twice, and will continue with each future production of the newsletter.
- Work with Anthony Insurance to develop a process to mutually share information on affiliate members who do not renew NLPSPA membership, so as to discontinue Anthony Insurance PERKS benefits. Still to be negotiated.
- Review the new members Welcome Package and update to highlight the invitation of new members. Completed.
- Develop large scale advertising via Go Bag Flyers (100,000 household distribution) and province wide distribution of a full page Telegram Ad (25,000 distribution). The Team thanks Upstream (AI marketing agency) for assistance in getting this work underway. The team is currently working on a better solution for non-member outreach by developing a campaign through the Commercial Business Development Branch of Canada Post. This will result in a targeted plan for a direct information mail drop into neighbourhoods that are predominately composed of retired persons and seniors, based on demographic data that has been analyzed from data available through NLPSPA and Canada Post, given its web linkages to various Government data bases. This plan is in development and is expected to be launched prior to Budget #2, expected this Fall.
- Funding has been allocated by the Board to support all of these strategies.

GOVERNANCE & CONSTITUTION COMMITTEE (Sharron Callahan):

The Committee, in the past year, has:

- Ensured due process and constitutional alignment in the election of the Executive Committee, following the last AGM;
- Ensured constitutional alignment in the resignation of a Board Director and the appointment of an interim replacement Director;
- Provided support and ensured accuracy in the calculation of the length of term of office of the sitting Board Directors;
- Organized a Strategic Planning Day for the Board and developed a new Strategic Plan for NLPSPA for 2016-2019; for full details, visit the NLPSPA website at www.nlpspa.ca;
- Worked with our graphic designer to develop a variety of storyboards depicting the Vision, Mission, and Strategic Priorities of NLPSPA that are now mounted in the Board Room;
- Reviewed and provided advice on clauses in the new contractual arrangement between Anthony Insurance and NLPSPA;
- Completed, with the President, an in-depth review of the staffing position at NLPSPA, reviewed and revised the staff position description, and undertook a thorough compensation and benefits review, resulting in a revised longer term compensation grid for the NLPSPA staff person;
- Development of an Annual Calendar for the Board is a work in progress;

NLPSPA: 26th Annual General Meeting Annual Report

- No constitutional amendments are proposed for this Annual General Meeting.

NLPSPA SCHOLARSHIP INITIATIVE (Mary Cleary):

Over the years since its inception, the NLPSPA has strived to work on behalf of its members by advocating for improved pensions and insured benefits. As well, the Association has become one that is recognized throughout the Province for promoting the interests of its members and all pensioners and older adults. While this will continue to be the Mission of the Association, we now wish to further enhance the lives of the membership on a more individual basis. With this in mind, the development of a Scholarship Program was initiated and we are pleased to announce that it will commence in 2017.

The Scholarship Program will offer two scholarships.

- One scholarship of \$500.00 will be available to support a member, or the members spouse or partner, to pursue post- secondary educational opportunities that will enhance their retirement living and independence.
- The second scholarship of \$1000.00 will be available to support a family member of an NLPSPA member (son, daughter, or granddaughter or grandson) to pursue post- secondary education at a recognized college, university or trades program, to attain their educational goals, meet their professional objectives, and succeed to their fullest.

Scholarship criteria have been established and may be modified from time to time depending on available supportive funding, applicants' demographics, and administrative infrastructure demand.

Direct membership messaging about the Scholarship Program will commence mid-2017.

CORPORATE PARTNER (Anthony Insurance):

On February 23rd, 2016, NLPSPA entered into a new five-year contract with Anthony Insurance providing us with \$60,000 a year. This contract which includes a substantial increase will go a long way as we continue to provide many services and supports to public sector pensioners and seniors across the Province. The partnership we have developed with Anthony Insurance as a major group sponsor over the years is a source of ongoing encouragement

SOCIAL ACTIVITIES:

Call Cheryl to reserve your tickets early for the Old Christmas Day Party we are having on January 6th, 2017, at the Knights of Columbus on Rickets Road in St. John's. This event is always well attended and a fun night to kick up your heels and dance the night away!

NLPSPA: 26th Annual General Meeting Annual Report

CONCLUSION:

As I finish my term of office as President, I want at this time to say a very 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 the pensioners and seniors is heard by all Governments and the public overall. To all of our members who have offered their time to serve on committees or work on behalf of the membership, thank you. Your dedication is very much appreciated. I would also like to thank Bernard Cook who will be stepping down this year. Bernard, to you and your wife Lori, I want to say how very much you have done for us over the years knowing that you are always there when ever we need help. I also would again this year offer a special and sincere thank you to our Administrative Assistant, Cheryl Myers, for her dedication and good work and to those whom we engage from time to time to help us through difficult times or provide a service for you, especially Elizabeth Dawe and Joan Osmond, we thank you.

In closing I want to say in the most sincere way it has been such an honor to serve as President, an honor that will remain with me always.

Neil Hamilton

President

NLPSPA: 26th Annual General Meeting Annual Report

NOMINATIONS/AWARDS COMMITTEE (Mary Cleary) REPORT TO THE ANNUAL GENERAL MEETING 2016

The objectives of the Nomination /Awards Committee are threefold:

- 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.

After the Annual General Meeting of 2015, the NLPSPA had a full quorum of Board Directors. In January, Board Director Pat Roberts resigned and following the Board's acceptance of Pat's resignation, Bernard Cook was nominated to fill the vacancy until the AGM of 2016. Mr. Cook agreed to fill the position until this AGM. Mr Cook is now resigning as of the AGM and another Board Director will be required to fill this vacancy.

In preparation for the election of new Board Members to replace a member 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 2016.

It is my privilege to submit for approval of the members attending the 2016 Annual General Meeting candidates who have indicated their willingness to serve on the Board of Directors of the Association.

One current member of the Board, Bernard Cook, has indicated his intention not to seek election at the AGM on October 18, 2016. The NLPSPA Constitution provides for a Board of Directors of twelve members, plus the Central and Western Branch President; consequently, one position is available to complete the Board of Directors for the upcoming year. The President (within 10 days) must convene the Board to elect the Executive members for the upcoming year which for this year will include: confirmation of the President Elect to President, Vice-President, Secretary, and Treasurer.

On behalf of the Board and the Nominating Committee, I thank the following Board members, who have resigned or who are not standing for re-election this year:

1. Patricia Roberts
2. Bernard Cook

NLPSPA: 26th Annual General Meeting Annual Report

Those remaining on the Board are as follows:

1. Sharron Callahan
2. Mary Cleary
3. Bob Corbett (President Elect)
4. David Dempster
5. Paul Dillon
6. Neil Hamilton (President)
7. Doug Laing
8. Geri Lutz
9. Tom Mills
10. Ralph Morris
11. Joyce Reardon
12. Wesley Roberts
13. 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. Fred Oates

Mr. Oates is a resident of Stephenville. His past employment history was with the College of the North Atlantic as an instructor for 30 years.

He was a member of NAPE for a similar period and during that time he served in various positions on the local union executive. As well, Mr. Oates was on the NAPE's Board of Directors as Western Vice-President for seven years. He has worked with NAPE as an Employee Relations Officer from 1999 – 2015, until the time of his retirement.

Mr. Oates has a Bachelor of Vocational Education from MUN and holds a Red Seal certificate from the Department of Education.

2. Neil Moores

Mr. Moores is a resident of St. John's. He is retired from the College of the North Atlantic as a Student Development Officer for 1500 students. His experience has been with recruitment, as a financial adviser, Student Representative Council Officer, Student Appeal Committee, and daily assistance to students with their questions/concerns and working with the management team. As well, he has been involved as President of Student Activities Council.

Mr. Moores has been involved with NAPE as a shop steward. As well, he has been a volunteer fireman, has worked with the Boy Scouts of Canada, and Rover Search and Rescue.

In addition to these two nominees, nominations are invited from the floor at the appropriate juncture in the Annual General Meeting.

NLPSPA: 26th Annual General Meeting Annual Report

Thank you to all who have agreed to put their names forward for nomination as a Board Director with the NL Public Sector Pensioners' Association.

Submitted by:

Mary Cleary

Chair

Nominations/Awards Committee Members

NLPSPA: 26th Annual General Meeting Annual Report

**NLPSPA Annual General Meeting
October 18, 2016**

Resolution #1

WHEREAS, the Newfoundland and Labrador Public Sector Pensioners' Association (NLPSPA) is a provincial organization uniting public sector pensioners who have chosen membership in NLPSPA, promoting the interests of public sector pensioners by providing opportunities for collective action, advocating on behalf of public sector pensioners to Government, and organizing and promoting activities of interest for members; and

WHEREAS, the Annual General Meeting is an opportunity for members to hear the results of the actions of the Board of Directors over the past year on their behalf and to be advised and to inform proposed actions for the coming year; and,

WHEREAS, the seasonal climates of the Province can contribute to hazardous and unsafe driving conditions, especially in the hours of darkness; and

WHEREAS, an earlier daytime meeting would encourage the attendance and participation of members living further outside the metropolitan area of St. John's:

BE IT RESOLVED:

That an Annual General Meeting being planned for the metropolitan area of St. John's be held at an early enough hour of the day to allow those members from off the Avalon Peninsula to attend without travel during hours of darkness.

MOVED: Terrence Walsh

SECONDED:

NLPSPA: 26th Annual General Meeting Annual Report

Appendices:

1. Appendix A – Constitution

NLPSPA: 26th Annual General Meeting Annual Report

Newfoundland & Labrador Public Sector Pensioners' Association Constitution - 2013

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.

NLPSPA: 26th Annual General Meeting Annual Report

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, 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; 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;
 - (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; and
 - (v) 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.

NLPSPA: 26th Annual General Meeting Annual Report

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
 - (h) any other matter specified in the notice convening the meeting.

NLPSPA: 26th Annual General Meeting Annual Report

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.

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.

NLPSPA: 26th Annual General Meeting Annual Report

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.
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 fulfil 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.

NLPSPA: 26th Annual General Meeting Annual Report

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.
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.

NLPSPA: 26th Annual General Meeting Annual Report

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, 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 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.

NLPSPA: 26th Annual General Meeting Annual Report

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.
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.

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.

NLPSPA: 26th Annual General Meeting Annual Report

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.
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;

NLPSPA: 26th Annual General Meeting Annual Report

- (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 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.
 - (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, October 4, 2013

