



**A
N
N
U
A
L

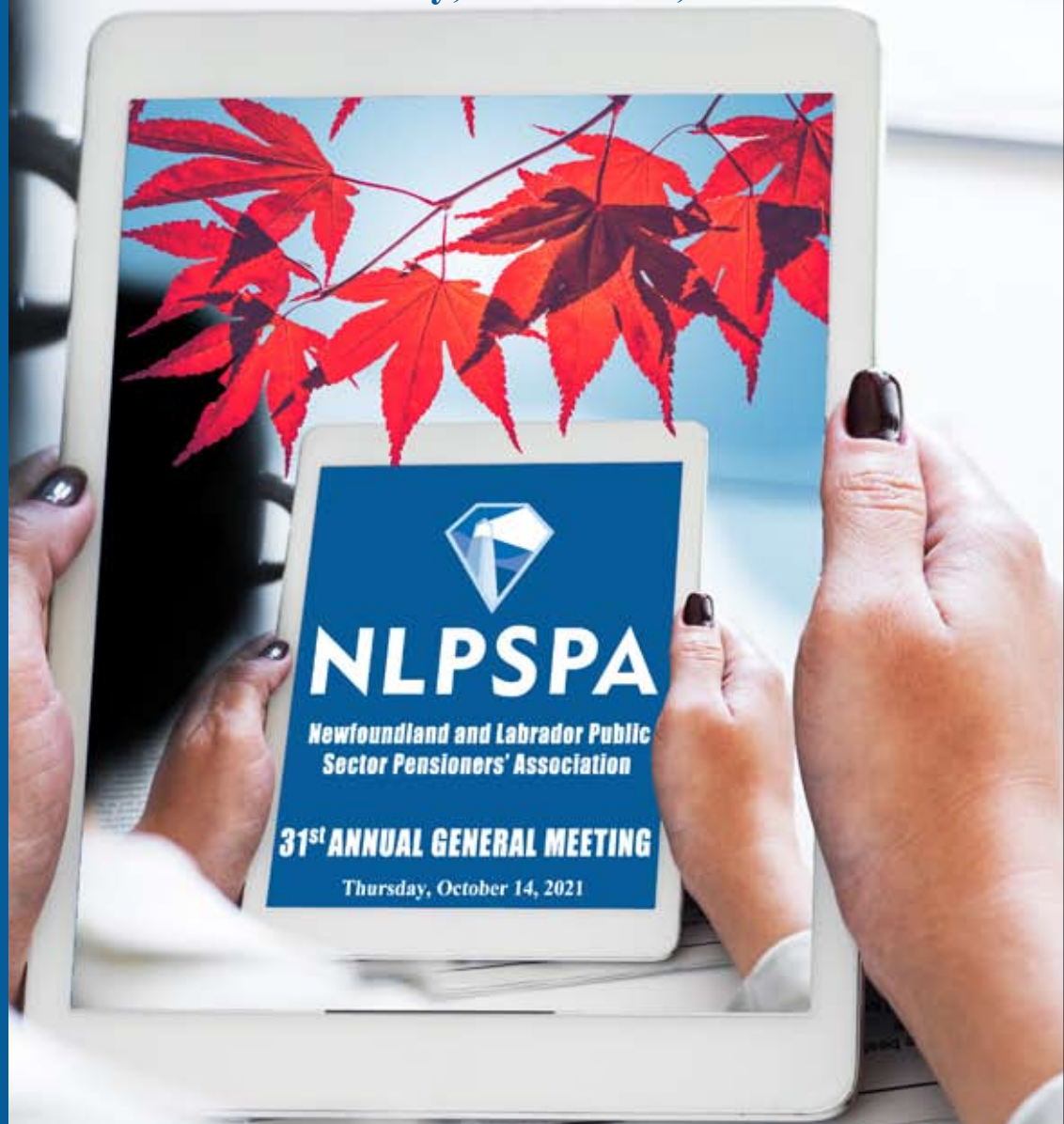
R
E
P
O
R
T**

NLPSPA

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

31st ANNUAL GENERAL MEETING

Thursday, October 14, 2021



NLPSPA: 31st 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 Order	7
• Agenda	9
• Minutes of 2020 Annual General Meeting	10
 Financial Reports:	17
• Treasurer’s Report	18
• Financial Statements 2020	19
 Presentations and Adoption of Annual Report	20
• NLPSPA President’s Annual Report	21
• Nominations/Awards Committee Report	35
 Constitutional Amendments	38
 Appendices:	39
• Appendix A – Constitution	40

In Memoriam

2020-2021

Horace Abbott
Harvey Anderson
Zebedee Peter Andrews
Helen Baker
Clarence Barfoot
Regina Barron
Mary Basho
Juanito Bauista
Edmund Bennett
Loretta Berkshire
William Best
Gary Bishop
Joyce Brake
Catherine Brenton
Ursula Brophy
John Brushett
Frances Buckley
Doris Bull
Joseph Burden
Myrtle Burry
Raymond Bursey
Julia Bussey
Laura Butler
Helen Butt
George Butt
Regina Callahan
Cyril Carter
Lulu Case
Frank Chafe
Margaret Cheeseman
Nancy Christopher
Robert Clarke
Fred Clements
Phyllis Clench
Catherine Coady
Mary Codner

Madeline Coffey
Marion Cole
Alma Coles
Cyril Colford
Shirley Collins
James Connors
Helen Cooper
Albert Corrigan
Paula Critch
Gordon Crowther
Sherlock Dicks
Hayward Dobbin
Audrey Dollimont
Jaswant Dukhia
David Dunn
Benedict Dunne
Marion Evoy
Isobel Fennessey
Edmund Fisher
Patrick Walter Fleming
Gordon Follett
Maty Follett
Wilson Foote
Rexene Fortier
Phyllis Joan Forward
Hayward Francis
Judith Frizzell
Brendan Galway
David Gill
Karl Gosse
Dr John Gray
Thomas Greene
Theresa Greening
Desmond Hagarty
R Glenn Hann
Albert Hann

Harrisons Harris
Frances Hartery
Michael Henley
Dallas Hewitt
Gordon Hibbs
Laura Hickey
Blanche Hillier
Ed Francis Hiscock
Jim Hodder
Clyde Hodder
T Edward Hollett
Alexander Holloway
Gerald Horlick
Michael Houlihan
Gerald Howlett
Clayton Humphries
Doris Hussey
Gertrude Hynes
Margaret Jones
Brendan Jordan
Doreen Kane
Samuel Kean
Nora Kearsey
Evelyn Keats
Andrew Kelly
William King
Michael King
Douglas King
John Kippenhuck
W Elizabeth Kirk
Joyce Lahey
Raymond Lane
William Lane
Helen Lawlor
Maureen Leat
Audrey Lee

NLPSPA: 31st Annual General Meeting – Annual Report

R Bruce Legallais
Rita Letto
Norman Loveless
Loretta Lovell
Hubert Lucas
Maxwell Lush
Madeline March
George March
Kevin McCarthy
Robert McDonald
Susanne McDonald
Anna McEvoy
Alice McGill
Leonard McGrath
Margaret Meadus
Rose Marie Megann
Gertrude Mercer
Margeret Michael
Rosemary Molloy
Sean Moriarty
Peter Moriarty
Sidney Morris
Kathryn Morrison
Mary Mullins
Francis Murphy
Sarah Murphy
Daisy Murphy
Sarah Nash
William Noftall
Herbert Norman
Bernice Noseworthy
Howard Noseworthy
Patricia O'Brien
Brendan O'Brien
Joan O'Driscoll
Harry O'Gay

Elizabeth O'Grady
Marie Omara
Sharon O'Reilly
Winnie Parsons
Babubhai Patel
Harold Peddle
Florrie Pennell
Ivy Perchard
Richard Pile
Oliver Pitcher
Karuppiah Ponnambalam
Stanley Porter
Edwin Randell
Kate Randell
Shirley Rex
Donald Richards
Joyce Rideout
John Robbins
Olive Rowe
Annie Rowsell
Randell Russell
Lloyd Russell
Marie Ryall
Brenda Ryan
Geraldine Ryan
Ada Elizabeth Simms
Marie Slade
Valetta Smith
Wallace Snow
Woodrow Snow
Mildred Squires
Anthony Squires
Alma Stead
Harold Stone
Rose M Stone
John Sweetland

Cecil Taylor
Joan Thorne
Grace Thornhill
Ronald Tizzard
Kevin Tobin
Jean T Toms
Robert Trahey
Donna Vey
James Vokey
Florence Wall
Joy C Walsh
Norman Warford
John Whiffen
Maureen Whiffen
Shirley White
Carl White
Cynthia White
Goldie White
Mary White
Lillian Wight
Beverly Winsor
Job Winsor
Garland Winsor
Mary Withers
Betty Wood
Frederick Woodruff
Raymond Young

Well Done, Good and Faithful Servants, Rest in Peace

NLPSPA: 31st 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 2020 Annual General Meeting**

NLPSPA: 31st Annual General Meeting Annual Report

Vision

Advocacy, action, and voice for public sector pensioners

Mission

We are committed to being a strong and informed voice for public sector retirees in Newfoundland and Labrador to attain improved pensions and benefits through advocacy and partnership(s) with others.

Strategic Priorities 2019-2023

Strategic Priority: Increased Membership

- Retain & Increase Membership
- Membership & Visibility
- Credibility/Stature of Membership
- Outreach, Programs, & Activities

Strategic Priority: Advocacy

- Impact
- Gaps in Service
- Membership Supports
- Information Provided
- Profile of NLPSPA

Strategic Priority: Improved Communications

- Review Communications Strategy Discussion Paper
- Establish Communications Committee

Strategic Priority: Infrastructure

- Staffing Needs
- Other Resources
- Committee Structure
- Regulatory Changes
- Recruitment
- Succession Plan

NLPSPA: 31st Annual General Meeting Annual Report

BOARD OF DIRECTORS 2020/2021:

Executive:	Doreen Noseworthy	President
	Ann Marie	Vice President
	Fred Oates	Treasurer
	Mary Cleary	Secretary
Directors:	Bernie Cook (resigned May 2021)	Paul Fisher
	Doug Laing	Geri Lutz (resigned September 2021)
	Ralph Morris	Wayne Noseworthy
	Wayne Ruth	Al Skehen
	Craig Hall (Central Branch President until June 2021)	

SCHOLARSHIP:

Mary Cleary, Chair
Sharron Callahan
Doug Laing

NOMINATIONS/AWARDS:

Al Skehen, Chair
Sharron Callahan

FINANCE COMMITTEE:

Fred Oates, Chair
Sharron Callahan
Ann Marie Cleary
Mary Cleary
Doreen Noseworthy

AGM:

Ann Marie Cleary, Chair
Sharron Callahan
Cheryl Myers
Wayne Noseworthy

CONSTITUTION & RESOLUTIONS:

Doreen Noseworthy, Chair
Sharron Callahan
Ann Marie Cleary

COMMUNICATIONS & PR:

Wayne Ruth, Chair
Sharron Callahan
Cheryl Myers
Doreen Noseworthy

GROUP HEALTH INSURANCE:

Fred Oates

PROVIDENT 10:

Doug Laing
Ralph Morris

STAFF:

Executive Director: Sharron Callahan
Administrative Assistant: Cheryl Myers

NLPSPA: 31st Annual General Meeting Annual Report

Conduct of the Meeting

1. The meeting shall commence at 2:00 PM, on Thursday, October 14th, 2021. The virtual meeting room will open at 1:30 PM.
2. If you are delayed joining the meeting, do not interrupt the discussion underway. Your attendance will be acknowledged in the participants' list.
3. This meeting is being RECORDED to ensure accuracy of the Minutes.
4. All participants will be on MUTE while entering the meeting.
5. Make sure that you place yourself in a location to avoid background noise, i.e. music playing, other devices (tv, cell phone, etc.) dog barking, etc., as such noises are very interrupting to the conversation underway.
6. Place yourself in a room location that avoids background lighting (i.e. room windows, mirror reflection, direct sunlight) obstructing visibility; you might also wish to consider an alternate to bright or white colored clothing.

Rules of Order

1. The parliamentary process of the Annual General Meeting shall be under the direction of the Parliamentarian, Ed Hancock.
2. In order to facilitate the efficient management of the Annual General Meeting, your audio will continue to be muted during the meeting, until you are recognized by the Chair.
3. At any time where open discussion is invited, your audio will be unmuted once the Chair recognizes you as the speaker.
4. Members wishing to speak, after recognition by the Chair, shall state their full names.
5. Speakers, including the mover of a motion, shall be limited to three minutes.
6. No Member shall speak more than once on a question. The mover of the motion shall have the opportunity to close debate.
7. Any Member, for information purposes, may request that the motion under discussion be re-read, except when another member is speaking.
8. If a Member, while speaking, is called to order, the member shall be muted until the question of order has been decided.
9. Any Member who continues to exercise unacceptable actions after being called to order, shall be subject to removal for the remainder of the meeting.
10. Questions and comments can be entered into the chat feature of the Zoom app throughout the meeting and will be recognized by the Chair at the appropriate time.
11. An attempt shall be made to answer all questions during the meeting. However, any questions left unanswered will be responded to afterwards and the audience copied accordingly.
12. Voting shall be conducted for the most part by "default", i.e. anyone opposed? Where an election vote or similar vote action is required, a poll will be provided for the member to

NLPSPA: 31st Annual General Meeting Annual Report

signal their decision(s). A motion to reconsider shall not be entertained unless by a Member who voted with the majority.

13. The Chair shall only be entitled to debate on a subject under discussion after relinquishing the 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.

These RULES OF ORDER shall govern the conduct of the Association's meeting after approval by the assembled members at the beginning of the meeting.

NLPSPA: 31st Annual General Meeting Annual Report

AGENDA NLPSPA Annual General Meeting Thursday, October 14, 2021, 2:00-4:00 PM Via Zoom

- 1. Call to Order/Welcome**
- 2. Land Acknowledgement**
- 3. Rules of Order for Meeting/Confirm Quorum**
- 4. Adoption of Agenda for 2021 Meeting**
- 5. Minute of Silence for Deceased Members**
- 6. Introduction of 2020 – 2021 Board Members**
- 7. Adoption of 2020 AGM Minutes**
- 8. a) Nominations Committee Report – Chair, Al Skehen
b) Election**
- 9. a) Treasurer's/Finance Committee Report – Treasurer, Fred Oates
b) Presentation of 2020 Audited Financial Statements – Treasurer, Fred Oates
c) Appointment of 2021 Auditor – Treasurer, Fred Oates**
- 10. Adoption of Annual Report – President, Doreen Noseworthy**
- 11. Scholarship Announcement & Presentation – Chair, Mary Cleary**
- 12. Constitution Amendments/Resolutions to AGM – Chair, Doreen Noseworthy**
- 13. Election Results, Al Skehen**
- 14. Presentation, Chuck Bruce, CEO, Provident ⑩**
- 15. Recognition/Other Business/Announcement**
- 16. Adjournment**

NLPSPA: 31st Annual General Meeting Annual Report

Minutes NLPSPA 30th Annual General Meeting MEETING HELD VIRTUALLY October 15th, 2020

1. Call to Order:

The meeting was called to order at 2:05 p.m. by Sharron Callahan, President, who welcomed everyone to the 30th Annual General Meeting of the Newfoundland and Labrador Public Sector Pensioners' Association. The meeting was conducted as per Article V, Sections 1, 2, 3, 4 and 5 of the Association's Constitution. The business to be transacted at the AGM included:

- 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.

The Land Acknowledgement was read by Doreen Noseworthy.

As there was a quorum present, the AGM proceeded.

Sharron introduced Ed Hancock, who acted as parliamentarian for the meeting.

2. Confirm Rules of Order:

Motion: "To use the Rules of Order, as provided in the Annual Report."

Moved: **Ann Marie Cleary**

Seconded: **Mary Cleary**

Motion Carried

3. Approval to Proceed Virtually

Sharron advised the meeting that on May 20, 2020, following legal review of the NLPSPA Constitution, the Board of Directors, as contained within the Board's powers to govern the Association when not in Annual General Meeting, unanimously approved a By-Law to conduct the business of the Association by electronic means, pending ratification at the Annual General Meeting.

NLPSPA: 31st Annual General Meeting Annual Report

This Resolution will be brought forward under Agenda Item #12 for approval to amend the NLPSPA Constitution accordingly.

Motion: “to conduct the business of the Annual General Meeting on October 15, 2020, by electronic means.”

Moved: Doreen Noseworthy **Seconded:** Al Skehen

Motion Carried

4. Adoption of the Agenda for the 2020 Meeting:

Motion: “To accept the agenda for the Annual General Meeting, as presented”

Moved: Mary Cleary **Seconded:** Barry Whitty

Motion Carried

5. Minute of Silence for Deceased Members:

There was reference to the 185 deceased members listed in the Annual Report. A moment of silence was observed in their honour.

6. Introduction of the 2019-2020 Board Members:

Along with herself, Sharron Callahan, President, introduced board members: Bernard Cook – President Elect, Fred Oates – Treasurer, Mary Cleary – Secretary & Scholarships, Doreen Noseworthy – Communications, Ann Marie Cleary – AGM Planning, Barry Whitty – Director, Barry Darby – Director, Neil Moores – Benefits & Group Insurance, Ralph Morris - Provident, Doug Laing – Provident, Al Skehen – Nominations and Craig Hall – Central Branch. A sincere thanks was offered for the continuing commitment and dedication of the members of the Board in advancing the Vision and Mission of the Association and for oversight of the day to day business of the Association.

7. Adoption of the Minutes of the 29th AGM held on November 5th, 2019, at the Holiday Inn, 180 Portugal Cove Road, St. John’s:

Sharron presented the Minutes of the 29th AGM and asked if there were any errors or omissions which needed to be addressed. As no errors or omissions were noted Sharron called for a motion to accept the Minutes as presented.

Motion: “To approve the Minutes of the Annual General Meeting, November 5, 2019, as presented.”

NLPSPA: 31st Annual General Meeting Annual Report

Moved: Ralph Morris Seconded: Craig Hall

Motion Carried

8. Nominations Committee Report – Committee Member, Al Skehen:

a) Nominations Report

Al presented the nominations report. He reviewed Article VII, Section 1 of the NLPSPA Constitution which defines the composition of the NLPSPA Board. Al advised that Barry Whitty, Barry Darby and Neil Moores will complete their time as Directors at this AGM and Ann Marie Cleary, who has completed her first three (3) year term must stand for re-election. Al introduced the five (5) candidates who had offered themselves for nomination to fill the (4) vacancies on the Board. The candidates were Ann Marie Cleary, Paul D. Fisher, Robert Howard, Geri Lutz, and David Dempster.

b) Elections

Al again advised that there were four (4) vacancies for the Board of Directors and five (5) people had offered themselves, via written notice to the NLPSPA office, for nomination prior to the AGM commencing. The floor was opened for nominations and nominations were called for the second and third time. There being no further nominations from the floor, Al called for a motion to cease nominations.

Motion: “that nominations to fill the vacancies on the Board cease”

Moved: Al Skehen Seconded: Ralph Morris

Motion Carried

The election then proceeded virtually. Once completed the votes will be tabulated and the results tabled later in this meeting.

9. Treasurer’s/ Finance Committee Reports – Treasurer, Fred Oates

a) Treasurers Report and 2019 Audited Financial Statements

Fred presented the treasurer’s report and audited financial statements. Several questions were raised by delegates present. Fred answered all questions to the satisfaction of those who raised the questions. Fred then called for a motion to have the audited statements accepted.

Motion: “to accept the 2019 Audited Financial Statements as presented”

Moved: Fred Oates Seconded: Craig Hall

Motion Carried

NLPSPA: 31st Annual General Meeting Annual Report

b) Appointment of Auditors for the 2020 Financial Year

Fred presented Noseworthy Chapman to continue as auditors for NLPSPA for the year 2020. Several questions were raised by delegates present. Fred answered all questions to the satisfaction of those who raised the questions. Fred then called for a motion to accept Noseworthy Chapman as NLPSPA auditors for 2020.

Motion: “that the firm of Noseworthy Chapman be appointed as the auditors for the Newfoundland and Labrador Public Sector Pensioners’ Association for the fiscal year, 2020”

Moved: Fred Oates

Seconded: Doug Laing

Motion Carried

Fred then thanked the Finance Committee for their assistance during the year.

10. President’s Annual Report – Sharron Callahan, President

Sharron presented the Annual Report and did a brief recap of the report. Sharron then called for a motion to accept the report.

Motion: “to accept the Annual Report 2019-2020, as presented”

Moved: Barry Darby

Seconded: Fred Oates

Motion Carried

11. Scholarship Report – Chair, Mary Cleary

Mary reviewed the report contained in the AGM Booklet. The scholarship program is being well received by potential applicants, and this year we had received the highest number of applicants in spite of the COVID pandemic. Members were reminded to encourage eligible family members to apply for the scholarships in coming years. Mary advised those present of the names of the scholarship winners for 2020:

Rachel Legge, Mt. Pearl	-	\$1,500.00
Hannah Alexander, Kippens	-	\$1,000.00
Cameron King, Carbonear	-	\$ 500.00
Kimberley Chaulk, Stephenville	-	\$ 500.00

Mary read letters received from Rachel Legge and Hannah Alexander expressing their gratitude for choosing them to receive the scholarships. Hannah also commended the Association for recognizing students going on to higher education.

NLPSPA: 31st Annual General Meeting Annual Report

Mary advised that in future it is hoped to have pictures of the recipients to include in the NLPSPA Newsletter and possibly have recipients come to our Annual General Meeting to be recognized. Some questions for clarification of process were raised by delegates present. Mary answered all questions to the satisfaction of those who raised the questions.

12. Resolutions to AGM - Chair, Sharron Callahan

Sharron presented a resolution to amend the Constitution of NLPSPA by adding the following by-law to conduct the business of the Association by electronic means, which by-law to be added as Article XVI – Electronic Meetings.

Article XVI – Electronic Meetings

1. If the two-thirds majority of directors and/or members of the Corporation present at or participating in a meeting of the directors, a meeting of the members or in an Annual General Meeting, as the case may be, consent, a meeting of the directors, a meeting of the members or an Annual General Meeting may be held (provided quorum is established with those participating) by means of such electronic communication facilities, including without limitation teleconference and video conference facilities, as permits all persons participation in the meeting to communicate with each other simultaneously and instantaneously, and a person participating in such a meeting by such means is deemed to be present at that meeting and deemed to have consented to the holding of that meeting by said electronic means.
2. In the event a director or member is present at a meeting by means of electronic communication, and where the Constitution requires voting by show of hands, such person may vote by verbal communication.

Motion: “That the By-Law respecting Electronic Meetings is hereby incorporated into the Constitution and shall become Article XVI of the Constitution.”

Moved: Bernard Cook

Seconded: Doug Laing

Motion Carried

13. Election Results – Al Skehen

Al presented the results of the election poll with the following being successfully elected to the Board: Ann Marie Cleary, Paul D. Fisher, Robert Howard, Geri Lutz.

Al congratulated the successful candidates and thanked everyone for their participation in the election.

NLPSPA: 31st Annual General Meeting Annual Report

Motion: “That the election poll for the Board election be destroyed”

Moved: Al Skehen

Seconded: Doug Laing

Motion Carried

14. Recognition/Other Business/Announcements

a) Recognition

Sharron thanked the Board for all their work on behalf of the Association, especially during the past COVID year. She thanked Board Members, Barry Darby, Neil Moores and Barry Whitty, who are completing their Board terms, for their service during the last three years. Sharron also thanked Ed Hancock for agreeing to act as Parliamentarian for this meeting and Cheryl for all her work keeping the office running, especially during this difficult year. A special thank you to Cheyenne from Newfound Marketing for overseeing this virtual meeting. Thank you to everyone for attending our first virtual AGM and hopefully more virtual meetings can be held in the future so that everyone across the island can participate.

b) Other Business

Sharron advised that two prizes had been donated for attendees to this meeting. One from Anthony Insurance in the form of a bundle of gift cards, and the other from the Association in the form of a \$100 gift card of the winner's choice.

Cheryl drew the following winners' names:

Edward (Ted) von Nostrand - the bundle of gift certificates from Anthony Insurance

Albert Legge - \$100.00 gift certificate from Association.
He chose Certificate from Home Depot

Cheryl will arrange for delivery of the gift certificates to the winners.

Sharron thanked the Planning Committee, chaired by Ann Marie Cleary, for planning this event.

15. Adjournment

There being no further business, Sharron called for a Motion to adjourn.

Motion by Doreen Noseworthy: “that the 2020 AGM be adjourned”

The AGM adjourned at 3:25 p.m.

NLPSPA: 31st Annual General Meeting Annual Report

Minutes recorded by Sylvia Barrett, Acting Secretary

Note to Minutes: The AGM proceedings were recorded, and the recording is on file at the NLPSPA.

NLPSPA: 31st Annual General Meeting Annual Report

Financial Reports:

- 1. Treasurer's Report**
- 2. Financial Statements 2020**

NLPSPA: 31st Annual General Meeting Annual Report

Treasurer's Report 2020

I wish to welcome everyone to our annual general meeting and hope you enjoy the activities. I now present to you the Association's audited Financial Statements as of December 31, 2020, along with the Auditors Report for that period.

The Association is in a sound financial position again this year and has a stable cash flow. As of December 31, 2020, we had a surplus of approximately \$117,696.00 and a cash balance of \$193,205.00. We are also expecting to have a surplus in the next year. The Board has maintained an investment of \$502,006.00 in GIC's.

I wish to thank the Finance Committee: Doreen Noseworthy, Mary Cleary, Ann Marie Cleary and Sharron Callahan, our Executive Director, for their support and advice during the past year. Also, many thanks to our bookkeeping staff Elizabeth Dawe and Joan Osmond for their excellent work during the year; and also, our Administrative Assistant in our office, Cheryl Myers who keeps the office running smoothly.

Our Association has complied with all legislative reporting requirements in the past year. There are no outstanding liabilities for the year and all accounts are current. We have approximately 9500 members to date and we are still growing.

Respectfully submitted,

Fred Oates

Treasurer

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

Financial Statements

Year Ended December 31, 2020

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.

Index to Financial Statements

Year Ended December 31, 2020

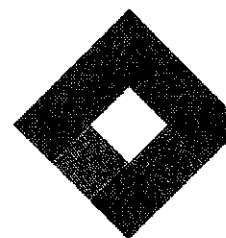
	Page
INDEPENDENT AUDITOR'S REPORT	1 - 2
FINANCIAL STATEMENTS	
Statement of Financial Position	3
Statement of Revenues and Expenditures	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 8

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 Inc.

Opinion

We have audited the financial statements of Newfoundland & Labrador Public Sector Pensioners' Association Inc. (the Association), which comprise the statement of financial position as at December 31, 2020, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2020, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

(continues)

Independent Auditor's Report to the Members of Newfoundland & Labrador Public Sector Pensioners' Association Inc. *(continued)*

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Nosworthy Chapman

Chartered Professional Accountants
St. John's, NL
June 22, 2021

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.


Statement of Financial Position

December 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 193,205	\$ 223,726
Guaranteed investment certificates	502,006	341,927
Accounts receivable	4,500	19,296
Prepaid expenses	1,790	1,722
	\$ 701,501	\$ 586,671
LIABILITIES		
CURRENT		
Accounts payable	\$ 10,482	\$ 11,020
Deferred income	2,304	4,632
	12,786	15,652
NET ASSETS		
Unappropriated net assets	388,715	271,019
Defense fund	300,000	300,000
	688,715	571,019
	\$ 701,501	\$ 586,671

LEASE COMMITMENTS (Note 4)

ON BEHALF OF THE BOARD

 Director

 Director

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.**Statement of Revenues and Expenditures****Year Ended December 31, 2020**

	2020	2019
REVENUES		
Membership fees	\$ 230,757	\$ 231,535
Partnerships/advertising	62,419	67,102
Interest income	8,639	7,914
Social events	5,377	5,400
Convention and Annual General Meeting	100	17,823
	307,292	329,774
EXPENDITURES		
Bank charges, interest and penalties	1,244	1,884
Branch activities (recovery)	-	(38)
Business taxes	1,558	1,558
Convention and Annual General Meeting	2,224	36,826
Equipment rentals and purchases	13,000	11,204
Insurance	1,993	2,053
Office and administration	9,567	12,207
Pensioners meetings (recovery)	6,852	24,285
Postage	6,113	5,616
Printing	15,998	48,541
Professional services	25,789	23,308
Public relations	639	785
Rent	16,539	16,539
Salaries and benefits	61,658	51,164
Scholarships	3,500	6,000
Social events	6,759	7,921
Telephone	8,224	7,299
Travel	7,030	11,678
Website development	909	909
	189,596	269,739
EXCESS OF REVENUES OVER EXPENDITURES	\$ 117,696	\$ 60,035

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.**Statement of Changes in Net Assets****Year Ended December 31, 2020**

	General Fund	Defense Fund	2020	2019
NET ASSETS - BEGINNING OF YEAR	\$ 271,019	\$ 300,000	\$ 571,019	\$ 510,984
Excess of revenues over expenditures	117,696	-	117,696	60,035
NET ASSETS - END OF YEAR	\$ 388,715	\$ 300,000	\$ 688,715	\$ 571,019

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.**Statement of Cash Flows****Year Ended December 31, 2020**

	2020	2019
OPERATING ACTIVITIES		
Cash receipts	\$ 311,121	\$ 312,656
Cash paid to suppliers and employees	(190,202)	(265,567)
Interest received	8,639	7,914
INCREASE IN CASH	129,558	55,003
Cash - beginning of year	565,653	510,650
CASH - END OF YEAR	\$ 695,211	\$ 565,653
CASH CONSISTS OF:		
Cash	\$ 193,205	\$ 223,726
Guaranteed investment certificates	502,006	341,927
	\$ 695,211	\$ 565,653

See notes to financial statements

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.

Notes to Financial Statements

Year Ended December 31, 2020

1. GENERAL AND COVID-19

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.

The outbreak of the Coronavirus Disease 2019, or COVID-19, has spread across the globe and is impacting worldwide economic activity. This global pandemic poses the risk that the association or its clients, employees, contractors, suppliers, and other partners may be unable to conduct regular business activities for an indefinite period of time. While it is not possible at this time to estimate the impact that COVID-19 could have on the association's business, the continued spread of COVID-19 and the measures taken by the federal, provincial and municipal governments to contain its impact could adversely impact the company's business, financial condition or results of operations. The extent to which the COVID-19 outbreak impacts the association's results will depend on future developments that are highly uncertain and cannot be predicted, including new information that may emerge concerning the spread of the virus and government actions.

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).

Cash

Cash includes cash on hand and balances with financial institutions, net of overdrafts; as well as guaranteed investment certificates maturing within the next twelve months.

Capital assets

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

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

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.

(continues)

NEWFOUNDLAND & LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION INC.

Notes to Financial Statements

Year Ended December 31, 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

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, 2020.

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 from members. In order to reduce its credit risk, the Association reviews a new member's credit history before extending credit and conducts regular reviews of its existing members' credit performance. 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.

4. LEASE COMMITMENTS

The Association leases premises under a long term lease that expires April 2023. The Association is required to pay a base rent of \$1,378 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 2023. The Association is required to pay \$84 plus applicable taxes per month.

The Association's future lease commitments in respect of these leases are as follows:

2021	\$	17,549
2022		17,549
2023		6,523

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Presentation and Adoption of Annual Report:

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

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

2021 PRESIDENT’S ANNUAL REPORT (Doreen Noseworthy)

It’s hard to believe that a year has passed since I became President of NLPSPA. Yet, here we are, approaching another AGM. Believe me when I tell you that it has been a very busy and often challenging year for the Board, for our Executive Director, our Administrative Assistant, and the other contract employees of the Association. Not only have we undertaken a transition in governance within the Board, but we have also gone virtual with most of our meetings and have had to transition our ways of thinking and doing things very differently. All these changes take time and require extra work, effort, training, and patience. We’re getting there, thanks to the cooperation we have received from everyone involved.

My first year has been one I refer to as having a steep learning curve. However, due to the very capable people around me, I feel I have made the adjustment fairly well. With the initial hiring of an Executive Director to help educate me in the history of the Association and its workings and undertakings and the support of all Board Directors and staff members, we have been going full steam ahead. In that regard, I suggest you take the time to read the Executive Director’s Report and the Committee Reports included in this publication, since it contains a substantive list of all the things we have undertaken over the past year and would be quite unnecessary for me to repeat in this report.

As president, I have attended all committee meetings held throughout the year and, as you will see from each of those reports, there were many, and much has been accomplished. I have worked, in tandem, with the Executive Director in completing all policy reviews and restructuring, discussion papers, policy statements, Branch operations and Branch/Chapter restructuring possibilities and our ability to reach out to the membership, as mentioned in her report. I have met with our Bank Manager, our Treasurer, and our contracted financial administrators on numerous occasions to renew investments and make changes and improvements in the way we do business. I remained as Chair of the Communications Committee until a couple of months ago, in order to complete what I had begun last year, in fostering the transition of the Association, in all its workings, from paper to “going green” and in implementing the use of technology into our daily routines, particularly as it applied to virtual meetings and protecting the privacy and security of meeting materials, Board activities and information, reports and the like. Sharron, Ann Marie Cleary (Vice President) and I represented NLPSPA at the “stakeholders” meetings held by Government regarding our response to the Greene Report. Most importantly, we are constantly in touch with our pension managers at Provident 10, particularly through our two Board members, Doug Laing and Ralph Morris, who update us regularly on all things pension related. Our eyes and ears are on the ground, and you can be sure your pensions and ours are uppermost on our minds in everything we do.

With all the work that has been accomplished in the area of technology, the thing that makes me feel proudest is our new found ability to communicate with and reach out to our members. As I had mentioned from the beginning of my tenure as your president, my main goal was to do just that and

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

the best possible outcome has been attained, almost accidentally, as a result. When we finally reached a point where we were all getting pretty comfortable with the technical side of things, there was this “Aha moment” that just resonated with a few of us. With our ability to communicate with each other, there came the realisation that we could also do the same with ALL our members, whenever we liked. Hence the beginnings of a whole new area of learning started to take shape. We connected with our members, asked them if they would be interested in having some information sessions delivered online and requested that they make some suggestions as to any topics of interest they may like to have addressed. As you will read in Sharron’s report, the rest is history! Presentations of interest to our retirees have been ongoing ever since, with the exception of a little hiatus during the summer, and have now resumed again. The success of these events has far surpassed our wildest expectations and we are fulfilling one of the major goals we had set for ourselves, as an association – reaching out to our members. It doesn’t get much better than that! I guess, in an odd sort of way, we have COVID 19 to thank for that one. Even in the worst of times, good things happen.

I now invite and encourage you to continue reading the Annual Report. Hopefully, it will shed some light on the work the Board of Directors, in conjunction with the Executive Director, have accomplished over the past year.

EXECUTIVE DIRECTOR (Sharron Callahan):

It has been my honour and privilege to have been asked, by the Board of Directors of NLPSPA, to take on the work associated with meeting the Board direction to transition its methods and ways of work from that of a working board to a governance policy board. This work began in November of 2020 and I am very pleased to report to you that we are making excellent progress on the identified actions that will position the Association well in its transition to this newer model of operation.

Thirteen specific directions were set for this work, including renewing our sponsorship contract with Anthony Insurance; reviewing our Board structure; examining our Board Committees to devolve work to the Office and to determine where the Board needs to be hands on involved in the day to day operations; growing our Branches or some other form of regional representation and outreach; developing a human resources policy and an emergency response plan for office operation; providing membership engagement events; and determining a process for sustaining the Coalition. Throughout this year, the Board retained full authority to add additional directions and to provide sanction of any recommended organizational changes.

To date, work has been completed on reviewing and revising the Terms of Reference for all the Committees of the Board. All policy documents have been revised and updated and new policies have been written where important areas were identified that required a policy statement. A Board Director’s self-assessment tool was developed and has been completed by all sitting Directors so that we now have a good understanding of all the skills, abilities and areas of expertise that our leadership brings to the Association decision-making processes.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

A discussion document was prepared for the Board which identified the challenges the Board has experienced in its efforts over thirty-two years to establish Branches and Chapters, areas of possible membership concentration, the difficulties of recruiting volunteers to lead and sustain Branches, and the opportunities that presently exist for membership connection and communication through social media, email, and web messaging. After a number of intense discussions, the Board determined it was not the opportune time to advance any strategy to establish Branches. The Board, however, remains open to discussions with any group of members, in any location of the province, who might wish to consider undertaking setting up a Branch. For now, there are no active Branches or Chapters of the Association.

One of our great successes this past year has been our sponsored virtual membership events. These events became so popular early on that the Association found it necessary to upgrade our virtual meeting platform capacity to respond to this demand. A calendar of events covering the full year was set and attendance has been nothing short of phenomenal.

In order to improve the security and privacy of Board documents, all Board Directors were provided with a specifically assigned NLPSPA computer with which to conduct their Association business. Training was provided and, while some technical glitches are still being worked through, progress is happening on the overall comfort level with computer hardware and software.

The Charter for the Seniors' and Pensioners' Coalition was revised and now incorporates, clearly, the relationship of the Coalition to NLPSPA.

Our Directors Liability and General Liability Insurance policies have been renewed and updated as appropriate.

A renewed sponsorship agreement for an additional five-year term has been negotiated with Anthony Insurance.

During this year, we were also pleased to launch our Pensioner newsletter in electronic format. This has been well received by the membership with many compliments received for our boldness in "going green". In order to ensure we reached as many members of the Association as possible through electronic means, a large-scale mail out was undertaken to increase email addresses on record. We were very pleased with the high response to this request.

Since advocacy on issues impacting pensioners and seniors is a key priority for the Association, this year presented a number of times when a strong voice was needed. Just before the Christmas recess, proposed amendments to the Pensions Benefit Act that would allow folks to unlock pension benefits in a Locked-In Retirement Account (LIRA) to alleviate hardship were advanced. While the NLPSPA took an opposing stand to such a direction, the amendments did pass. Following this, at the direction of the NLPSPA Board, an application under the Access to Information Act was submitted to review all submissions made to the Government. This was granted, following which an analysis of these submissions was done. In the analysis, it was clear that the Government responded to individual

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

stories and did not wish to consider the collective opinion of groups who represented large numbers of persons in their memberships. There was also a noted absence, in this analysis, of some high-profile unions and organizations with a vested interest against this proposed amendment but they may very well have found another means by which to offer their opinion.

Shortly thereafter, when the provincial election was called, a Political Issues document was submitted to the leadership of the four political parties which requested their responses, in writing, by a set deadline. Written replies were received from three of the parties and the Coalition is actively actioning accountability from the Liberal Government on their promises.

The Association has also challenged the recommendation in the Report of the Premier's Economic Recovery Team (PERT) "that pensions be converted to a collective defined contribution plan in three years". The Association filed a strong objection to this recommendation on June 23, calling this recommendation ill-advised, unjust, and unfair to retirees and current workers and strongly urged the Government to abandon any directions to action this recommendation. This objection was widely circulated to the membership, the unions, and posted to our website, with a registration also made with the Government (EngageNL) to be a participant in organizational stakeholder sessions.

NLPSPA participated in three engagements, the first early on in the sessions that was general in nature. The next was on July 27, where we were joined by NAPE, the Federation of Labour, CUPE, NDP Alison Coffin, and UNIFOR. These discussions highlighted strong disagreement with the approach in the PERT Report and there was strong support for the position articulated by NLPSPA.

The next session was held on August 10. Again, NLPSPA stressed the inaccuracies in the report's data, gave examples of how the pension plan had been eroded and mismanaged over time, what the impact would be if the recommendations were to be actioned, the value that the pension plan contributes to the provincial economy annually, and concluded with another strong call for the Government to abandon any actions on these recommendations. Again, there was strong agreement with all the points presented by NLPSPA.

If all of the above was not enough to keep us busy this year, lo and behold, a federal election was called. Once again, through the Coalition, another Issues Document was prepared, along with a set of questions to be used by members, should candidates approach them seeking their vote on election day. As always, once the election is decided, this document will be used to hold the governing party accountable for their election promises.

In addition to all of the above, the support to the Board in discharging its responsibilities has involved a large percentage of my time, from organizing the meetings, sending notices, preparing Board documents and agendas, arranging speakers, doing research, writing papers and reports, convening committee meetings, taking meeting notes, and so on. As the role of the Executive Director unfolds, this support will become critical to the smooth functioning of a governance board.

NLPSPA: 31st Annual General Meeting – Annual Report

Annual Report

The past year has definitely been an interesting, challenging, and busy one. The work on the transition plan to a governance policy board continues, our office is fully functioning despite periods of interruption due to the pandemic, our outreach to the membership has reached new points of high and our credibility with all levels of Government remains professional, solid and even sought after on occasion.

Thank you: to Cheryl for all your assistance and support over the year; to Liz and Joan, our bookkeepers, for your timely work and availability; to our NLPSPA Board for your confidence in me and your bravery and willingness to move forward on this transition; and last but by no means least, to our President, Doreen, who has been my constant conversant over the year, my mentor, and my guide in this work. To the membership, I value your trust and confidence to have me doing this work on your behalf.

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

In the early part of the year 2021, the Coalition was experiencing very busy times, then a period of lull over the summer, and is now quite busy again, given that we are once again into the throes of a federal election. With leadership and support from the Newfoundland and Labrador Public Sector Pensioners' Association, the Coalition is leaving no stone unturned to ensure that the issues that impact seniors and pensioners are addressed by those seeking to become the federal political leaders for the next four years.

Just before Christmas, the Coalition was heavily engaged in presenting an opposing argument to the NL Government on their proposed action to amend the Pension Benefits Act to enable individuals who were experiencing financial difficulties to withdraw a portion of their pension funds. While we encouraged actions to address financial difficulty and poverty during the pandemic, we did not support a direction that would see the deferred pension income anticipated for later in life being further reduced by early withdrawals from income sources that are already below acceptable levels. Unfortunately, despite our opposition and that of others, the Government did approve the amendment.

For a short while over the winter, the Coalition was in a holding position until the results of the provincial election were finalized, and we were able to emerge from the community outbreak episodes of the COVID pandemic. Since April, however, we have:

- Met with Federal NDP MP Jack Harris and addressed our continuing advocacy for a National Seniors Strategy, National Universal Pharmacare, an Adult Dental Care Plan, Standards of Care for Long Term Care and Community Care, programs to support Aging Well at Home,

NLPSPA: 31st Annual General Meeting – Annual Report

Annual Report

Preventative Health Care, and Financial Security, including improvements to OAS, GIS, and CPP.

- Met with Provincial Minister John Abbott of the Department of Children, Seniors, and Social Development and addressed seniors' poverty and how the Minister would propose to address this, what is the status of the amendments to strengthen the Adult Protection Act and how will they align to the Federal Government's proposal to amend the Criminal Code of Canada to toughen Canada's approach to elder abuse by establishing new offences and penalties for elder abuse. The Coalition also sought a commitment to act on the recommendations of the Seniors Advocate Report and other reports where directions were already set, such as the Deloitte Report of 2016, calling for updated Standards of Care for Personal Care Homes, Long Term Care and Community Care.
- Met with the Federal Minister of Seniors and amongst addressing the catastrophic situation in long term care across the country, we pressed for the establishment of a National Seniors Strategy. The Minister advised that plans for seniors' engagement to the development of a strategy is underway. She was asked to ensure that the consultations included our Province and did not stop at the Marine Atlantic ferry in Nova Scotia.
- Met with the Federal NL Liberal Caucus (MP's Yvonne Jones, Ken MacDonald, Seamus O'Regan, Scott Simms, Gudie Huchings, and Churence Rodgers) and again pressed for the establishment of a National Seniors Strategy, action to implement National Universal Pharmacare, launch an Adult Dental Care Plan, not only guide but implement Standards of Care for Long Term Care and Community Care, advance program funding and supports to establish Aging Well at Home initiatives, take all necessary actions to make Preventative Health Care a priority, and to ensure the Financial Security of older persons by improving the OAS, GIS, and CPP benefits, establishing legislation to protect pensioners during a bankruptcy action, and changing the rules for RRIF withdrawals.

The Coalition has attended Town Halls sponsored by the Health Accord and has participated in a number of stakeholder engagements.

During this past year, the Coalition welcomed the return of the CBC Pensioners.

Also, during this year, the Charter for the Coalition was revised and enhanced to articulate the role of the NLPSPA in its provision of leadership and infrastructure support.

With the announcement of the Federal Election for September 20, the Coalition developed an Issues Document, detailing all the concerns of the Coalition affiliated associations, which was subsequently circulated to all the party candidates throughout Newfoundland and Labrador, as well as the National Party Leaders. A "Question & Answer" sheet was also developed, highlighting the key issues and

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

circulated to the various memberships to redistribute to their members as a reference document for when those candidates seeking election made contact.

The affiliated associations in the Coalition are:

1. Newfoundland and Labrador Public Sector Pensioners Association
2. St. John's Fire Fighters Retirees Association
3. NAPE Retirees Local 7002
4. Retired Teachers Association of Newfoundland and Labrador
5. Retired Correctional Officers (Represented by NAPE)
6. National Association of Federal Retirees (NL)
7. CARP (Canadian Association of Retired Persons), NL, Chapter 1
8. Marine Atlantic Pensioners Association
9. Silver Lights Retirees (NL Power & NALCOR)
10. Royal Newfoundland Constabulary Veterans Association
11. 50+ Federation
11. CBC Pensioners

NLPSPA is represented on the Coalition by Board Directors Ann Marie Cleary and Geri Lutz and is chaired by Sharron Callahan, NLPSPA Executive Director.

PROVIDENT 10 AND THE PUBLIC SERVICE PENSION PLAN, YEAR ENDED DECEMBER 31, 2020 (Doug Laing):

The Public Service Pension Plan Reform Agreement and the Joint Sponsorship Agreement were reached in 2014. These agreements provided for joint trusteeship for the Public Service Pension Plan (the Plan), with the employer and employees sharing responsibility for the Plan.

The Agreement created a not for profit corporation, Provident 10, to act as trustee and administrator of the Plan and a Sponsorship Body, consisting of representatives of stakeholders, with responsibility for oversight of the Corporation and the Plan.

The Association represents public sector pensioners on both the Board and the Sponsorship Body. Doug Laing is the Association's appointee to the Board of Directors of Provident 10. He serves on the Corporation's Investment Committee and the Audit and Finance Committee. Ralph Morris is the Association's appointee to the Sponsorship Body.

In March 2020, the World Health Organization declared Covid-19 a global pandemic. The entire Province was in lockdown by month end. Provident 10 was forced to adapt its business practices to cope with the new realities. The Corporation utilized technology to move to a remote model without

NLPSPA: 31st Annual General Meeting – Annual Report

Annual Report

any major disruption in operations or sacrificing security. Pensions continued to be paid and service standards were met or exceeded. The Board of Directors conducted business via electronic means.

2020 was the third year of Provident 10's strategic plan introduced in 2018. The five strategic directions include enriching the member experience; attract, develop and retain talent; establish and promote the Provident 10 brand; create a scalable organization; and, build a sustainable pension fund. Activities during 2020 centered on supporting and moving the strategic directions forward. The main focus was on meeting established service standards, system security and engaging with stakeholders. A Director of Stakeholder Relations was hired. The internal control framework, a key part of its enterprise risk management plan, was implemented during the year. The non-statutory plan text was proclaimed in 2020. The Corporation rolled out online training programs for plan members to assist them in making their retirement decisions. Also, Provident 10 continued to work with Government to facilitate the transition of pensioner payroll from Government to a new service provider; however, the lockdown due to Covid-19 delayed the process into 2021.

The Covid-19 pandemic caused major world economies to shut down. Global equity markets reacted with the biggest decline in decades. Markets rebounded in May 2020 with action by the central banks and Government stimulus. The Pension Plan overcame the losses during March and April 2020 and continued progress toward building a sustainable pension plan for plan members and sponsors. It earned a return on investments of 11.9% in 2020. Total assets in the plan increased by 7.7% to \$10.9 billion (including the balance outstanding on the promissory note provided by Government). The Public Service Pension Plan is now the largest pension plan in Atlantic Canada.

The Plan was 101% funded at the end of the year despite a \$600 million increase in the accrued benefit obligation due to changes to the actuarial assumptions governing the Plan's discount rate. The asset mix strategy of the Fund promoted greater diversification which resulted in more robust investment returns while managing risk.

Lockdowns due to Covid-19 persisted into 2021 as the world coped with new waves of the virus. The introduction of vaccines during the first quarter allowed economies to reopen. The Plan earned a 5.5% return on investment for the six months ended June 30, 2021. The estimated value of the Fund was \$11.2 billion on that date and the Plan remained fully funded to that date. However, uncertainty in the global economy is expected to continue as countries struggle to get the coronavirus under control. The long-term effects on global markets have yet to be determined. A number of factors in the global economy may put pressure on future market returns including uncertainty in interest rates, continued volatility in the markets, recent heightened market values and geopolitics. Tighter markets, along with growth in the aging population and declining active members, may put pressure on the Plan's ability to maintain full funding in the future. The asset mix may have to be adjusted to maintain investment returns and full funding.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

During 2020, the Plan paid \$477 million in pensions and \$147 million in refunds to those opting for payout of commuted value on retirement. There were 22,136 pensioners and the average pension was \$ 22,729 in 2020.

Members of the Association can view the Annual Report and Financial Statements for Provident 10 and the Plan on the Corporation's website at "provident10.ca".

GROUP INSURANCE ADVISORY COMMITTEE (Fred Oates):

The Group Insurance Committee consists of representatives from Government, NLPSPA, Unions and Health Care professionals. The insurance contract is between Government and Canada Life and is renewed each year on April first.

We had a number of meetings this year and the health plan and the dental plan were in surplus. The committee, therefore, recommended no increases to the plans and Government accepted that recommendation. The plan absorbed any increases that were warranted at that time. The surpluses were due to the Covid 19 situation in the province.

The committee continues to monitor the cost of any new drugs that come on the market to see if the plan can cover those.

I wish to thank the Association for the opportunity to participate on this committee and be a voice for our members. It is very interesting to see how our insurance plans work.

COMMUNICATIONS & PUBLIC RELATIONS COMMITTEE (Doreen Noseworthy/Wayne Ruth):

Once the Board decided which committees it needed for the 2021 year, this committee was populated and began its work by first reviewing the terms of reference and updating them as needed. These terms of reference were subsequently approved by the Board on March 23.

The committee next decided its early work actions would be to set a schedule for the NLPSPA newsletter, the number of publications per year, what articles would be accepted for publication, and deadlines for the submission of articles. The committee also undertook to develop a calendar of happenings, important dates, and messaging, to develop a newsletter policy and to review the pricing for newsletter advertising. The newsletter policy was subsequently approved by the Board on April 27 as well as a revised pricing list for advertising and these were advised to the membership through the newsletter and posting to the website.

As the committee was also responsible to investigate ways and means to increase the supply of membership email addresses to the Association and following approval from the Board to proceed with the estimated expenditure, a letter was developed and subsequently mailed to all members without an email address on file. The response to this mailout was fantastic as the Association

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

dramatically increased our email totals. Many thanks are offered to Cheryl and Sharron for their work in making this happen.

The main focus of the work of the committee this past year was oversight in the development and production of each issue of the newsletter. Work included seeking articles and messaging that would be of interest to the membership, writing articles, and inviting not for profit like focused associations to submit notices of the services they were offering. Thanks are again extended to Cheryl, who has become a master at organizing the newsletter, to Stephanie for her awesome graphic designing, and to Sharron and others for their very interesting and timely articles.

The Communications and Public Relations Committee has delivered well on its mandate for this year. The Committee is composed of Doreen Noseworthy, President/Chair; Wayne Ruth, Board Director/Chair; Craig Hall, Central Branch President to end of term in June; Sharron Callahan, Executive Director; and, Cheryl Myers, Administrative Assistant.

AGM PLANNING COMMITTEE (Ann Marie Cleary):

Planning for the 2021 AGM began in December 2020. As a committee, we selected a date and time. With the pandemic still around us, we were having to keep an eye to the announcements from the Department of Health and the provincial government about the possible guidelines for moving from one stage to another. Thus, the planning committee decided to hold the AGM virtually again this year.

For the AGM, we would be using the Zoom platform. Members would need internet capability to join the meeting. To participate in this form of the meeting, you had to indicate your intent to attend in advance by pre-registering no later than October 8th, 2021. Each registered member would then receive the link that will allow them to access the meeting through the Zoom platform. If you were attending, all necessary documentation would be circulated in advance of the meeting.

Once again on a positive note, the virtual AGM did provide the Association with a unique opportunity to have more provincial reach, engage more of our membership and protect everyone's health in a safe socially distanced venue.

Many thanks are offered to the members of the AGM Planning Committee: Doreen Noseworthy (President), Sharron Callahan (Executive Director), Wayne Noseworthy (Board Director), Cheryl Myers (Administrative Assistant) and Ann-Marie Cleary (Chairperson)

CONSTITUTION & RESOLUTIONS COMMITTEE (Doreen Noseworthy and Sharron Callahan):

In addition to the usual business of oversight of parliamentary procedures of Board meetings, etiquette, and general governance of the Association, this year could truly be termed a year of transition, as the Board embarked on a journey to change its ways of operating from a Working Board to a Governance Board. To direct and assist the Board in its achievement in this direction, Sharron

NLPSPA: 31st Annual General Meeting – Annual Report

Annual Report

Callahan, Past President, was seconded from her position into a contractual arrangement, as Executive Director. The Board developed specific action items to be accomplished over the year from the 2020 AGM to the current AGM, and much progress has been made. Please see the Report of the Executive Director for specific details of this work.

Since most of the year 2020-2021 saw the province continue in a carefully controlled situation due to the COVID pandemic, the majority of the Board's work was conducted by virtual means. As the health situation in the province began to improve in the Spring, the Board did venture to an in-person meeting in May 2021, before the summer recess.

As the Board gained more confidence with the use of technology and with support from Cheryl and Sharron, the Association was able to significantly increase its capacity for membership outreach by offering many relevant information events, through our Zoom platform. A full program of similar offerings is already in development, with topics that we expect our members will welcome, as we head into next year.

As has been the custom, the Board began its new year with a Professional Development Day, last November. In keeping with our transition in Board Governance, this topic was the one chosen for our PD Day in November. Through the work of the Executive Director, all Board Policies have been reviewed and revised, where needed, and new policies have been researched, written, and approved by the Board, where policy directions were lacking. The terms of reference for all committees have also been updated and the number of committees streamlined, in keeping with the new ways of operation.

At AGM 2021, the Board is advancing a proposed amendment to the NLPSPA Constitution that will give authority to the Board to address the situation of a Board Director who would be exercising authorities beyond his/her responsibilities or who might be in violation of approved Board policies. This proposed amendment is detailed in the Annual Report.

The Board continues appropriate Parliamentary Procedure of its annual general meetings by the engagement of an official Parliamentarian and its adherence to Robert's Rules of Order.

The Constitution & Resolutions Committee includes Doreen Noseworthy (President), Ann Marie Cleary (Vice-President) and Sharron Callahan (Executive Director).

SCHOLARSHIP COMMITTEE (Mary Cleary):

The Newfoundland and Labrador Public Sector Pensioners Association (NLPSPA) launched the Scholarship Program in 2017. It was the goal of the NLPSPA to enhance its support to the membership by offering a scholarship for a dependent of a member and a scholarship for a member of the Association. While maintaining the Association's mission of advocating for its members and promoting their interests, the Association was excited about offering an opportunity to members and their dependents to enhance their life experience through education.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

To say that the scholarship program has been well received by dependents of the members would be an understatement. Thus far, we have received over 300 applications in the four years the scholarship program has been offered. The 2021 scholarship program saw the greatest response to date with 120 applications received.

This program has been most enlightening. Through our scholarship offerings, NLPSPA has been able to contribute in some small way to the future of our young students in this province. As well, the scholarship committee has been awed with the caliber of students applying for the scholarships. Each student has presented him/herself in a very positive light, highlighting academic achievements and volunteer commitments to their schools and their communities. As Newfoundlanders and Labradorians, we should be very proud of the caliber of students graduating from our high schools and continuing their post-secondary studies in a variety of fields.

This year, the NLPSPA awarded four scholarships: one \$2000.00 scholarship, one \$1500.00 scholarship, one \$1,000.00 scholarship and one \$500.00 scholarship. We encourage all members to think about these scholarship opportunities in the coming years and continue to promote them far and wide so more students may avail of these learning experiences.

We continue to see the scholarship program as a way for the NLPSPA to continue to contribute to the future of the family members of our Association. The applicants for the scholarship program each year confirm that there are a great number of young people who are anxious to make a future for themselves and in doing so enhance the futures of the communities they choose to live in. The scholarship applicants through their essays show insight into the Association and see the contributions of our seniors as being very valuable to the province as a whole and their communities.

As we await the confirmation of attendance for the upcoming academic year, the scholarship recipients for 2021 will be announced at the Annual General Meeting on October 14, 2021.

The Scholarship Committee for 2021 included Mary Cleary (Board Director as Chair), Doug Laing (Board Director) and Sharron Callahan (Executive Director).

CENTRAL BRANCH (Sharron Callahan for Craig Hall):

During the year in review, the Central Branch has been inactive due to the pandemic. The business of the Branch was continued under the leadership of Craig Hall, President, and the other members of the Central Branch Board: Derek Hewitt, Vice President; Edward Blackmore, Secretary; Francis Reid, Treasurer; Paul Dillon, Past President; Jane Hall; Judy Murray; Richard Carroll; Les Arnold and Sylvia Arnold.

The Central Branch held its Annual General Meeting on June 3, 2021, and while quorum (15) was not achieved, the meeting proceeded, without any motions being made. The business conducted was read into the record of the meeting. Craig Hall presented the financial statements, noting no financial activity in the past year, and stated that the financial statement of the Central Branch of the

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Newfoundland and Labrador Public Sector Pensioners' Association for the fiscal year 2020 would be filed with the NLPSPA Office.

Doreen Noseworthy, President, was pleased to award Craig Hall with the award of Honourary Director of NLPSPA for his continuous contribution to the Association by his work on the Board, his dedication to advancing the Central Branch, and his thoughtful and professional engagement and advice. Doreen wished Craig all the best on his retirement from the Board and wished him well in all his future undertakings.

As there were no nominations to fill the positions of the Central Branch Board, the Branch is presently inactive.

SENIORS' ADVISORY COMMITTEE, CITY OF ST. JOHN'S (Paul Fisher):

Despite interruptions by the pandemic, this Committee has been quite busy over the past year.

During the winter months, the committee expressed a lot of concern for residents of the city living in care institutions and whether the facilities had an alternate heat source during periods of electricity interruption. The committee reviewed survey work done by Neil Hamilton and Sharron Callahan on the number of homes in the St. John's boundary, the number of beds likely impacted, and whether there was an alternate heat source. There was follow-up with the provincial government on the status of the Personal Care Home Standards that were being revised and meetings held with David Day, Manager of Emergency Preparedness and with David Saunders from Digital Government and Service NL. On a go forward basis, David Day and the St. John's Regional Fire Department will now be added to the provincial government's emergency planning group.

The committee participated in engagement sessions on: Healthy City Strategy, Kelly's Brook Trail, Budget 2022, and Redesign of Churchill Square.

Senior of the Year Award 2021. The award recognizes a senior who has made a significant contribution through volunteering, helping others or participating in activities such as music, sport, recreation, etc. This year the award is being presented to Patricia Wright (posthumously). The award is to be presented at City Council Meeting on September 27.

Seniors Week 2021. This year the city has expanded its celebration from a single day to a full week of activities from September 27 – October 1. The week-long activities will include a flag raising, official proclamation, a session on wills and estate planning, a session on addressing isolation, fitness demonstration, fee swim, bingo and lunch, and much more. The full schedule of activities is posted to the city's website. Some sessions will be virtual and others in-person. Registration is required due to social distancing and a caution for health care.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Age Friendly City. A sub-committee of the committee has been meeting since 2019 to review the eight domain checklists from the World Health Organization to qualify the city as an “Age Friendly City” by the World Health Organization. This work was interrupted due to COVID but was resumed in this year and all the domains have now been completed for submission for approval to Council. A covering letter has been prepared for the signature of the Mayor, pending Council approval, and it is anticipated the total package will be submitted to the World Health Organization this Fall.

The NLPSPA joined this committee three years ago and is represented currently by Paul Fisher, Board Director.

SOCIAL ACTIVITIES:

Given the COVID challenges of the past year, the Association was very attentive to the directives of our Chief Medical Officer of Health and as a result, our annual Christmas dinner and dance was cancelled. The Association is optimistic, however, that it will proceed in January of 2022. As always, health safety protocols will take precedent.

CONCLUSION:

Before I close off my report, I have to take this opportunity to thank the Board of Directors of NLPSPA for their continued support and endorsement of the many changes and challenges we have faced together over the past year. I would also like to acknowledge the help and support I have received from Cheryl, at the office, for the way she has embraced all these changes to life as she knew it; from our two financial/bookkeeping wizards, Liz and Joan, for making suggestions and keeping us apprised of various ways to improve our ability to manoeuvre through the world of finance, particularly during a pandemic; and from Sharron, our Executive Director, without whose help, support and guidance we would not have been able to make the kind of progress that has been accomplished during the past year. She has been the “constant” in all this change and has encouraged, supported, and delivered on all the work necessary to bring the Association into the twenty-first century. Last, but by no means least, my sincere thanks to each and every one of you, the members, who are there to pick us up if we fall and lift us up when we succeed. Thank you for your continued support of all our efforts on your behalf.

Doreen Noseworthy

President

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

NOMINATIONS/AWARDS COMMITTEE (Al Skehen) REPORT TO THE ANNUAL GENERAL MEETING

Welcome to the 2nd Virtual AGM meeting on Zoom. The past 19 months have been challenging ones under all the Covid-19 headaches. All your Board members have worked tirelessly to achieve the objectives set for ourselves over the past number of years. I would be remiss if I did not give credit to our top leaders, especially Doreen and Sharron. They have led us with knowledge and experience, unparalleled in past years. It was an honour to have them at the helm.

The objectives of the Nominations/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.

The Association acknowledges with gratitude the contributions of three Directors during this year: Bernie Cook, who for personal reasons, retired earlier this year from the Board, Craig Hall, President of the Central Branch, who completed his term as Branch President in early June, thus completing his term on the provincial Board of NLPSPA, and Geri Lutz, who for personal reasons, retired last month.

At the Annual General Meeting of 2021, we will have eight (8) vacancies to fill to achieve full complement on the Board.

The names of those presenting themselves for election, to date, at the Annual General Meeting on October 14, 2021 are as follows:

1. **Doug Laing: St. John's.** Doug is retired from the Government, with a clerical, financial, and management background. He is a Chartered Professional Accountant and Certified Management Accountant. He has served as a member of the Board of the Government Managers Association, Chaired the NLPSPA Pension Investment Committee, member of the Finance Committee, Scholarship Committee, and currently is a member of the Provident ⑩ Board of Directors. Doug has served on the NLPSPA Board from 2011-2017 and was re-elected in 2018. Doug is interested in continuing to be a voice of advocacy for pensioners as the Board's appointee to the Provident ⑩ Board.
2. **Oliver Langdon: Paradise.** Oliver taught for 24 years at Seal Cove and Point Leamington and served in the NL Legislature for 18 years as an MHA. He has served on the Pt. Leamington Town Council for 15 years, was a volunteer fireman, and cub leader. He is currently working with the Salvation Army as a major gifts representative to complete the

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Ches Penney Center of Hope and other projects and believes he can offer his expertise to continue the valuable work of the Board.

3. **Ralph Morris, Goulds.** Ralph has had a varied career, beginning initially as a teacher in rural Newfoundland and then into the health care system before moving to his lifelong career in paramedicine. He has been a member of numerous health related and union committees and is a long serving member of the NLPSPA Board. He is also President of NAPE Retirees and sits on the NL Pensioners' and Seniors' Coalition. He is the Association's representative on the Provident 10 Sponsorship Board. His knowledge of pensions and pension related issues is without limit. Ralph believes his knowledge and experience with pensions and his history of lobbying for reform will benefit the membership and seniors in general.
4. **Wayne Noseworthy, Whitbourne.** Wayne joined the NLPSPA Board during the past year as a vacancy replacement. He has been the President of the NLTA, Executive Director NLTA, Executive Director, NSTU, and has held different Director of Human Resources positions. Wayne brings managerial, organizational, and knowledge of constitutional and electoral processes to the Board. He is interested in continuing to serve and assist the Board in its growth and development.
5. **Allan Reid, Bay L'Argent.** Allan is a retired engineering technologist with 25 years of technical experience and 15 years of administrative experience. He is treasurer for the Anglican parish in Bay L'Argent. He is a lifetime member in good standing with the Association of Engineering Technicians and Technologists of NL and served as a councillor with them for one term. He has also served as the mayor of Bay L'Argent for 2 ½ years. He brings administration, team thinking, meeting and chairperson experience.
6. **Wayne Ruth, Kippens.** Wayne joined the NLPSPA Board during the past year as a vacancy replacement. He has served as the Mayor of Kippens for four years, President of Municipalities NL for two years and as a member for 12, founder of the Atlantic Mayors Congress, and has served on a variety of other Board in a variety of positions. He has a proven leadership background, strong communication skills, team worker, and decision maker. Wayne is interested in seeing the NLPSPA membership grow, build membership engagement, and increase membership benefits.
7. **Al Skehen, St. John's.** Al is retired from the Royal Newfoundland Constabulary, and has worked as a home inspector, in direct sales, and as an inventory associate. He has volunteer experience with the Scouts, Boys & Girls Club, President of RNCA and NL Aikido. Al brings an historical knowledge of NLPSPA, leadership and management skills, and a basic knowledge of accounting. He has served on the Board in the past and is seeking re-election for a second three year term.

Any member wishing to present themselves for election from the floor will be given an opportunity to do so.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Those elected Directors remaining on the Board are as follows:

- Ann Marie Cleary
- Paul Fisher
- Doreen Noseworthy
- Fred Oates

This year, the Awards Program of the Association was reviewed, updated, and standardized to reflect a level of recognition appropriate to the level of contribution to the NLPSPA. This year, the Board has awarded Craig Hall as an Honourary Director of NLPSPA for his continuous contribution to the Association by his work on the Board, his dedication to advancing the Central Branch, and his thoughtful and professional engagement and advice. Other award recognitions will be advised at the Annual General Meeting.

Our appreciation is extended to all who have shown an interest in submitting their names for nomination as a Board Director with the NLPSPA. Our sincere thanks are also extended to those finishing or retiring from their terms.

This has been a different and sometimes challenging year, but we are forever strong by the commitment of our membership.

Submitted by,

Al Skehen

Chair, Nominations Committee

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Proposed NLPSPA Constitutional Amendment 2021

Background: During the year in review, the Board undertook research on the issue of Director accountability should a Director of the Board fail to perform any of the duties assigned or is found in violation of any acts, bylaws, or policies. As a result of this research, it was determined that the Board should have the authority to impose a penalty on a Director, including dismissal, should that person be in violation of the trust associated with the position of Board Director.

Recommendation: As a result of this research, the Board is proposing an amendment to the Constitution, as follows:

To amend Article VII (Board of Directors), by the addition of the following three (3) new sections:

1. Board Directors shall abide by all clauses of the NLPSPA Constitution, any established bylaws and policies, including the Code of Conduct, Oath of Confidentiality, and Conflict of Interest Policy.
2. Should a member of the Board of Directors fail to perform any of the duties assigned or is found in violation of any established acts, bylaws or policies, the Board of Directors shall have the authority to impose such penalty, including dismissal from position, as appropriate to the circumstance.
3. A Board Director may be removed from office before the expiration of term by a two-thirds majority vote of the Board of Directors present at a Special Meeting of the Board of Directors duly convened for that purpose. A meeting for this purpose may be called only with the knowledge of the Director concerned.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Appendices:

1. Appendix A – Constitution

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

Newfoundland & Labrador Public Sector Pensioners' Association Constitution - 2020

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.

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

NLPSPA: 31st Annual General Meeting – Annual Report

Annual Report

- 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 who have completed and signed the Association's application for membership and paid the prescribed membership dues;
 - (v) Non-voting dues paying members (Affiliate and Reciprocal) shall have voice at all meetings of the Association; and
 - (vi) Such other classification of Members that the Board may deem desirable.
2. 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.
3. 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.

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.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

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.
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 either be circulated to the membership thirty (30) days prior to the Annual General Meeting via the Association's Newsletter and website or may be in written form and presented at the Annual General Meeting.
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) days prior to the Annual General Meeting via the Association's newsletter and website, or resolutions shall be in written form and presented at 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 shall only be entitled to debate on an issue under discussion by relinquishing the Chair to another 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.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

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.
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 9 (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. Where the appointed NLPSPA members to the Public Service Pension Plan Corporation and its various sub-committees are not current elected members of the Board of Directors, they shall become special advisers to the Board, with voice and no vote.
4. 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.
5. 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.
6. 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;

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

- (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.
- 7. 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.
- 8. Vacancies on the Board of Directors that occur between Annual General Meetings may be filled at the discretion of the Board from the general voting membership. Such newly appointed Director(s) shall be entitled to fulfill only the balance remaining of the year 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.
- 9. The immediate Past President shall be eligible to serve as a member of the Executive Committee for a period of one (1) year only.
- 10. 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.
- 11. The President or designate shall be the official spokesperson for the Association in communication with the media.
- 12. 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.
- 13. **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.
- 14. **The Vice-President** shall assist the President in his/her duties and, in the absence of the President, function in that capacity.
- 15. **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.
- 16. **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.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

17. **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.
18. The Board has the power to make by-laws, subject to ratification by the Annual General Meeting.
19. 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.
20. Section 19 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.
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.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

6. If any member of the Board, without due cause, is absent from three (3) consecutive meetings of the Board this person's position shall be declared vacant by the Board.
7. The Board shall keep minutes of all its meetings and a copy of the minutes of every meeting shall be sent to each Board member.

Article IX - Executive Committee

1. There shall be an Executive Committee consisting of the President, Vice-President or President Elect, Secretary, Treasurer and immediate Past-President.
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.

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

3. The primary purpose of a chapter of a Branch of the Association shall be to provide a formal means for a group of members to provide input to the Branch in achieving the objectives of the Association and to have an opportunity for local social interaction.
4. A Branch shall operate in accordance with the Constitution of the Association. The Board of Directors of the Association may revoke approval of a Branch if it fails to operate in accordance with the Constitution.
5. Any Branch approved by the Board of Directors of the Association shall have the right to appoint one of its members to serve as a member of the Board. These appointments shall be in addition to the members of the Board as provided for in Article VII, Section 1.
6. A Branch, in the conducting of its activities, shall ensure solidarity with the Board of Directors of the Association.
7. A Branch shall report regularly on its activities to the Board of Directors and shall provide an Annual Report to the Annual General Meeting of the Association.
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 expenses, 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: 31st Annual General Meeting – Annual Report 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.

Article XVI - Electronic Meetings

- 1. If the two-thirds majority of directors and/or members of the Corporation present at or participating in a meeting of the directors, a meeting of the members or in an Annual General Meeting, as the case may be, consent, a meeting of the directors, a meeting of the members or an Annual General Meeting may be held (provided quorum is established with those participating) by means of such electronic communication facilities, including without limitation teleconference and

NLPSPA: 31st Annual General Meeting – Annual Report Annual Report

video conference facilities, as permits all persons participating in the meeting to communicate with each other simultaneously and instantaneously, and a person participating in such a meeting by such means is deemed to be present at that meeting and deemed to have consented to the holding of that meeting by said electronic means.

2. In the event a director or member is present at a meeting by means of electronic communication, and where the Constitution requires voting by show of hands, such person may vote by verbal communication.

Approved by: AGM Membership, October 4, 2013

Amended by: AGM Membership, October 24, 2017 (addition of Special Advisers, Article VII, Section 3

Corrected by Board of Directors: May 31, 2019 (numbering and font errors)

Amended by: AGM Membership, November 5, 2019

Amended by: AGM Membership, October 15, 2020 (Electronic Meetings)