

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Annual Meeting

Monday, February 11, 1991

2:00 P.M.

Basement Auditorium

St. James United Church

Facing Elizabeth Avenue at corner of Paton Street

A G E N D A

1. Call To Order
2. President's Opening Remarks & Welcome
3. Approval of the Minutes of the Founding Annual Meeting,
February 23, 1990
4. Business Arising
 - (a) Amendments to the Constitution
5. Reports
 - (a) Board of Directors
 - (b) Financial - Balance Sheet - Auditors
 - (c) Public Relations & Membership
 - (d) Nominating Committee
6. Election of Officers & the Board of Directors
7. General Views & Comments from the Membership
8. Other Business
9. Adjournment

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Founding Meeting - February 23, 1990

1. REGISTRATION - 174 people registered bringing total paid membership to 562.
2. CALL TO ORDER - Meeting called to order at 3:00 P.M. by Carl Smith, Chairperson of the Steering Committee. Ruby Driscoll acted as Secretary since the Secretary of the Steering Committee, E. Shute, was in hospital.
3. CHAIRPERSON'S OPENING REMARKS - Welcome to members and acknowledgment of assistance from; (1) Assistant Deputy Minister and other staff of the Dept. of Finance, (2) Government Managers Association, (3) Steering Committee, (4) Public Service Credit Union, (5) Board of St. James' Church.
4. INTRODUCTION OF STEERING COMMITTEE MEMBERS - R. C. Rex, B. Hillyard, E. Rowe - absent were E. Shute & R. Learning (both in hospital).
5. PRESENTATION OF CONSTITUTION - Constitution was outlined by Carl Smith. Discussion was held and amendments were made to the Constitution.

Motion #1 - Moved by David Howley and seconded by Irwin Koster that the words "within the province" be deleted from Article 2 Section 1 and the article be amended to read - "To unite in the Association, Public Service Pensioners who are eligible for membership". Carried.

Re Article 5 Section 3 - Questions from Irwin Koster: Should the number of members required for a quorum at an Annual Meeting be increased in view of the large number of paid members? Discussion followed and agreement reached to leave number at 30 until first Annual Meeting.

Re Article 5 Section 4 - F. Andrews - Will resolutions be accepted only at Annual Meeting? Explanation by Carl Smith - Members' matters of concern will be dealt with at Board Meetings and any resolutions that were too urgent to wait would be dealt with at a special meeting.

Motion #2 - Moved by Lucy Hickey and seconded by Jim Shea that Article 5 Section 4 be amended to read "Members of the Association shall bring matters before the Annual Meeting for consideration by means of resolutions written and/or from the floor". Carried.

Motion #3 - Moved by Irwin Koster and seconded by R.C. Rex that Article 5 Section 8 be amended to read "The Board Shall give public notice of the date of the Annual Meeting at least 30 days prior to such meeting". Carried.

Motion #4 - Moved by Art Downey and seconded by Eric Hiscock that Article 5 Section 10 be amended to read "30 members" instead of 30% of members. Carried.

Motion #5 - Moved by David Howley and seconded by Eric Rowe that Article 5 Section 2 be amended to read "The Annual Meeting shall be held at a time and place to be decided by the Board of Directors and not later than three months after year's end". Carried.

With regard to Article 5 Section 12, Mr. Wilf Dawe suggested the adjournment of a meeting when a quorum is not present and at the second call the meeting must go ahead. This matter will be brought forth at the First Annual Meeting.

Motion #6 - Moved by R.C. Rex and seconded by P. Linegar that number of Board members be increased from 4 to 8. Carried.

Article 6 Section 4 - Question by Lester Lewis - How long does a Director appointed in mid-year hold office? Answer by Carl Smith - He/she will serve term of person being replaced.

In view of the lengthy discussions regarding the Constitution, Mr. Eric Rowe urged members not to get bogged down on technicalities but to get to the important issues.

Motion #7 - Moved by F. Andrews and seconded by Eric S. Rowe that Article 6 Section 11 be amended to read "Members of the Board of Directors will serve for a term of 1 year renewable". Carried.

Motion #8 - Moved by Joe Dunphy and seconded by Mary Rockwell that balance of the Constitution be adopted.

Peter Linegar asked that continuity on the Board be considered. Sickness, resignations, etc., could wipe out the whole Board and it would not be in the best interest of the Association to replace the total Board at one time. Carl Smith stated that the Board will do what is necessary to assure continuity.

Mr. Koster proposed an amendment to the motion that the balance of the Constitution be read without interruption. Seconded by Mary White. Amendment carried. Motion carried as amended.

Suggestions were made by members as follows:

Mr. Wilf Dawe - That funds be placed with the Public Service Credit Union. Discussion followed and agreement that this will be discussed further at the First Annual Meeting with possible instruction to the Board regarding placing of funds with PSCU.

D.E.J. Kelland - That the Board give consideration to the adoption of suitable by-laws to provide for the operation of the Association.

Walter Davis - Board should be empowered to make charitable donations in time of disaster, etc.

Board will take all these suggestions under advisement.

Motion #9 - Moved by Henry Young and seconded by Irwin Koster that an Association to be known as the Newfoundland Public Service Pensioners' Association be established and that the Constitution adopted at this meeting be the Constitution of the Association. Carried.

6. MOTION #10 - MEMBERSHIP FEE - Moved by F. Andrews and seconded by Alf Sullivan that the membership fee be 50 cents semi-monthly to be deducted from pension cheques. Carried.

7. ELECTION OF BOARD OF DIRECTORS -

- Rules:
- (1) Vote by secret ballot
 - (2) 4 Executive positions voted on separately
 - (3) Persons holding membership cards may be nominated and may have a vote.
 - (4) Board members at large be elected in a block with highest number of votes winning (8 members to be elected).
 - (5) Each member of the Executive accepting nomination be given one minute to speak.

The election of officers was conducted by Mr. George Lawrence.

The report of the Nominating Committee was given by Bob Rex who proposed its acceptance. This was seconded by Bill Dwyer and was accepted as follows:

President - Don Johnson
Vice-President - Eric Rowe (later withdrew)
Secretary - Ruby Driscoll

Board of Directors - Bert Hillyard
A.R. Vaughan
R.C. Rex
James Cooper
Doug Whitten
Lucy Hickey

John Callahan
Derek Hutchings
Ernest Shute
Jim Moore
Gladys Noel

Nominations from the floor for the office of President

- F. Andrews - accepted nomination
- D.E.J. Kelland - declined nomination
- Bob Chafe - declined nomination
- Wilf Dawe - declined nomination
- R.R. Rex - declined nomination

Motion #11 - Moved by Alf Sullivan and seconded by John Hillier that nominations cease. Carried.

Don Johnson elected President.

Nominations from the floor for the office of Vice-President.

- F. Andrews - accepted nomination
- Carl Smith - accepted nomination
- Joe King - declined nomination
- Jim Moore - declined nomination
- Bert Hillyard - declined nomination

Carl Smith elected Vice-President.

Moved by Irwin Koster and seconded by Walter Davis that the remainder of the Steering Committee be elected as a block.

Discussion followed and this motion was deemed to be out of order since a person had been elected to conduct the election of officers and the election should proceed as outlined.

Motion #12 - Secretary - Ruby Driscoll had been nominated by the Nominating Committee and upon presentation of her name a motion was made by Jim Shea and seconded by Eric S. Rowe that nominations cease. Motion carried.

Ruby Driscoll elected Secretary.

Nominations from the floor for the office of Treasurer:

- Ivan Lethbridge
- R.C. Rex (declined)

Motion #13 - Moved by Eric Rowe and seconded by Suzanne Hill that nominations cease.

Ivan Lethbridge elected Treasurer.

Nominations from the floor for Board members :

- F. Andrews
- Lucy Hickey
- Jim Shea (declined)
- Gladys Noel

Board members elected:

Lucy Hickey	E. Shute
B. Hillyard	J. Moore
A.G. Vaughan	D. Whitten
R.C. Rex	G. Noel

8. OTHER BUSINESS -

F. Andrews expressed concern regarding pensions being paid twice a month creating hardships for some people with medical problems and having to get taxi to the bank. Discussion followed.

Michael Walsh confused information at a pre-retirement session re R.R.S.P. Also wished success to new Executive & Board.

Margaret Patey thanked Steering Committee for efforts in setting up Association.

Bert Hillyard outlined concerns which Steering Committee had already brought to Government since a Government Commission had been set up to look into pensions:

- Indexation
- Integration with Canada Pension Plan
- Survivors' Pension
- Having representative on Pension Committee
- Unfunded liability

Motion #14 - Moved by Eric Rowe and seconded by Peter Linegar that we create an honorary membership and that our first honorary member be Mr. George Lawrence. Carried.

Our newly-elected President, Mr. Don Johnson, addressed the gathering.

Meeting adjourned at approximately 5:45 P.M.

Ruby Driscoll
Secretary

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Report of the Constitution Committee
To the Annual General Meeting
February 11, 1991

The following proposed amendments to the Association's Constitution were approved by the Board of Directors and are submitted for adoption in accordance with Article XIV of the Constitution.

1. Article III - MEMBERSHIP

Add a new Section 4, immediately following Section 3 as follows:

"The Association may, by resolution passed at a General or Annual Meeting, confer Honourary Membership upon any person."

2. Article V - ANNUAL MEETING

- (a) In Section 3, delete the period after the word present and add the following: "provided that if no quorum is present the meeting shall adjourn to a date not more than fifteen days thereafter and the decisions of the adjourned meeting shall be binding upon the Association regardless of the number present, provided that proper notice of the adjourned meeting has been given to members."
- (b) Delete Section 7 and substitute therefore the following: "The Chairperson shall be entitled to vote on any question, only in the case of a tie vote."
- (c) In Section 2 delete the words "three months" and substitute therefore the words "six months".
- (d) In Section 10 delete the words "thirty members" and substitute therefore the words "one hundred members".
- (e) In Section 12 delete "the Vice-President" and substitute therefore "The First Vice-President and/ or the Second Vice-President".

3. Article VI - BOARD OF DIRECTORS

- (a) Delete Section 1 and substitute therefore the following: "There shall be a Board of Directors consisting of twelve members constituted as follows:

President
First Vice-President
Second Vice-President
Secretary
Treasurer
Seven additional members

- (b) In Section 3 add the following after the word standing "and be present at the meeting at which they are nominated or have indicated their willingness to the Nominating Committee to stand for election."
- (c) In Section 4 delete "the Vice-President" and substitute therefore "the First Vice-President, or in his absence, the Second Vice-President".
- (d) In Section 7 add the letter "s" to Vice-President, where applicable.
- (e) Delete Section 11 and substitute therefore the following "six members" of the Board of Directors, including the Executive Committee shall be elected for a term two of (2) years the remaining six members shall be elected for a term of one year. Retiring members of the Board shall be eligible for re-election. Directors who receive the highest numbers of votes shall serve for a period of two years."

4. Article VIII - EXECUTIVE COMMITTEE

Delete Section 1 and substitute therefore the following: "There shall be an Executive Committee consisting of the President, First Vice-President, Second Vice-President, Secretary and Treasurer."

Respectfully submitted,

Carl Smith
Chairman

Other Amendments

Properly Submitted By Members

Moved by Frank Andrews:

1. That the present system of eight member Board of Directors which has not worked and has not been of any particular benefit to the members during the past year be made redundant and be replaced by three member Board of Trustees to be elected by the membership at the Annual Meeting.
2. That all nominations shall come from the floor and nominations received by phone calls or note writing shall not be accepted, as this practice is unfair to the members seeking nomination from the floor and this is not the practice used in other associations. Also, that the member nominated must be present at the meeting when nominations are called for.

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Report of the Board of Directors

To Annual Meeting

Monday, February 11, 1991

At the time of writing this report, the Board of Directors do not have an answer to the three critical questions they have been asking the Government over the past twelve months on your behalf. As you all know, they are: "Are we going to receive an increase in our pensions for the present fiscal year 1990/91?" "What percentage is this increase going to be?" And, "Is the increase going to be retroactive to April 1, 1990?"

Ever since our Founding Meeting a year ago, we have been trying to obtain an answer from the Government with regard to this most important issue. We have met with the Minister of Finance on two occasions and as well have met with the Premier and the President of Treasury Board. We have made our position extremely clear at all times, particularly at these meetings and in follow-up letters and phone calls.

It has always seemed as though the answer was to come next week or next month, but the bottom line is the answer has never come and we are totally frustrated. The fact is, the Government continually tells us that they have not made a decision with regard to our annual increase one way or the other and this is the only reply we have ever received.

Our proposal which was made by Carl Smith our Vice-President when we met with the Premier the Honourable Clyde Wells, the President of the Treasury Board, Mr. Winston Baker, and the Minister of Finance, the Honourable Dr. Hubert Kitchen, was that the Government provide the public service pensioners with a 6% increase which would come from our pension fund itself. He suggested that the Public Service Pension Fund had increased some \$19.7 million in 1988 and some \$40.8 million in 1989 in the form of investment income alone. Since a 6% increase in pensions would cost approximately \$2.8 million, he suggested it was not unreasonable to use a mere 7% of the income from investments to fund an increase to the pension currently paid to the public service pensioners.

He emphasized that if our proposal was accepted the increase in the pensions would not cost the current taxpayers of the province one cent. We repeatedly made this point while suggesting that giving the pensioners an increase could also result in modest gains to the provincial treasury from increased taxes paid by pensioners on spending and higher incomes.

It is worthy of note that in a press release concerning pensions put out by the Honourable Winston Baker, President of Treasury Board, under date of August 30, 1990 he stated "Government has made some basic decisions; (1) the pension problems will be dealt with this year". When he made the statement surely he had all three pension plans in mind plus the fact that a decision would have to be made concerning those already receiving a pension.

In spite of the Government's position, your Board of Directors has been very active during the year. We met fourteen times and the Executive have gotten together on five occasions. We issued five press releases as well as putting out a welcoming letter and a follow-up Newsletter in November.

One of the most important and early decisions the Board made was the fact that one of our paramount responsibilities was to keep the membership as informed as possible. We tried to do our best in this regard. At the moment, we have 2,482 paid up members with a few new members joining up each month to offset those that have passed away.

We established our office in the Prince Charles Building at 120 Torbay Road and we have tried to answer the telephones from 9:00 A.M. to 4:30 P.M. We share a common secretary with the Government Managers' Association in the person of Mary Lou Johnson. We might add that these people have cooperated with us in every way possible.

Five major items which were addressed in the Cummins Report continue to be of major concern to us:

- (1) Indexation
- (2) Integration with Canada Pension Plan
- (3) Survivors' Benefits
- (4) Representation on any related Pension Committees
- (5) Past Service Unfunded Liability

We might elaborate a bit on Survivors' Benefits and Insurance as the President's Newsletter of November raised a few questions. When speaking about Survivors' Benefits he stated that, "as of January 1, 1991 these will be increased by Government from 55% to 60% of the pension you are receiving at the present time". This was not intended to convey that those presently receiving Survivors' Benefits were going to get a 5% increase. What was meant was that survivors of pensioners who died after January 1, 1991 would be receiving 60% of the amount paid to the deceased.

With regard to Insurance he stated, "that when a pensioner now reaches the age of 65 a one-time term life insurance policy is purchased on their behalf by the Insurance Commission of which the Government is a partner and the current amount which will be paid to the survivor is \$10,000." The Board received a lot of calls and letters concerning this matter and we have been advised by the Government that the effective date is when you as a pensioner had or have your 65 birthday and if it was prior to 1980 there was no insurance in effect at that time. For those who became 65 between 1980 - 1984 the coverage is \$2,000. For those that had their 65th birthday in 1985 the coverage is \$3,000 and for those that had their 65th birthday in 1986 and 1987 the coverage is \$5,000. And finally, for those that had their 65th birthday in 1988, 1989, or 1990 the coverage is \$10,000.

We might also mention that many pensioners who have retired from the various Crown Corporations have different medical and insurance plans from a retired person that was considered a regular civil servant. The obvious suggestion has been that everyone should be treated the same way and this is something that needs to receive careful consideration in the future.

We feel that we cannot stress enough that it is our belief that the Public Service Pension Plan is in reasonably good financial shape. As of December 31, 1989, the market value of investments and current assets was some \$459,500,000. Our pension plan increased some \$39 million in 1988 and approximately \$85 million in 1989 which means that over the past two years there has been an increase of some \$124 million. Last year, for example, those presently working contributed to our plan \$100,335,000 and we as pensioners were paid \$46,506,000. This certainly gives the Board some measure of comfort and obviously adds to our frustration about not receiving an increase in the present fiscal year.

Our Treasurer, Ivan Lethbridge, with the help of the office staff has produced monthly statements that have continually received the scrutiny of the Board of Directors. The Financial Statement will be tabled as a separate report. In addition, amendments to our Constitution will also be considered and dealt with by the membership at this Annual Meeting. Also, Mr. Bob Rex, as Chairman of your Nominating Committee, will be tabling a report.

After a year's operation, we might make a few suggestions to the incoming Board of Directors:

- (1) Continue to press the Government in every way possible for an increase in the amounts paid to pensioners for the fiscal year 1990/91.
- (2) Continue to work on the five major concerns we have had from the very beginning; Indexation, Integration with Canada Pension Plan, Survivors' Benefits, Representations on

Committees and Past Service Unfunded Liability. We feel very strongly that all Survivor Benefits should be at the 60% level regardless of the date of the death of the pensioner.

- (3) Completely review insurance coverage and health plan benefits for all retired pensioners under our plan, including those from Crown Corporations.
- (4) Make sure there is a process that is effective and working with regard to those retiring at the present time and wishing to join our Association.
- (5) Establish an agreement with Government so that we might be informed of members that pass away in order that we might offer our condolences and also keep our membership files up to date.
- (6) Approach Government and the School Tax Authority seeking an exemption for our pensioners.
- (7) Consider any future by-laws that may be required.
- (8) Meet with other Government pension groups with a view to see if we could help one another and speak with a unified voice.
- (9) Give careful consideration to regional representation so that we truly remain a provincial association.

Your present Board of Directors is made up as follows:

Don Johnson	-	President
Carl Smith	-	Vice-President
Ruby Driscoll	-	Secretary
Ivan Lethbridge	-	Treasurer

Directors:

Lucy Hickey	Bert Hillyard
Robert C. Rex	Eric L. Hutchings
Jim Moore	Doug Whitten
Gladys Noel	Gus Vaughan

There was one change during the year in that Ern Shute, for personal reasons, found it necessary to tender his resignation and following an election by the Board, Mr. Eric Hutchings was named his successor.

PROVINCE OF NEWFOUNDLAND POOLED PENSION FUND
STATEMENT OF FUND CONTINUITY
FOR THE YEAR ENDED DECEMBER 31, 1989

	Public Service Pension Plan	Teachers' Pension Plan	Uniformed Services' Pension Plan	Members of the House of Assembly Pension Plan	1989 Total	1988 Total
	(\$000's)	(\$000's)	(\$000's)	(\$000's)	(\$000's)	(\$000's)
Revenue						
Contributions	\$ 100,535	\$ 37,345	\$ 2,843	\$ 498	\$ 141,221	\$ 93,782
Deficiency guarantee from Province of Nfld. (Note 6)	-	-	2,269	951	3,220	2,616
Investment income (Note 2)	40,768	11,472	-	-	52,240	25,055
	<u>141,303</u>	<u>48,817</u>	<u>5,112</u>	<u>1,449</u>	<u>196,681</u>	<u>121,453</u>
Expenses						
Pensions	46,506	24,144	4,991	1,342	76,983	58,936
Refund of contributions with interest	6,702	1,969	10	87	8,768	6,641
Plan administrative costs (Note 3)	1,717	393	81	17	2,208	1,744
Fund administrative costs (Note 4)	1,521	485	30	3	2,039	1,816
	<u>56,446</u>	<u>26,991</u>	<u>5,112</u>	<u>1,449</u>	<u>89,998</u>	<u>69,137</u>
Increase for the year	84,857	21,826	-	-	106,683	52,316
Fund balance, beginning of year	328,122	90,559	-	-	418,681	366,365
Fund balance, end of year	<u>\$ 412,979</u> =====	<u>\$ 112,385</u> =====	<u>\$ -</u> =====	<u>\$ -</u> =====	<u>\$ 525,364</u> =====	<u>\$ 418,681</u> =====

See accompanying notes

AUDITOR'S REPORT

TO THE MEMBERS OF

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

I have examined the balance sheet of the Newfoundland Public Service Pensioners' Association as at 31 December 1990 and the statement of revenue and expenses for the period 23 February 1990 to 31 December 1990.

In my opinion, these financial statements present fairly the financial position of the Association as at 31 December 1990 and the results of its operations for the period then ended.



Gordon P. Withers
Auditor

St. John's
11 February 1991

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Balance Sheet
December 31, 1990

ASSETS

Current Assets

Cash		\$3,637.38
Accounts Receivable - Fees	\$1,216.00	
Accounts Receivable - Other	<u>41.10</u>	1,257.10
Prepaid Expenses		<u>125.00</u>
		<u>\$5,019.48</u>

Fixed Assets

Office Equipment	661.00
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Total Assets	<u>\$5,680.48</u>
	=====

LIABILITIES

Accounts Payable	\$ 125.56
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Membership Equity

Excess of Revenue over Expenses from Statement #2	5,554.92
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Total Liabilities & Membership Equity	<u>\$5,680.48</u>
	=====

Signed on behalf of the Association:


Treasurer


President

Statement No. 1

WHYBONDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Balance Sheet
December 31, 1990

ASSETS

Current Assets	
Cash	\$3,037.38
Accounts Receivable - Fees	\$1,315.00
Accounts Receivable - Other	1,237.10
Prepaid Expenses	125.00
	<u>\$5,714.48</u>
Fixed Assets	
Office Equipment	\$51.00
	<u>\$5,765.48</u>
Total Assets	=====

LIABILITIES

Accounts Payable	\$ 125.00
Membership Equity	
Excess of Revenue over Expenses	
from Statement #2	\$ 5,640.48
Total Liabilities & Membership Equity	=====

Signed on behalf of the Association:

President

Treasurer

Statement No. 2

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Statement of Revenue and Expenses
For the period February 23, 1990 to December 31, 1990

REVENUE

Membership Fees	\$23,773.25
Interest	101.22
	<u>\$23,874.47</u>

EXPENSES

Salaries	\$ 9,019.50
Employee Benefits - C.P.P./U.I.C.	431.64
Telephone	2,030.54
Office Supplies/Services	984.42
Printing	1,852.48
Postage	2,639.20
Rent	1,125.00
Advertising	168.08
Bank Service Charges	68.69

\$18,319.55

Excess of Revenue over Expenses,
carried to statement No. 1

5,554.92

\$23,874.47

=====

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
 Statement of Revenue and Expenses
 For the period February 23, 1990 to December 31, 1990

REVENUE

Membership fees	223,773.25
Interest	101.23
	<u>223,874.47</u>

EXPENSES

Salaries	2,9019.50
Employee Benefits - C.P.S.C.I.C.	431.84
Telephone	2,030.54
Office Supplies/Services	984.42
Printing	1,852.48
Postage	2,839.30
Rent	1,123.00
Advertising	188.03
Bank Service Charges	68.69
	<u>218,312.56</u>

218,312.56

Excess of Revenue over Expenses,
 carried to statement No. 1

5,561.91

223,874.47

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Annual Report of

Public Relations and Membership Committee

The main objective of the Public Relations and Membership Committee is to keep the members fully informed of the progress and activities of your Association and strive to have every Public Service Pensioner a member.

Since our Founding Meeting in February, 1990, approximately 2,500 Public Service Pensioners have become members. The Pensions Division of the Dept. of Finance assisted us by enclosing an application form/news brief with all our pension cheques. This was done for our Founding Meeting and again in April, 1990. This was a great help financially and was much appreciated. However, this method of contact has been discontinued by the Pensions Division. We feel it is vitally important to keep all our members, especially those outside the St. John's area, fully informed. To accomplish this we had a toll-free number, 1-800-563-4188, installed. Also, during Nov./90, President Don wrote a detailed letter of our activities and objectives to every member. This cost our Association approximately \$1,000.

The Gov't Information Services Division agreed to accept any news releases we may have. This is of special benefit to the out-of-town pensioners since this would enable every local newspaper to print our news release, if they so desired.

Every Association member should make a special effort to encourage those pensioners who are not members to sign up. Our only contact with new pensioners is through the Pensions Division, which has agreed to enclose our application form with their correspondence to the new pensioners. The more numbers we have the better our chances of having Government attend to our concerns.

It is our objective to have at least 3,500 pensioners in our Association by the end of 1991.

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

Report of the Nominating Committee

To The Annual Meeting - February 11, 1991

The Nominating Committee wishes to report that the following individuals have been approached and have consented to their names being placed in nomination for election to the following positions:

PRESIDENT	-	No Nomination
VICE-PRESIDENT	-	Carl Smith
TREASURER	-	Ivan Lethbridge
SECRETARY	-	Ruby Driscoll
DIRECTORS -		
	Eric Hutchings	Lucy Hickey
	Ambrose Hearn Sr.	Gladys Noel
	Doug Whitten	Bert Hillyard
	Gus Vaughan	Robert C. Rex

Respectfully submitted.

Robert C. Rex

Chairman

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION

CONSTITUTION

Revised May, 1990

ARTICLE III - MEMBERSHIP

1. All persons in receipt of a pension from the Public Service Pension Plan shall be eligible to be members of the Association.
2. The admission of any applicant to membership in the Association shall be effective by the applicant completing and signing the Association's application form and payment of membership dues.
3. Membership dues shall be determined from time to time by the Annual Meeting on recommendation of the Board of Directors.

ARTICLE IV - GOVERNING AUTHORITY

1. The Association meeting in Annual Meeting shall be the legitimate source of all authority in the Association.
2. When the Association is not meeting in Annual 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 interest of the Association and endeavour to further any action decided upon by the Association meeting in Annual Meeting or such other action as the Board of Directors may deem advisable which is not in conflict with this Constitution.

ARTICLE V - ANNUAL MEETING

1. There shall be an Annual Meeting of the Association which shall be a meeting of the Board of Directors and other members of the Association.
2. The Annual Meeting shall be held at a time and place to be decided by the Board of Directors and not later than three months after years end.
3. Thirty members including the members of the Board shall constitute a quorum at an Annual Meeting and no business shall be transacted at an Annual Meeting unless a quorum is present.
4. Members of the Association shall bring matters before the Annual Meeting for consideration by means of resolutions and/or from the floor.
5. The Board may submit its own resolutions to the Annual Meeting.

6. Unless otherwise required by constitution, every question shall be decided in the Annual Meeting by a straight majority vote of those present and entitled to vote.
7. The Chairperson shall be entitled to vote on any question; in the case of a tie vote, the motion shall be deemed lost.
8. The Board shall give public notice of the date of the Annual Meeting at least 30 days prior to such Meeting.
9. No error or omission in the content of any notice calling the Annual Meeting shall effect the status of such Meeting or invalidate anything done or passed thereat.
10. The President of the Association, upon the written request of at least thirty members of the Association, shall convene a special meeting of the Association at any time providing thirty days prior notice of the date, time and place of such meeting is given to the Board and to the members of the Association.
11. 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.
12. The President, or in his/her absence, the Vice-President shall preside at every meeting of the Association, provided, however, that in the absence of the President and the Vice-President or upon their refusal or failure to act, the meeting shall elect a Chairperson to preside thereat.

ARTICLE VI - BOARD OF DIRECTORS

1. There shall be a Board of Directors consisting of twelve members constituted as follows:
 - (a) President
 - (b) Vice-President
 - (c) Secretary
 - (d) Treasurer
 - (e) Eight additional members
2. All members of the Board of Directors shall be nominated and elected by the Association meeting in Annual Meeting except that members of the first Board of Directors shall be elected by those in attendance at the General Meeting founding the Association.
3. All nominees shall be active members of the Association in good standing.
4. If between Annual Meetings, the office of President becomes vacant, the Vice-President shall automatically become president. Other vacancies on the Board of Directors that

occur between Annual Meetings shall be filled by the Board of Directors subject to Section 3 above.

5. 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.

6. President

The President is the Chief Executive Officer of the Association and is responsible for the execution of its policies and efficient functioning. The President shall act in consultation with the Board of Directors and Executive Committee and pursuant to any directives of meetings of the Annual Meeting, Board of Directors or Executive Committee.

7. Vice-President

The Vice-President shall assist the President in his/her duties and, in the absence of the President, function in that capacity by providing leadership and direction in attaining the objectives of the Association.

8. Secretary

The Secretary shall keep the minutes of the Annual Meeting and the Board of Directors' meetings and Executive meetings, provide notice of meetings to members of the Board and the Executive, and perform all other duties relating to the office of Secretary.

9. Treasurer

The Treasurer shall be responsible for;

- 1) receiving and depositing membership dues and other revenue,
- 2) disbursing funds,
- 3) preparing financial statements for presentation to the Board and the Annual Meeting, and performing such other duties normally associated with the office of Treasurer.

10. The Board has the power to make by-laws, subject to ratification by the Annual Meeting.

11. Members of the Board of Directors will serve for a term of one (1) year, renewable, unless the position is declared vacant by the Board, or the member resigns the position.

2. The financial year of the Association shall be from January 1 to December 31 of the same year.

ARTICLE XI - COMMITTEES

The Board of Directors shall appoint all standing and special committees required for the general welfare of the Association. Retiring committees of the Association shall continue in office until disbanded by the Board or until their successors are appointed.

ARTICLE XII - 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 XIII - FOUNDING MEMBERS

Those public service pensioners who are present at the founding meeting of this Association and who make written application for membership either before or at such meeting shall be deemed to immediately become members in good standing of the Association, notwithstanding any other provision in this Constitution, and are authorized to conduct such business as may be necessary to constitute and found this Association and they shall be known as the Founding Members.

ARTICLE XIV - AMENDMENTS

1. Amendments to this Constitution shall come into effect when they have been adopted by a two-thirds majority vote by the Association meeting in general meeting.
2. Notices of intended amendments shall be given in writing to the Secretary at least thirty days prior to the 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.