

**NEWFOUNDLAND
PUBLIC SERVICE PENSIONERS' ASSOCIATION**

5TH ANNUAL GENERAL MEETING

**HOTEL ST. JOHN'S
MAY 29, 1995**

ORGANIZATION

BOARD OF DIRECTORS

| | |
|--------------------------|-----------------|
| President ----- | Bert Price |
| 1st Vice-President ----- | Vince Rossiter |
| 2nd Vice-President ----- | Bill O'Driscoll |
| Secretary ----- | Ruby Driscoll |
| Treasurer ----- | Gordon Withers |
| | Robert Rex |
| | Ambrose Hearn |
| | Una Cook |
| | Bruce Winsor |
| | Ernest Shute |
| | Susanne Hill |
| | Vernon Simmons |

FINANCE COMMITTEE

Gordon Withers, Chairperson
Bill O'Driscoll
Vernon Simmons

PUBLIC RELATION/MEMBERSHIP COMMITTEE

Bill O'Driscoll, Chairperson
Susanne Hill
Una Cook

PENSION ACTION COMMITTEE

Vince Rossiter, Chairperson
Carl Smith
Ernest Shute

CONSTITUTION COMMITTEE

Vince Rossiter, Chairperson
Ambrose Hearn

GOVERNMENT INSURANCE COMMITTEE REPRESENTATIVE

Robert Rex
Gordon Withers -- 1st Alternate
Bruce Winsor ---- 2nd Alternate

SOCIAL COMMITTEE

Ruby Driscoll

PERSONNEL

Maureen Hogan - Secretary/Accountant

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AGENDA

1. Call to order.
2. Moment's silence for deceased members.
3. Adoption of the Agenda.
4. Introduction of the Board of Directors.
5. Adoption of the Rules of Order.
6. Adoption of 1994 Annual General Meeting minutes.
7. Business arising from the minutes.
8. Report of the Board of Directors.
9. Treasurer's and Auditor's Report.
10. Constitution Committee Report.
11. Nominating Committee Report.
13. Election of Board of Directors.
14. Other Business.
15. Adjournment.
16. Lunch.

RULES OF ORDER

1. The meeting shall be called to order at 10:00 a.m., Monday, May 29, 1995.
2. Members wishing to speak shall, after recognition by the Chair, state their names.
3. If a member, while speaking, be called to order, he shall, at the request of the Chair, take his seat until the questions of order has been decided.
4. Should two or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor.
5. A member shall not speak more than once upon a question until all who wish to speak have had an opportunity to do so.
6. Any member who, for information purposes, may request the motion under discussion to be re-read, except when a delegate is speaking.
7. Any member who, upon request from the Chair, refuses to take his seat, shall be subject to suspension for the remainder of the meeting.
8. Any motion presented becomes the property of the Association and may be withdrawn only with the consent of the assembled members.
9. Speeches shall be limited to three minutes, including moving a motion.
10. Questions shall be decided upon by a show of hands except where the Chairman is in doubt, then a roll-call shall be ordered.
11. A motion to reconsider shall not be entertained unless made by a member who voted in the majority and the motion received a majority vote.
12. When a roll-call has been ordered, no adjournment shall take place until the results have been announced.
13. The Chairman shall be entitled to debate on the subject after calling a Vice-Chairman to the Chair.
14. When provision is not made in these RULES OF ORDER and it is not in conflict with the constitution, Roberts Rules of Order shall apply.

**NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
4TH ANNUAL GENERAL MEETING
MONDAY, MAY 30, 1994
10AM**

HOTEL ST. JOHN'S. KENMOUNT RD, ST. JOHN'S

1. CALL TO ORDER:

The meeting was called to order by President at 10am with 71 members present. Members were officially welcome and a moment's silence was held for deceased members.

2. ADOPTION OF THE AGENDA:

Following an amendment to include #10A - Election of Board, the agenda was adopted on a motion by Ern Shute and seconded by Ambrose Hearn.

3. ADOPTION OF RULES OF ORDER:

Rules of order were adopted on a motion by Ern Shute and seconded by Carl Smith. The President then explained the absence of a guest speaker. Mr. Winston Baker had been invited but was unable to attend. By the time Mr. Baker notified us of his non-attendance, it was too late to get another speaker. The President then introduced the Board members.

4. MINUTES OF 1993 ANNUAL GENERAL MEETING:

These minutes were adopted on a motion by Ern Shute and seconded by Mr. Bert Hillier of Deer Lake.

5. BUSINESS ARISING FROM THE MINUTES:

As per the minutes, a meeting was held with the Premier and topics discussed included:

- Withdrawal of Pension premiums by Government.
- Survivor Pensions.
- Increase for pensioners in low income range.

Board Report - Government will not give us a list of names of pensioners. There is also a problem with obtaining new addresses. Approximately 100 members have changed addresses without notifying the Association. Help is requested from any member knowing of any member who has moved. Minutes of 1993 included a motion that the Association undertake a study of the cost of securing an insurance plan for members other than the Government plan. No action was taken. The President apologized for not following up and said this would be considered by the new Board. Reference to Board meeting following lunch as per Article 6 - Section 4 of Constitution Committee Report of 1993.

Under Other Business - 1993 Annual General Meeting re remarks by N. Kipnis - that if there were any regulations affecting pensions, then the Association should be given a copy of the Nfld Gazette in which these changes are published - We are now subscribing to the Gazette and receiving it on a regular basis.

After some discussion concerning the pros and cons of mailing the Annual Report to all members - It was moved by N. Kipnis and seconded by Mr. Rose that the Board mail out the Annual Report to all members prior to the next Annual General Meeting. Motion Adopted.

Carl Smith proposed the following amendment to the motion - that this Annual General Meeting Report (1994) be mailed to all members. This was seconded by N. Kipnis. After lengthy discussion and comments by several members, this amendment was adopted.

6. REPORT OF BOARD OF DIRECTORS:

Bert Price, President, presented the report which is contained on Page 11 of 1994 Annual General Meeting Report.

The following out of town members were welcomed:

Bert Hillier - Deer lake
Ron Blanchard - St. George's
Tom Byrne - Bell Island

Additional information re: (a) Brookfield Drugs
(b) Beltone Hearing Aids

was given to the membership. All Pharmacies owned by Brookfield Drugs will supply a three month's supply of a long term drugs for one dispensing fee. Mr. Elliot of Brookfield Drugs will also bring our concerns to a meeting of the Alpha Group of Pharmacies to determine if the same offer is available.

Mr. Paul Robbins of Beltone will also provide discounts to our members. This information will also be outlined in the Newsletter.

Carl Smith congratulated the President and Board for their activity on behalf of the membership. It was further suggested by Carl Smith that the Association take a strong stand re a representative of our Association on the Government Pension Committee.

Re the passing of Bert Hillyard, Carl Smith paid tribute to him stating that Bert Hillyard was largely responsible for the formation of this Association and as well, Carl outlined how the formation took place.

Further to our efforts to have a representative on the Pension Committee, Bert Price advised that a letter had been sent to Winston Baker requesting representation on the Pension Committee shortly after Mr. Allan Carter had been appointed to represent NAPE. The reply received from Mr. Baker indicated that the committee dealt with investing funds and not distribution and therefore was of no concern to us. This is in complete contradiction to a letter from Mr. Baker in 1993 stating that he would consider the inclusion of a representative from our Association. It was moved by Carl Smith and seconded by Doug Whitten that we go back to Government and strongly insist that we

Committee to protect our interest. Motion adopted.

Bill O'Driscoll then spoke referring to the hours spent by the President in conducting the affairs of the Association and asked how soon we would need to pay a part-time person to help carry out these duties. The President responded stating that he did not think this was necessary in the immediate future but further down the road would be necessary.

Bert Hillyard's Brother expressed thanks on behalf of the Hillyard Family.

Ern Shute, Chairperson of the Pension Action Committee, asked members to contact him personally if there were any ideas to make the work of his committee more effective.

It was moved by Bert Price and seconded by Vince Rossiter that the report of the Board of Directors be adopted. Motion carried

7. TREASURER'S REPORT:

Vern Simmons presented these reports (contained in AGM Report) and moved their adoption. This was seconded by Wilf Dawe. Motion adopted.

In the matter of investments as outlined on the Balance Sheet, Carl Smith thought it would be helpful to know how much the investments were, what kind, and the interest rate.

Vern Reported that at the present time our investments were 90 day term deposits at 3.75%.

8. GOVERNMENT INSURANCE COMMITTEE REPORT:

This report was presented by Doug Whitten, our Insurance Committee Representative as outlined on pages 19 - 20 of the 4th Annual General Meeting Report. The report was recommended for adoption by Doug Whitten and seconded by Ern Shute. Report adopted.

A question period followed with comments and question from the following:

Wilf Dawe - Comments re Medi Trust and a question concerning vision care re the difference in "every thirty six months" and "every 3 years". Mr. Dawe requested a clarification of the vision care program in the next Newsletter.

Ms. McGillvary - Question re vision care answered by Bert Price and Doug Whitten.

Don Kelland - Question concerning Life Insurance.

All questions were appropriately answered. Carl Smith thanked Doug Whitten and his committee for their work on the Pension Committee.

9. PUBLIC RELATIONS/MEMBERSHIP COMMITTEE REPORT:

This report, presented by Bill O'Driscoll, is contained on page 21 of the 4th Annual General Meeting Report. Bill thanked his committee members and urged members to do everything possible to increase membership.

Bill O'Driscoll moved the adoption of his report. This was seconded by Ruby Driscoll. Report adopted.

Carl Smith asked if the annual mail-out to all pensioners would be carried out this year. Bert Price responded to this question stating that it would be done in September or early October. Charlie Warford questioned why the Association did not communicate to its members re reduction from \$10,000 to \$5,000 in insurance. Doug Whitten responded stating that our Association makes recommendations only and the Government makes the decision. Therefore, the information was appropriately communicated.

10. NOMINATING COMMITTEE REPORT AND ELECTION OF BOARD MEMBERS:

The Nominating Committee report was presented by Vince Rossiter and is contained in its entirety on page 22 of the 4th Annual General Meeting Report.

5 Members elected in 1993 for a two year term :

Bert Price
Ambrose Hearn
Bob Rex
Bruce Winsor
Bill O'Driscoll

Candidates nominated for the seven vacancies on the Board for the current year: Vince Rossiter

Gordon Withers
Ruby Driscoll
Vernon Simmons
Susanne Hill
Ernest Shute

Mr. Wilf Dawe acted as Election Chairperson.

Nominations from the floor:

Ivan Lethbridge nominated by Mr. Murphy. (declined)
Charles Warford nominated by Bob Rex. (declined)
Les Newhook nominated by Gordon Withers. (declined)
Urban Williams nominated by Gordon Withers. (declined)
Ms. McGillvary nominated by Carl Smith. (declined)
Wilf Dawe nominated by Carl Smith. (declined)
Ms. Mae McCloy nominated by Bert Price. (declined)
John Slade nominated By Ivan Lethbridge. (declined)
Doug Whitten removed his name from the list and declined nomination.
Dave Edwards nominated by Vince Rossiter. (declined)
Morley Bursey nominated by Ambrose Hearn. (accepted)

Una Cook nominated by Mary Lush. (accepted)

Moved by Norm Kipnis and seconded by Errol Seaward that nominations cease. Motion adopted

The adoption of the nominating report was moved by Norm Kipnis and seconded by Ms. McGillvary. Motion adopted.

The following candidates were elected to the Board.

| | |
|----------------|----------------|
| Gordon Withers | Ruby Driscoll |
| Susanne Hill | Vince Rossiter |
| Vern Simmons | Una Cook |
| Ern Shute | |

Moved by Ern Shute and seconded by Ambrose Hearn that the ballots be destroyed. Motion adopted.

11. UNFINISHED BUSINESS:

Carl Smith provided information re the pension fund and commented on the good financial shape of our fund. Carl explained how income splitting would be beneficial in reducing income tax. At the present time Canada Pension income can be split. Moved by Carl Smith and seconded by N. Kipnis that the Association approach Government to have assignment of Public Service Pension similar to that which Canada Pension has. Motion adopted.

Moved by N. Kipnis and seconded by Vince Rossiter that the new executive take steps to form a co-ordinating council of all groups of pensioners. Motion adopted.

Carl Smith proposed a vote of thanks to Doug Whitten for his years of service to the Public Service Pensioners' Association and especially for his service as representative on the Government Insurance Committee. This was responded to with applause from the membership.

A vote of thanks was also proposed by Carl to the Public Service Credit Union for providing pens.

Two members of the Public Service Pensioners' Association steering committee who were attending the meeting were recognized: Ern Shute recognized Bob Learning and Carl Smith recognized the attendance of Morley Bursey.

Meeting adjourned at 12:45pm and was followed by lunch.

Respectfully submitted,

Ruby Driscoll
Secretary

REPORT OF THE BOARD OF DIRECTORS TO THE 5TH ANNUAL GENERAL MEETING

The Board is pleased to bring you an accounting of the activities of your Board of Directors for the period January 1, 1994 to December 31, 1994.

As you are all aware, there has been no change in the item which is uppermost in all our minds --- a pension increase. It is a fact, but no consolation, that the unions representing the public service employees have had no more success in this area than we have. Two things about the whole scenario which continue to amaze us are: (a) How government can rationalize marrying pension funds and general revenue funds; and (b) How government can justify reducing its contribution to the pension fund while dictating that employees must increase theirs.

Over the year your Board has met on eleven (11) occasions and the Executive Committee six (6) times. In addition there have been numerous committee meetings and many hours have been spent preparing the Newsletter for distribution. It is also a fact that many members spend a fair amount of their time assisting members at large in one way or another.

During the year, this Association has, in many ways, assisted individual members by answering questions or attempting to solve problems. Most of these situations have been dealt with immediately by our Secretary/Accountant, Mrs. Hogan. A few require some action by a Board member or an outside agency. In any event, every request is dealt with, in most cases to the satisfaction of the individual concerned.

At the 1994 Annual General Meeting this Board was directed to mail the complete Annual Report to all the members not in attendance. This was done at a cost exceeding \$4,000.00. We feel that, at the time, we did not fully appreciate how much it would cost. Because of this and the almost total lack of response, the Board suggests that in lieu of mailing the full report, a synopsis be printed in the Newsletter throughout the year. The Board was also directed to form a Co-ordinating Committee to work with other organizations on matters of common interest. This has been done. Also as directed, through negotiations with the Department of Finance, membership cards were mailed out to all pensioners in March, 1995. The response so far has more than justified the cost of this action. The Pension Action Committee is presently seeking information on pension income splitting.

At one of our meetings the matter of utilization of our funds to

benefit our members was discussed. The following suggestions were accepted and are being or will be actively worked on.

Scholarships for children and grandchildren of members. Since this will require a tremendous amount of preparation and careful implementation, we have begun preliminary work on this project and are presently attempting to get information from all possible sources.

A Registry of Retired Workers who would be able and willing to provide a service to other members in the area for a nominal fee. So far we have not taken action on this project.

Setting up a comprehensive information file at the office which will eventually include all kinds of pertinent information which will be available to the members. This has already begun.

Formation of a Sick Visiting Committee. The Board decided that this project should receive priority status and a committee of one, Mrs. Una Cook, has done a great deal of indepth investigation in the St. John's area.

SICK VISITING COMMITTEE:

Since this is really a 1995 objective, the following outlines the preliminary activities and progress of this Committee: A Pilot Project was initiated in St. John's with the purpose of developing a reliable system whereby NPSPA members who were hospitalized would receive a visit (if he/she wished) from a member of the Board of Directors or a member of the Sick Visitation Committee. The following health facilities were contacted: The General Hospital, HSC, The Grace General Hospital, St. Clare's (Mercy) Hospital.

In each facility the Public Relations Officer and/or the Director of Communications was deemed to be the liaison person for the committee.

Initially, each liaison person recognized and understood the NPSPA Board's objective in this regard, but a definite commitment could not be given for the committee to proceed until our request was submitted to the Hospital's Administrative Committee for approval. During the initial contact discussion centered around the best possible method of setting up our visitation program so that it would be acceptable to the hospitals, easy for the NPSPA member to access, and appropriate for the committee and the NPSPA Board of Directors.

To date, approval has been received from all facilities contacted. It is hoped that following this meeting, a target date can be set, the hospitals notified of this date, additional members added to the committee and this Pilot Project will begin.

It is the Board's intent to have Sick Visitation Committees set up in all areas of the Province following the evaluation of the Pilot Project.

GOVERNMENT INSURANCE COMMITTEE:

The Government Insurance Committee held five meetings during 1994-95. Three of these dealt with proposals for the new Blue Cross Contract for 1995-96 for all programs under the Group Insurance Plan and two with the renewal of the Long Term Disability Program Contract.

The Committee was advised by representatives of Blue Cross and Treasury Board that the plan had operated on a sound financial basis for 1994-95. As well, a small surplus of some \$800,000 has been projected for 1995-96. Instead of reducing premiums by a modest amount for 1995-96, the Committee decided to direct the majority of these funds into improving the supplementary health insurance provisions (for diabetic supplies and hearing aids) and by holding funds in a rate stabilization fund to assist with any future deficits.

Therefore, for 1995-96 there were no premium increases and a modest improvement in some benefits. You have already received notification from the Government Insurance Division of the details of these changes.

It was further decided to conduct a complete market analysis prior to April 1996 for the purpose of selecting an insurance company to underwrite the group insurance plan. This tendering process is usually undertaken every five years to ensure that the rates and benefits for our \$30,000,000 plan reflect current market conditions.

One matter that did come up for some discussion at the committee meetings was the question of insurance for out of country travel. Some members of the committee felt that this was an expensive provision which benefits only a small number of plan participants at a time when it was difficult to maintain other benefits at existing levels. Even though this benefit was retained without change for 1995-96, we foresee some pressure to either eliminate or modify it in the coming year. Certainly it is our view that if there is any further financial pressure on the plan this benefit will not be retained.

Over the past year our Newsletters have given members information concerning reduced pharmacy dispensing fee costs which, according to comments received, has been of benefit.

Your Board of Directors will continue to closely monitor and communicate information on all matters related to the group insurance plan that are of concern to our members.

The representatives of this Board on the Government Insurance Committee consists of Bob Rex, Gordon Withers and Bruce Winsor.

FINANCE COMMITTEE:

The Finance Committee is a committee of the Board of Directors established to oversee the financial well being of the Association and to advise the Board on all related matters.

The Committee's major area of responsibility include accounting procedures, record keeping, financial statements, annual audit and investment of excess funds.

The following reflect some of our activities during the year:

At 31 December 1994 the Association continued to operate on a sound financial basis. Our excellent financial position permitted us to recommend to the Board that we invest accumulated excess funds totalling \$30,000 which earned interest of \$1,100 for the year. Our investment policy at that time was short-term.

In order to continue to improve our accounting control procedures we prepared a detailed budget for the 1995 year which was approved by the Board at our January meeting. The 1995 budget estimates revenue at \$36,000 and expenditure at \$32,453 resulting in a surplus for the year of \$4,147.

The Board approved the incorporation of the Association and in December 1994 our incorporation documentation as a non-profit organization was approved under the Companies Act.

Detailed financial statements were prepared and presented on a monthly basis for the review and approval of the Board.

The Association's expenditure for each month were presented for the review and approval of the Board.

The Committee notes that the overall financial condition of the Association is excellent, and with continuing increases in membership, it can only get better.

The Committee is comprised of Gordon Withers (Chairperson) and members Bill O'Driscoll and Vernon Simmons.

PUBLIC RELATIONS\MEMBERSHIP COMMITTEE:

Our Public Relations/Membership Committee, Chaired by Bill O'Driscoll with Una Cook and Susanne Hill as members, is responsible for developing and proposing recommendations on methods of improving communications with members and with the general public and on ways we might increase membership in the Association. The Committee also edits and oversees the printing and distribution of the Association's Newsletter.

From the point of view of communications we have had a very successful year. Three of the six specific Association priorities for 1994-95, as set by the Board immediately following the 1994 Annual Meeting, directly addressed the needs in this area, as follows:

- (a) Arranging for a membership-building mailout to all pensioners to achieve our ongoing efforts to increase membership;
- (b) Establishing a complete roster of Area Representatives throughout the province; and
- (c) Continuing efforts to improve communications with our members and with the general public.

We have approximately 3000 members presently but there are about 2500 other pensioners whom we cannot contact through our own communications system. Early in the year under review we requested the Department of Finance, Pension Division to mail our application cards to all non-members of the NPSPA, but this was turned down because of cost, (about \$2,000). One of our members telephoned (we welcome feedback and this call proved most beneficial) to suggest that we ask the Government Department to send membership application cards to all retirees in some regular mailing e.g. with the yearly life certificates, with a note that present members should disregard this enclosure or pass it along to a non-member. Government agreed to do this and in March all retirees received an updated application form, annotated as mentioned. The result has been heartening. Since the mailout 182 new members have signed up and now enjoy the benefits of NPSPA membership. We continue to grow!

Our Area Representatives are members from various parts of the province who have agreed to take on special responsibilities on behalf of the Association. Members may contact these representatives with questions, suggestions, problems etc. If an answer is not immediately forthcoming, they will know the person to contact for assistance.

Presently these are our Area Representatives:

| | | |
|----------------------|-------|------------------------|
| Dorothy Sutcliffe | ----- | St. Anthony |
| Catherine Carter | ----- | Port Aux Basques |
| Cecil B. Strong | ----- | Clareville |
| Buffett Tibbo | ----- | Grand Bank |
| Richard Johnson | ----- | Whitbourne |
| Patricia Cormier | ----- | Corner Brook |
| Abel Hughes | ----- | Happy Valley/Goose Bay |
| Wm. Augustus Oldford | ---- | Springdale |

Our appreciation to Mr. Richard Johnson who in the Fall of 1994 offered his services for the Whitbourne area and to all the other members listed above, several of whom have served the Association in this capacity for a number of years. Service to others is an

enriching experience! We now have only one vacancy, that for Gander and vicinity, but we anticipate filling this position in the very near future.

We are constantly seeking new and better ways to provide services to members and to communicate regularly on programs and operations of benefit to them. To this end we prepared and mailed four Newsletters to all members during the past year. The amount of information is growing. We doubled the size of the Newsletter, added pictures and changed the format to make it more readable. We received extensive and very welcome feedback - questions, comments, suggestions and opinions. It is encouraging to know that our members are reading our communications, that they are very willing to assist with their time and observation and that they know where to turn if they themselves have a question or problem. Thank you members. You have helped us to continuously improve the contents of our Newsletter, and to address your problems and questions as they arise. By continuing to pull together we will make our Association even stronger in influencing and directing changes of benefit to ourselves, the members of the NPSPA. Everybody can help and during the past year we witnessed many examples of the willingness of our members to get involved and to assist the Board of Directors to achieve the Association's objectives.

CO-ORDINATING COMMITTEE:

The Co-ordinating Committee, chaired by Bruce Winsor, has as its mandate the liaising with other groups with parallel interests in order to present a common front when lobbying or negotiating a specific issue. This committee has already met with representatives of the Canadian Association of Retired persons and of the Canadian National Pensioners' Association in an attempt to combat the raise in automobile insurance premiums which are being proposed again this year. Unfortunately, it was discovered that a considerable amount of monies were required to retain investigators and legal assistance in order to prepare and present an effective brief to the Public Utilities Board. Since neither of the above Associations has sufficient resources to finance such an undertaking at this time, the matter was dropped.

SOCIAL COMMITTEE:

The Social Committee, chaired by Ruby Driscoll, was responsible for organizing several events during this time period. One such event was the Annual General Meeting held in May, 1994. Hotel space was provided at Hotel St. John's where, after checking with other facilities, we found facilities and rates to be appropriate. Luncheon was also arranged for members attending the Annual General Meeting. Although space for the luncheon was a little cramped, the luncheon was enjoyable and, hopefully, the space problem will be corrected for the Annual General Meeting of 1995.

In December, the committee arranged for our December Board meeting to be held at Hotel St. John's, followed by a luncheon. This was

done just prior to the Christmas holiday and was thoroughly enjoyed as an hour or two of relaxation after a busy year of volunteer service on behalf of our pensioners.

At this point, We would like to thank all the members who contacted us during the year. Some seeking assistance. Some offering ideas and suggestions or just dropping us a word of encouragement. Thank you for your interest and input.

PRESIDENT'S COMMENTS:

Speaking as your President for the past two years and as this is my last Annual Report, I feel I must express my deep disappointment at the lack of commitment on the part of the membership to volunteer their services in active participation by filling Board and Committee vacancies. The same people cannot, and should not, do the same job year after year. Yet, our Newsletter went out to approximately 2900 individuals and, in response to a plea by yours truly, only 3 members volunteered their services. Unfortunately, at this point in time, we are somewhat restricted to St. John's and surrounding areas for Board membership. Maybe, at some time down the road, this may change. Never-the-less, there are enough members in this area to force an election at every AGM. At the 1994 AGM, there were 12 nominations from the floor.....10 declined! It is all well and good to be a member of an organization but, in order for that organization to survive and be effective, someone has to be willing to work at it. It is an old cliché, but nevertheless true, that, unless you are prepared to put some effort into a project, you cannot expect to get anything out of it. Once again I urge you, do not let this Association die due to lack of interest.

I would indeed be remiss if I did not thank the members of the Board of Directors for their interest, encouragement, support, and assistance over the year. We have had an exceptionally good working relationship and this has been demonstrated by the tremendous amount of behind-the-scene work that has been accomplished during this term of office. Once again, I have thoroughly enjoyed my term as your President. Despite the frustrations and set-backs, it has been a rewarding experience.

Last, but certainly not least, I wish to extend my sincere and heartfelt thanks to our one and only staff member, Mrs. Maureen Hogan. I can, without fear of contradiction, state that, without her invaluable assistance, the job of the Board, and especially the President, would be so much more difficult as to be unthinkable. I am certain she will serve your new Board with the same dedication and expertise she has demonstrated in the past.

Since this will be my last chance to do so, I would like to wish the new Board all the best for the coming term. I extend to you, the members and your families, best wishes for the future and again say that it has been an honour to represent you over the past

couple of years.

Ladies and gentlemen, We thank you for your interest as demonstrated by your being here today. We trust you will find it rewarding. We sincerely hope that through your continued interest and active participation, and that of all our members, this Association will continue to grow and expand its ability to represent us in these ever increasingly troubled times.

Respectfully submitted on behalf of the Board of Directors,


Bert Price
President

TREASURER'S REPORT

The Auditor's Report and our audited Balance Sheet at December 31, 1994 and statement of Revenue and Expenses for the year ended on that date are presented for your review in this section of the report.

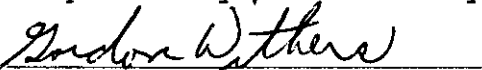
Our Operations for 1994 resulted in an excess of revenue over expenses totalling \$3,634. This represented a decrease of \$5,014 from our 1993 surplus of \$8,648. This can be attributed mainly to increased costs for printing and postage for our quarterly Newsletter and for the mail out of copies of our 1993 Annual Report to all members. The mail out cost in excess of \$4,000.

The Board's policy for investing excess funds during 1994 continued to be on a short-term basis, mainly term deposits for three month periods. In the current year, however, we have invested the majority of our funds in guaranteed investment certificates for a one year period having given consideration to the improved interest rate climate.

Our financial statements disclose that the Association's financial position is strong and our budgetary estimates for 1995 indicate that this will continue.

We take this opportunity to express our appreciation to Association member, Mr. Nick Murphy, for offering his services once again this year to conduct our annual audit. It is evident from his report to the Board that Mr. Murphy has carried out a very complete review of the Association's accounts.

Respectfully submitted by


Gordon Withers
Treasurer

MURPHY & SWEENEY

CHARTERED ACCOUNTANTS

P.O. BOX 637
325 Duckworth Street
St. John's, NF
A1C 5K8
Telephone: (709) 753-0880
Facsimile: (709) 753-3608

AUDITOR'S REPORT

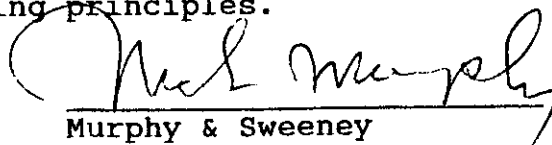
TO: The Board of Directors
Newfoundland Public Service Pensioners' Association

We have examined the balance sheet of the Newfoundland Public Service Pensioners' Association as at 31, December, 1994 and the statement of revenue and expenses for the year then ended. These financial statements are the responsibility of the Directors. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the directors, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly in all material respects, the financial position of the Newfoundland Public Service Pensioners' Association as at 31, December, 1994 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

1 May, 1995
St. John's, NF


Murphy & Sweeney
Chartered Accountants

**NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
BALANCE SHEET
DECEMBER 31, 1994**

ASSETS


| CURRENT ASSETS | 1994 | 1993 |
|------------------|------------------|------------------|
| Cash | \$ 5 632 | \$ 4 209 |
| Investments | <u>30 372</u> | <u>28 707</u> |
| | 36 004 | 32 916 |
| FIXED ASSETS | | |
| Office Equipment | <u>6 020</u> | <u>5 473</u> |
| | \$ <u>42 024</u> | \$ <u>38 389</u> |

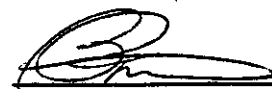
LIABILITIES

| | | |
|--|------------------|------------------|
| Membership Equity (beginning of Year) | \$ 38 389 | \$ 29 741 |
| Excess of Revenue over Expenses | <u>3 635</u> | <u>8 648</u> |
| Total Membership Equity | \$ <u>42 024</u> | \$ <u>38 389</u> |

SEE ACCOMPANYING NOTES

Signed on behalf of the Association


Gordon Withers
Treasurer


Bert Price
President

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
STATEMENT OF REVENUE AND EXPENSES FOR THE YEAR
JANUARY 1, 1994 TO DECEMBER 31, 1994

REVENUE

| | <u>1994</u> | <u>1993</u> |
|-----------------|---------------|---------------|
| Membership Fees | \$ 34 463 | \$ 32 272 |
| Interest | <u>1 079</u> | <u>632</u> |
| | <u>35 542</u> | <u>32 904</u> |

EXPENSES

| | | |
|--------------------------|---------------|---------------|
| Salaries | 8 056 | 8 408 |
| Telephone | 1 993 | 1 882 |
| Office Supplies/Services | 1 847 | 1 008 |
| Printing | 5 933 | 2 580 |
| Postage | 7 420 | 4 399 |
| Rent | 4 173 | 3 490 |
| Advertising | 375 | 506 |
| Insurance | 168 | 168 |
| Social Committee | 583 | 441 |
| Annual Meeting | 861 | 856 |
| Bank Charges | 154 | 58 |
| Leases | <u>345</u> | <u>460</u> |
| | <u>31 908</u> | <u>24 256</u> |

| | | |
|---------------------------------|-----------------|-----------------|
| Excess of Revenue over Expenses | \$ <u>3 634</u> | \$ <u>8 648</u> |
|---------------------------------|-----------------|-----------------|

SEE ACCOMPANYING NOTES

NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
31 DECEMBER 1994

1. **Significant accounting policies**
 Revenue is recorded when received.

2. **Fixed Assets**
 Fixed assets are recorded at cost and are not depreciated.

3. **Other Matters**
 The Association was incorporated under The Corporations Act on 29 of December 1994. The Corporation has no share capital.

REPORT OF THE CONSTITUTION COMMITTEE
TO THE
5TH ANNUAL GENERAL MEETING

The following are two (2) proposed amendments to the Constitution, submitted for approval by all members in attendance at the Annual General Meeting:


ARTICLE I - V

The Association shall be Incorporated under the terms and conditions of The Corporations Act of the Government of Newfoundland and Labrador. A certificate of Corporation containing the article of Incorporation dated December 29, 1994, shall be deposited in the official file of the Association located at the Headquarters Office of the Association.

ARTICLE III - (3)

Upon the death of an Active Member his/her spouse may become an Active Member in accordance with this Article III (3) of the Constitution, upon completion and signing of the Association's application for membership form together with the payment of the prescribed membership dues.

Respectfully submitted by



Vincent Rossiter
Chairperson, Constitution Committee

REPORT OF THE NOMINATING COMMITTEE
TO
THE 5TH ANNUAL GENERAL MEETING

Mr. President, Ladies and Gentlemen:

As Chairperson of the Nominating Committee, it is my pleasure to submit for the consideration and approval of all members in attendance at the Annual General Meeting, the following list of candidates who have signified their intention to serve on the Board of Directors for the coming year if elected by you the members of this Association.

Seven (7) members of the current Board, namely Vincent Rossiter, Gordon Withers, Una Cook, Ernest Shute, Vernon Simmons, Susanne

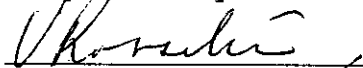
Hill, and Ruby Driscoll were elected to serve two (2) year terms in 1994. Mrs. Driscoll has notified the Committee that she is unable to continue her service to the Board because of other commitments. It should be noted here that Ruby, with the exception of a few months, has served as Secretary to the Board of Directors since the founding of the Association some six years ago. The remaining six (6) vacancies on the Board of Directors have to be filled at today's Annual Meeting. As you are aware, the purpose of the Nominating Committee is to insure that at least one qualified candidate is available to fill each vacant position on the Board. it is not intended in any way to preclude any nomination from the floor.

The Constitution provides for the election of twelve (12) Board members at large to run the affairs of the Association during the forthcoming year. As indicated above, six (6) members are serving the remainder of their two year term, therefore the following candidates are hereby nominated to fill the remaining six (6) vacancies on the Board of Directors for the current year:

| | | |
|---------------|---------------|-------------|
| Bruce Winsor | Ambrose Hearn | Robert Rex |
| David Edwards | Reg Gabriel | Eric Sturge |

In my capacity as Chairperson of the Nominating Committee, I wish on your behalf at this time, to acknowledge the commitment and service rendered our Association by the following officers namely Bert Price, Ruby Driscoll and Bill O'Driscoll who for various reasons, have decided not to seek re-election to the Board at this point in time.

Respectfully submitted by



Vincent Rossiter
Chairperson, Nominating Committee