

Newfoundland & Labrador
Public Service Pensioners' Association

12TH ANNUAL GENERAL MEETING

ANNUAL REPORT

AIRPORT PLAZA HOTEL
8 OCTOBER 2002

IN MEMORY OF DECEASED MEMBERS 2002

Abbott Harold
Barron Henry
Beehan Thomas
Bouzan Frances
Bowering Reginald
Brants Anna
Brett Frederick
Broomfield Samuel
Brophy Reginald
Budgell Edward A
Carter Edward L
Carter Elizabeth
Chaulk Norman
Churchill Kenneth
Clarke Susanna M
Colbourne Francis J
Compton Ralph
Coxon Melville G
Dawe Alfred
Eddy Bert C
Earle George
Edison Wilbert
Evans George
Galway Patricia
Gillard Gordon
Goudie Rhoda
Grandy Harold B
Greene Mary M
Hatcher Clifton
Hatfield Andrew
Henley Edward P

Hickey James
Hillier Kay
Hillyard John
Hoddinott Clarence
Hogan Marjorie
Hopkins Hilda
Hopkins Ruth
Howell Marjorie
Hudson Ronald
Hynes Terrence
Inder Jennie
Ivany Mark
Kelly Bertille
Keough William P
Leland Ethel
Lidstone Bertram
Lundrigan Marjorie
Lush Donald
Marshall Rita
Martin James
Mauger Verna
McCrowe Ambrose
McDonald T Imelda
Mercer Issac
Moulard Mildred
Murrin Irene
Musseau Howard
Noonan Patrick J
O'Keefe Gerard
O'Keefe Marion
Patey Woodrow

Perfect Gordon
Phillips Robin T
Philpott James
Philpott Robert
Piercey Lloyd
Pope George
Power Dermot F
Randell Hayward
Rex Robert
Richards George
Rideout James
Riggs Joseph
Rogers Vina
Russell Arthur
Senior Roy
Shirran Hubert
Smith Jacob
Somerton Harold
Von-Borziskowski BJ
Wall Estelle M
Walsh Michael
Walsh William
Warren Ruby
White Ernest
Winsor Eileen

MANDATE STATEMENT

The Newfoundland and Labrador Public Service Pensioners' Association exists to promote and advance the interests of its members by providing a medium for collaborative action on any matter affecting a pensioner's well-being.

PRIMARY GOALS

To seek equitable pension increases, primarily through pension indexing based on a formula mutually agreeable to Government and the Association.

To represent membership interests with respect to maintaining a comprehensive insurance program which ensures adequate medical drug-care coverage for members, including those now residing outside the province.

OBJECTIVES

To encourage our Public Service Pensioners to become members of the Association.

To promote the interests of Public Service Pensioners by providing a medium for collective action on matters affecting their well-being.

To represent Public Service Pensioners in addressing with Government the interests of its members for the mutual benefit of all.

TABLE OF CONTENTS

	PAGE
ORGANIZATION	4
AGENDA	5
MINUTES OF 2001 ANNUAL GENERAL MEETING	6
REPORT FROM PRESIDENT ON BEHALF OF BOARD OF DIRECTORS	15
FINANCE COMMITTEE REPORT	18
TREASURER'S REPORT	19
AUDITOR'S REPORT	20
2002 BUDGET & INVESTMENT DETAILS	24
COMMITTEE REPORTS	
NOMINATIONS COMMITTEE	25
CONSTITUTION COMMITTEE	26
PUBLIC RELATIONS MEMBERSHIP COMMITTEE	28
NEWSLETTER COMMITTEE	30
PENSION ACTION COMMITTEE	31
SOCIAL COMMITTEE	33
GOVERNMENT INSURANCE COMMITTEE	34
PENSION INVESTMENT COMMITTEE	36
REPORT FROM CENTRAL BRANCH	38
RULES OF ORDER	40
APPENDIX A - ASSOCIATION'S ACTION PLAN	
APPENDIX B - CONSTITUTION	
APPENDIX C - ASSOCIATION'S HONOURS POLICY	
APPENDIX D - HONOURARY DIRECTOR NOMINATION FORM	
 HONOURARY MEMBER NOMINATION FORM	

ORGANIZATION

BOARD OF DIRECTORS

President
Vice-President
Treasurer
Secretary
Past-President
Central Branch President
Directors:

William Shallow
Barbara Hopkins
Eric Hodder
Catherine Fagan
Eric Salter
Cecil Thomas
John Bambrick George Campbell
Ray Hawco Ross King
Anne Miller Ern Shute
Jean Ann Rose

FINANCE COMMITTEE

Eric Hodder, Chair
George Campbell
Ross King
Gerry Conran
Gerry Bradbury (Central)

PR/MEMBERSHIP/NEWSLETTER COMMITTEE

Ray Hawco, Chair
William Shallow
Barbara Hopkins
Mike Mackey (Central)
Bert Price

PENSION ACTION COMMITTEE

Barbara Hopkins, Chair
William Shallow
Eric Salter
Ray Hawco
Barbara Coffin
Bill Hayley & Freeman Pope (Central)

SOCIAL COMMITTEE

Catherine Fagan, Chair
Gerry Conran
Anne Miller
Jean Ann Rose
Eric Sturge
Carl Moores (Central)

CONSTITUTION/NOMINATIONS/AWARDS

Eric Salter, Chair
John Bambrick
Ern Shute
Otto Clark (Central)

PENSION INVESTMENT COMMITTEE REPRESENTATIVE - Clarence Randell
GOVERNMENT INSURANCE COMMITTEE - Eric Salter

PERSONNEL

Maureen Hogan - Administrative Assistant

AGM 2002 AGENDA

MC: Ray Hawco, Member of Board of Directors

- 1 Call to Order
- 2 Approval of Rules of Order
- 3 Minute of Silence for Deceased Members
- 4 Introduction of Board of Directors
- 5 Adoption of the Agenda for the AGM and Conference
- 6 Adoption of the Minutes of 2001 Annual General Meeting
- 7 Business Arising from the Minutes
- 8 Report of the President on behalf of the Board of Directors
- 9 Report of the Nominations Committee
- 10 Conference Keynote Speech
- 11 Conference Workshops
- 12 Lunch
- 13 Election to fill Vacancies on Board of Directors
- 14 Presentation of Awards
- 15 Luncheon Speaker
- 16 Conference Workshops
- 17 Finance Committee, Treasurer's and Auditors Report
- 18 Committee Reports
 - 18.1 Constitution Committee
 - 18.2 Public Relations/Membership
 - 18.3 Newsletter Committee
 - 18.4 Pension Action Committee
 - 18.5 Social Committee
 - 18.6 Government Insurance
 - 18.7 Government Pension Investment
- 19 Central Branch Report
- 20 Discussion re Election of the President of the Association
- 21 Resolutions
- 22 Results of Election for Board of Directors
- 23 Adjournment of 2002 Annual General Meeting

**NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
ANNUAL GENERAL MEETING
FRIDAY, OCTOBER 19, 2001
9:30 A.M.
AIRPORT PLAZA HOTEL, ST. JOHN'S, NF**

PRESENT:

Bill Shallow, President	Ray Hawco
Eric Salter, Past-President	John Bambrick
Gerry Conran, Treasurer	Ross King
Barbara Hopkins, Secretary	Catherine Fagan
Ern Shute	Eric Hodder

ABSENT:

Eric Sturge

1. CALL TO ORDER:

The meeting was called to order at 9:30 a.m. by the President, Bill Shallow. There were 122 members in attendance.

2. APPROVAL OF RULES OF ORDER:

MOTION: THAT Rules of Order be approved.

MOVED: Bert Price **SECOND:** Ern Shute

CARRIED

3. MOMENT OF SILENCE FOR DECEASED MEMBERS:

The membership observed a moment of silence for members who had passed away in 2000-2001.

4. INTRODUCTION OF BOARD OF DIRECTORS:

The President and Board of Directors introduced themselves to those present.

5. ADOPTION OF AGENDA:

MOTION: THAT Agenda for 2001 be adopted.

MOVED: John Carnell **SECOND:** Ruby Driscoll

CARRIED

6. ADOPTION OF MINUTES OF 2000 ANNUAL GENERAL MEETING:

MOTION: THAT Minutes of 2000 Annual General Meeting be adopted as recorded.

MOVED: Kevin Saunders **SECOND:** Eric Yetman

CARRIED

7. BUSINESS ARISING FROM MINUTES:

There was no business arising from the 2000 minutes.

8. PRESIDENT'S MESSAGE:

Bill presented the President's message during which he covered the following:

- (a) An outline of the election process and the subsequent formation of the Executive and Board.
- (b) Reference to the constitutional changes and the fact that due to a change in our AGM date

some 21 months had elapsed since we last met.

- (c) Emphasis on the many Association activities which made 2000 a very busy year.
- (d) The Board's regular meetings to develop an Action Plan which identified goals set for the groups with specific actions outlined to achieve them, who is responsible, and a time frame for the completion of each exercise. Evaluation was later carried out and a calculation done which indicated a score of 67% achievement. In short the whole endeavor was a blue print for the Board in carrying out its mandate and confirmation of progress made.
- (e) Focus during the past year on increasing membership, sprucing up the Newsletter, more emphasis on communications and what we can do together.
- (f) Initiation of our new web site www.npspa.ca will allow us to issue news bulletins each month or as items arise of interest to our members.
- (g) Formation of a Coalition made up of Newfoundland & Labrador Public Service Pensioners' Association, Public Sector Managers' Association, Newfoundland Association of Public & Private Employees, Canadian Union of Public Employees, International Brotherhood of Electrical Workers, Allied Association of Health Professionals and the Newfoundland and Labrador Nurses Union who worked closely over the past year with some good results and some questionable ones. There was to be later discussions regarding this.
- (h) Seeing new faces at the AGM gives us confidence that we can be a vibrant force which cannot be ignored or excluded. We will not be older persons who are told to sit in the corner. We must be prepared to speak-out; we have a lot to say and we will.

MOTION: THAT the President's Report be accepted.

MOVED: Bill Shallow SECOND: Carl Smith

CARRIED

Fred Cook asked a question regarding 65 year olds and CPP? The issue was raised with the Premier and word is that legislation will be implemented to allow receipt of CPP at age 60 - up to age 65, without penalty. We are seeking a clearer understanding of the intent and makeup of such legislation. Carl Smith offered congratulations to the Board of Directors on their efforts during an active year while emphasizing the fact that we must indeed be more vocal.

9. TREASURER & AUDITOR'S REPORT:

Contained in the Annual Report are the Finance Committee Report, the Treasurer's Report and the Auditor's Report. Gerry Conran presented the above named reports to the meeting. He then invited any questions.

MOTION: THAT the Treasurer's Report be accepted.

MOVED: Gerry Conran SECOND: Ern Shute

CARRIED

MOTION: THAT Auditor's Report be accepted.

MOVED: Gerry Conran SECOND: Carl Smith

CARRIED

questions regarding the drug plan and he stated that since new drugs are not added to what he called the "benefit list". This has been the practice since 1992. B.C, for example, only approves for a 12 month period at a time. He also pointed out that the carrier cannot approve for a 2 or 3 year period when their contract is only for a year at a time.

Carl Smith raised the issue of orthopedic shoes. Tony Lannon stated that the criteria varied from shoe to shoe and that they have had discussions with the carrier re same.

Carl Smith also asked about the 30 day limit re travel and whether he could pay an extra premium to extend this coverage. Tony Lannon replied that this was amended two years ago to read 30 days in Canada and 90 days outside. Carl expressed the view that he, like others, would be willing to pay more to keep present benefits.

In BC for example the 1st 30 days outside Canada is covered with any over that covered by other means. Tony Lannon pointed out that 20% of Blue Cross enrolment (8500) involves those immediately under and those over 65 years of age. He said that 45 -50 % of all claims come from this group and it is expected to increase by 4%. In some cases this has meant \$20,000 for one person.

Fred Cook asked that there might be some consideration given to having the 30 day period start when you left Canada, not when you leave Newfoundland.

Mike Mackey referred to a family experience with a hearing problem with current coverage to a maximum of \$500.00 for one ear only. Tony said that a recent amendment allowed coverage for both ears.

Discussion was closed at this point due to time restrictions.

MOTION: THAT the Government Insurance Committee Report be adopted

Moved: Eric Salter **SECOND:** Kevin Saunders

CARRIED

(c) Constitution Committee: Catherine Fagan, Chair of the Constitution Committee presented her report. She referred to two substantial changes and a number of "housekeeping" changes.

MOTION: THAT the Constitution Committee Report be accepted.

Moved: Catherine Fagan **SECOND:** Ern Shute

CARRIED

(d) Public Relations/Membership Committee: Ray Hawco, Chair of PR/Membership Committee presented his report. He referred to the telephone work he and Bert Price, amongst others, had done in seeking to bolster membership, general interest and attendance at AGM. He urged people to read their Newsletters, to stay in touch with the Association and to call us if they needed any assistance in matters of daily living as a pensioner. If we are able to help, we will.

MOTION: THAT the Public Relations/Membership Committee be accepted

Moved: Ray Hawco **SECOND:** John Carnell

CARRIED

Carl Smith commented that he had found the Public Service Commission Pre-Retirement Seminars quite informative.

Bill Shallow referred to our campaign for membership i.e "Each-One Recruit-One" as being partly responsible for the good showing at the AGM.

13. REPORT FROM CENTRAL BRANCH:

Mike Mackey gave the report for the Central Branch on behalf of Freeman Pope & Cecil Thomas. They too had a busy year having made a presentation to the Minister of Finance, demonstrated frequently and met with the media whenever possible.

MOTION: THAT the Central Branch Report be accepted

MOVED: Mike Mackey **SECOND:** Harry Mullins

CARRIED

14. DISCUSSION: PENDING CHANGES IN THE PENSION PLAN:

Bill Shallow gave a synopsis of the pending changes in the Pension Plan and its administration. Over the past 11 years NPSPA Boards had tried to improve the lot of pensioners by seeking ad hoc increase since their purchasing power has decreased by 30%. Government refused, referring to the huge deficit in the Public Service Pension Plan.

Two years ago all groups involved in the pension plan formed a coalition which met regularly to share information and to present a united front to Government. We further annoyed Government by our frequent demonstrations in the lobby of the Confederation Building and at the Public Building in Grand Falls. In the past year pension issues were permitted to be put on the bargaining table agenda. It has been established that Government would increase its agreed payment of \$40 Million to \$60 Million per year over the next 40 years to settle the outstanding shortfall in the fund. Now that the obstacle of the indebtedness to the fund has been "settled", benefits can be addressed. An additional 1% will be paid by present workers (commencing 2002) to allow indexing to take place at age 65. This "raise" will only be to a maximum of 1.2% based on 60% of the increase in the cost of living. The door has, at least, been opened on this important issue although many pensioners are not happy.

Another very important issue is that of Joint Trusteeship of the Plan with a proposed Board to be made up of 5 Government Members and 5 Union Members. Your Association was astonished to learn that despite our eleven year fight for justice and our 2 year membership on the Coalition, we would not have a part (either active or non-voting) on the Board of Trusteeship. We have since been successful in setting a meeting date with Joan Marie Aylward, Minister of Finance in order to discuss a number of facets of this issue and the ad-hoc increase matter raised some time ago which appeared to have received the Premiers favourable consideration.

We urge members to send the "letter to the Premier" which was in your Newsletter to his office to bring home to him our unity in this very important cause.

Kevin Saunders stated he had sent his letter to both the Premier and his MHA. Ern Shute reminded members that a provincial election was anticipated for the near future.

Mary Lou Malone and Ivan Lethbridge were also supportive on their comments.

Sandra Morris appeared quite surprised at our exclusion and asked what action we are taking.

Bill Shallow advised the meeting that we are liaising with legal counsel as we feel that Government cannot give certain of the pension funds over to a separate body without allowing its owners representation in its administration.

Carl Smith expressed outrage at this Union approach saying that prior to 1989 we heard nothing from the Unions about Pensions. Now that there is something achieved they want to take over. He urged everyone to become more militant in our demands.

Kevin Saunders felt NAPE had an obligation to support us particularly since many people paid a lot of dues to them over their working life.

Barbara Coffin asked re Pensioners entitlement to attend the NAPE Conventions. It was established they can speak but not vote.

Bill Shallow relayed NAPE's position on this which is that they feel fully capable of representing the members of their local and he suggested that they contact the Union to make their feelings known.

Mike Mackey referred to the probable Provincial election in 2003 and also asked where the opposition stands on the issue. Bill stated that we have sensed a reluctance on their part to reply to us.

Bill Shallow then asked the meeting what they would like their Executive to do and some feed back was given.

The resolutions presented were:

Resolution #1

Whereas the Provincial Government has agreed to transfer its sole responsibility for the governance and administration of the Public Service Pension Plan to a Joint Trusteeship,

and whereas the Board of the proposed Joint Trusteeship will be comprised of equal members appointed by Government and the Members of the Plan,

and whereas we are informed that Pensioner Members of the Plan will be excluded from both the planning of the Joint Trusteeship and membership on the Board of Trustees,

and whereas it is questionable whether Government can legally transfer its sole trusteeship without representation from all Plan Members who are the actual owners of the Plan,

be it resolved that the Board of Directors of the Newfoundland & Labrador Public Service Pensioners' Association take all steps necessary to ensure that the Association is represented on the planning committee for the Joint Trusteeship and has a voice and vote on the Board of Trustees.

MOTION: THAT resolution #1 be accepted

MOVED: Ruby Driscoll **SECONDED:** Bert Price

CARRIED

Resolution #2

Whereas Public Service Pensioners have received no increase in pension benefits since 1989,

and whereas inflation has reduced pensioner purchasing power by approximately 30% over that period,

and whereas the Provincial Government has agreed to amortize the unfunded liability of the Public Service Pension Plan over an extended period,

and whereas a limited form of indexing of the Pension Plan will be introduced in 2003,

be it resolved that the Board of Directors of the Newfoundland & Labrador Public Service Pensioners' Association take all steps necessary to ensure that a one-time, ad hoc increase, to help make up for the loss of purchasing power over the past twelve years, is granted to Public Service Pensioners before any form of Joint Trusteeship of the Pension Plan comes into effect.

MOTION: THAT resolution #2 be accepted

MOVED: Doug Neary **SECONDED:** Eric Kane

CARRIED

Hank Janes felt we should hold up indexing too but Bill Shallow said this a separate issue. The 1% increase in contributions will help indexing but does not answer the ad hoc raise item to which the Premier had earlier expressed a willingness to implement despite the Cummings Report of the 1980's. We feel this should be done before joint Trusteeship becomes a reality because after that the Government will be powerless to do it.

Eric Rowe felt there was a danger of confusing Government with three demands.

David Baker expressed the view that rather than a cross-the-board increase we should determine who had retired during the 70's and a staggered rate of increase should be devised for older pensioners.

Bill Shallow clarified the ad hoc issue and said our position is not for an across-the-board increase but something for everyone with more for those who need it most e.g. length of time pensioned years of service etc. There is a danger too that some pensioners might have their income go above the poverty line thereby losing their drug card and/or other benefits.

Carl Smith supported the resolution in conjunction with a graduated increase.

Barbara McKim said age is a factor in Provincial Pension, CPP and OAS. Year should be changed from 2003 to 2002.

Frank Kelly was the lone "nay" vote. He objected to the last paragraph and felt long term retirees should get a catch up raise. He also stated we need to be represented on the Joint Trusteeship Committee.

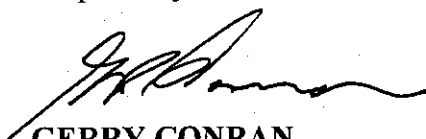
Adjournment for lunch came at 12:30 p.m.

Results of election were announced at the Luncheon. Elected members were:

Bill Shallow
Barbara Hopkins
Catherine Fagan
Ern Shute
Eric Sturge
George Campbell
Jean Ann Rose

Adjournment of AGM followed the luncheon

Respectfully submitted



GERRY CONRAN
RECORDING SECRETARY

REPORT OF THE PRESIDENT ON BEHALF OF THE BOARD OF DIRECTORS

In 2002, the Annual General Meeting of the Association was held in the Fall rather than the Spring. The new arrangement made a considerable change in the way the Board of Directors went about the business of the Association. It meant getting up and running before Christmas. Shortly after the AGM, the Members of the new Board met to set priorities and plan its activities for the year. This resulted in Action Plan 2001-02, which is attached as an Appendix to this Annual Report. A review of the Plan will give you, the Members, an idea of the range of activities the Board undertook on your behalf. The Plan became our blueprint and we reviewed our progress at each monthly meeting. A thorough evaluation of the implementation of the Plan was conducted by individual Board Members over the past month, which resulted in a Report Card of 72%. Much accomplished but much remains to be done.

The Members are the Association

Our Association is open to all recipients of pensions from the Public Service Pension Plan, both retirees and survivors. At present we have some 5000 members, approximately 50% of Public Service Pensioners. The Board of Directors is elected annually to run the Association, act on behalf of the Members, and report to the Members regularly. The current Board has certainly tried to do that. Three editions of the Newsletter were published this past year, which have received high praise for improving format and the information provided. A special mail-out was sent to all Members, outlining our stand for Voice and Vote on the proposed Joint Trusteeship for the Pension Plan. In addition, we conducted extensive telephone campaigns to Members, especially in the Avalon Region.

While the Board is committed to acting on behalf of the Members, we also place great emphasis on arousing Members to become active participants in the activities of the Association. We invited Members to be part of Committee work and help establish telephone contact with other Members. We wanted you to contribute to the Newsletter, and tell us what you don't like as well as what you do like. We encouraged you to write the Premier about Joint Trusteeship and an ad hoc increase, and many hundreds of you did. We invited you to participate in a rally at Confederation building and, in spite of a late winter storm, a hundred of you did. Again this year, we held a very successful BBQ and Dance at which, as they say, "A good time was had by all". For the first time, next month, on Friday 29 November, we invite you to a Pre-Christmas Dinner and Dance. The Central Branch, our first Regional Branch, is undertaking similar initiatives in the Central Region. As an experiment, we initiated a series of General Meetings during the past year. Meetings were held in St. John's and Carbonear. The meeting in Carbonear, especially, was well attended. It was another way to communicate with Members, bring them up to date and hear their concerns. It was a clear indication that meetings outside St. John's are a good idea.

But these activities are merely samples of what is possible. You can, and should, hold the Board of Directors accountable for acting on your behalf. But you should also recognize that the more you participate the more we will be able to accomplish. Five thousand of us working together could really make a difference.

For the coming year, I make four recommendation for Membership action:

- that we vigorously undertake a drive to increase membership by at least 10%;
- that we renew efforts to establish a Branch in the Western Region;
- that we make General Meetings, especially outside St. John's, a regular feature of Association activity;
- that we consider revising our membership criteria to open the Association to all retirees from the Provincial Public Service.

The Well Being of Our Members

Our Association was founded primarily to advocate for improved pension benefits. While the Board of Directors has been involved in many things, the main focus of our energies over the past year have been pension benefits. There have been no pension increases since 1989, with the result that pensions have reduced in value some 30%. Many pensioners are really beginning to hurt.

Our efforts in this regard are reported elsewhere, in the Pension Action Report. However, I would like to mention the highlights.

- Pension Indexing, to help pensioners to keep up with increases in the cost of living, has always been a goal. For the first time, limited indexing of 1.2% for pensioners and survivors who have reached 65 will begin this very month. Of course, this is not full indexing, and many of our Members are very unhappy. But it is a beginning and, hopefully, will open the door for additional improvements.
- Indexing, even a limited form, will help keep up with cost increases into the future, but what about the loss in value since 1989? Association representatives have worked with Government officials over the past year to obtain an ad hoc increase for pensioners. A proposal has been formulated and put to Government. We had reasons to be hopeful that it would be approved. However, many months have gone by and Government has still not responded. We continue to press for an answer.
- Government has agreed to place our Pension Plan under a Board of Trustees, with representation from Government and the owners of the Plan. Your Board of Directors has argued very strongly that our Association, the only body with broad-based pensioner membership, must have a Voice and Vote in the planning and implementation of the Joint Trusteeship. The Unions disagree and insist that we can have no place in the new arrangement. It is the Government's decision to make, but to date no decision has been made. Time is running out, as the Trusteeship is scheduled to come into effect by 1 January 2003. The fight goes on, as we continue to insist on a Voice and Vote, in fairness and respect.

There are those who think that we are being unreasonable in our demands to have a real say over the future of our Pension Plan. There are others who insist that we are not going far enough, and should demand an equal say, with equal votes with Government and the Unions. In any case, this is a critical time in the life of our Pension Plan, the source of our retirement income. If this major change is made without our involvement, we may have little or no influence over the Plan's future directions.

We Are Not Alone

We, as Public Service Pensioners, have a special concern about the Public Service Pension Plan. However, we have much in common with other retirees and retiree groups. Your Board of Director has been working with representative of other Pensioner Associations: Federal, Provincial and Private, to identify common ground and find ways to help each other. We have 5000 Members, but there are many times that number of pensioners in the Province. The fact that pensioners from other groups are participating in our Conference today is evidence of future possibilities. We welcome their involvement.

Retirement: a New Beginning

Traditionally, our Association has met once a year at the Annual General Meeting. In recent years we have added social gatherings and this year we launched General Meetings both in and outside St. John's. For this Annual Meeting, we have changed the format to incorporate a Conference. The Conference is entitled "Retirement: a New Beginning" because we want to emphasize that retirement may be the end of our paid employment with Government, but opens exciting opportunities and challenges, especially since so many of us are retiring earlier than in the past. We extended an invitation to spouses, friends and colleagues from other organizations. It is gratifying to see that many have responded. We sincerely hope that today's activities will be both interesting and informative. Don't hesitate to let us know what you think.

Sincere Thanks

The Board of Directors wishes to express appreciation to Maureen McCarthy and the Pension Division for their service to pensioners and their cooperation with the Association. In a special way, we say "Thank you" to Maureen Hogan, our Administrative Assistant. In last year's AGM Report, I said: "To a great extent, everything we do is dependent on her dedication and commitment". Can I say more?

Personally, I want to thank the members of the Board of Directors and the members of the various committees. It has been an active year and a tribute to all who have volunteered..

All of us on the Board thank you, the Members, for your confidence in entrusting us with the direction the affairs of the Association. We have tried hard to live up to you trust.

As a final note, I wish to congratulate our new Honourary Directors: Ruby Driscoll and Bert Price, and our first Honourary Member: Lesley Ann Browne. Your contribution and support has inspired and we are honoured that you have graciously consented to accept our Honourary Awards.

Respectfully submitted,



WILLIAM SHALLOW
PRESIDENT

FINANCE COMMITTEE REPORT

The Finance Committee is charged with the responsibility for the efficient management of the Association's finances. This requires that the committee regularly monitor the Association's financial position by comparing operating results with the approved annual budget and determining cash flow and investment decisions.

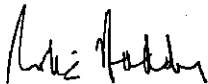
A representative of our Central Branch, Gerry Bradbury, joined our committee this year and participated in a meeting of our committee by telephone.

Projects presently under review are as follows:

- (1) The potential for the inclusion of advertising in our Newsletter as a means of defraying some of the costs of this very important communication to our membership.
- (2) A change in our accounting policy for capital assets comprising office furniture and equipment to better reflect members equity.
- (3) A recommendation to the Board for a change in the Association's bankers.

In conclusion, the committee is pleased to state that our Association continues to be in a good financial position.

Respectfully submitted



ERIC HODDER
CHAIR, FINANCE COMMITTEE

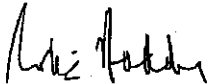
TREASURER'S REPORT

The report of our Auditors and accompanying statements comprising of the Association's balance sheet as at December 31, 2001, statement of revenue, expenditure and equity for the year ended December 31, 2002 are presented for your review.

From a financial perspective, the year was quite successful with membership fees increasing by \$2,775. Expenditure for the year amounted to \$51,865 as compared with a budget of \$53,430.

Our Association continues to operate on a sound financial basis and we are fortunate in having a most capable Administrative Assistant in the person of Maureen Hogan.

Respectfully submitted



**ERIC HODDER
TREASURER**

AUDITOR'S REPORT

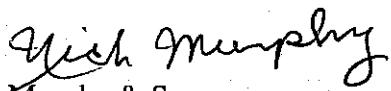
To the Board of Directors of the Newfoundland and Labrador Public Service Pensioners' Association.

I have audited the balance sheet of the Newfoundland and Labrador Public Service Pensioners' Association as at December 31, 2001 and the statement of revenue, expenditure and members' equity for the year then ended. These financial statements are the responsibility of the association's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I 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 management, as well as evaluating the overall financial statement presentation.

In my opinion, these statements present fairly, in all material respects the financial position of the Newfoundland and Labrador Public Service Pensioners' Association as at December 31, 2001 and the results of its operations for the year then ended in accordance with generally accepted accounting principles for Canada.

St. John's, Newfoundland
July 30, 2002


Murphy & Sweeney
Chartered Accountants

**PENSIONERS' ASSOCIATION
BALANCE SHEET
DECEMBER 31, 2001**

ASSETS

CURRENT

	<u>2001</u>	<u>2000</u>
Cash	\$ 7,952	\$ 8,687
Investments (Note 3)	48,034	42,010
Interest Receivable	<u>1,210</u>	<u>1,399</u>
	57,196	52,096

CAPITAL (Note 2)

Office furniture and equipment (Note 4)	<u>15,710</u>	<u>15,710</u>
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TOTAL ASSETS

<u>\$72,906</u>	<u>\$67,806</u>
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EQUITY

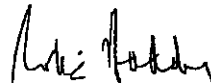
Members Equity	\$57,196	\$52,096
Investment in capital assets	<u>15,710</u>	<u>15,710</u>
	<u>\$72,906</u>	<u>67,806</u>

See accompanying notes

Signed on behalf of the Association



**WILLIAM SHALLOW
PRESIDENT**



**ERIC HODDER
TREASURER**

**NEWFOUNDLAND AND LABRADOR PUBLIC SERVICE
PENSIONERS' ASSOCIATION
STATEMENT OF REVENUE, EXPENDITURE AND MEMBERS' EQUITY
FOR THE YEAR ENDED DECEMBER 31, 2001**

REVENUE	<u>2001</u>	<u>2000</u>
Membership fees	\$55,125	\$52,350
Interest	1,840	1,796
Other	<u>-</u>	<u>-</u>
	56,965	54,522
 EXPENDITURE		
Salaries & benefits	18,895	18,818
Rent	6,900	6,900
Postage	4,264	3,974
Printing	4,254	4,083
Office supplies & services	3,849	2,177
Telephone	3,080	2,382
Memorial	2,500	2,701
Professional services (legal and audit)	2,127	-
Annual general meeting	1,710	1,188
Insurance	1,322	1,129
Travel	1,230	865
Business tax	1,033	-
Socials	272	623
Branch, central	200	-
Advertising	-	1,403
Anniversary	-	649
Other	<u>229</u>	<u>81</u>
	<u>51,865</u>	<u>46,973</u>
 Excess of revenue over expenditure	5,100	7,549
 Equity - beginning of period	<u>67,806</u>	<u>60,257</u>
end of period	<u>\$ 72,906</u>	<u>\$ 67,806</u>

See accompanying notes

**NEWFOUNDLAND AND LABRADOR PUBLIC SERVICE
PENSIONERS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2000**

12. Organization

The Association was incorporated under the Corporation Act of the Province of Newfoundland on December 29, 1994 as a not-for-profit organization with the overall objective of advocating on behalf of its members who are retired employees of the provincial public service.

13. Significant accounting policy

Capital assets are recorded at cost and are not depreciated.

14. Investments

Investments are comprised of Royal Bank guaranteed investment certificates as follows:

ISSUED	AMOUNT	RATE	MATURITY
March 12, 2001	\$30,014	3.80%	September 11, 2002
May 4, 2001	13,005	variable - prime - linked	May 4, 2002
May 4, 2001	5,015	variable - prime - linked	May 4, 2002
	<u>\$44,034</u>		

**NEWFOUNDLAND & LABRADOR PUBLIC SERVICE PENSIONERS' ASSOCIATION
BUDGET & INVESTMENT DETAILS JANUARY 01 - DECEMBER 31, 2002**

REVENUE	ACTUAL TO 30 SEPT 2002	% Revenue Received	BUDGET 2002
Membership Fees	43,389	75%	57,944
Interest Revenue	<u>885</u>	100%	<u>855</u>
Total Revenue	44,274	75%	58,829
OPERATING EXPENSES		% Budget Spent	
Public Relations	5,353	100%	5,353
Bank Service Charges	58	73%	80
Office Supplies/Services	3,155	77%	4,100
Postage	6,402	98%	6,500
Rent	5,175	75%	6,900
Business Tax	549	100%	549
Insurances	2,093	100%	2,093
Telephone	1,775	74%	2,400
Travel	747	75%	995
Printing	7,091	96%	7,400
Annual General Meeting	0		2,000
Professional Services	345	100%	345
Central Branch	1,400	100%	1,400
Staff Salary	14,915	76%	19,541
CPP/EI Expense	1,029	89%	1,150
Workers Compensation Expense	<u>110</u>	100%	<u>110</u>
Total Operating Expenses	50,016		60,916
Total Expenses	<u>50,016</u>	82%	<u>60,916</u>
NET INCOME	(5,742)		(2,087)

INVESTMENT DETAILS

\$ 31,726.43 - 1 Year 182 Day Term - GIC - Non-Redeemable - Matures Mar 12, 2004 - 3.00% per annum

\$ 13,000.00 - 1 Year Term - Prime Linked Cashable GIC- Redeemable - Matures May 6, 2003 1.50% per annum and is subject to change.

NOMINATIONS COMMITTEE

The purpose of the Nominations Committee is to ensure that there are candidates to fill any vacancies on the Board. As Chairperson of the Nominations Committee, it is my privilege to submit for the consideration and approval of the members attending this Annual General Meeting, a slate of candidates who have signified their willingness to serve on the Board of Directors of the Association.

In addition to bringing forth a slate of candidates who have indicated their intention to seek election to the Board, the Nominations Committee invites nominations from the floor of this Annual General Meeting. Five (5) positions are available. The Committee nominates the following candidates interested in a seat on the Board of Directors:

Margaret Adey began work with the Public Service in 1970. Retired in 2000 from Dept of Health and Community Services.

Barbara Coffin began work with the Public Service in 1963. Retired in 2000 from the Dept of Health and Community Services. Barbara served on the Boards' Pension Action Committee for the past year.

Gerry Conran began work with the Public Service in 1961. Retired in 1996 from Dept of Works, Services & Transportation. Gerry served on the Board for two terms, three years as Treasurer.

Walter C. Milley began work with Dept of Finance in 1954. Worked with Dept of Works, Services & Transportation and Dept of Health. Walter retired in 1998 from Dept of Provincial Affairs

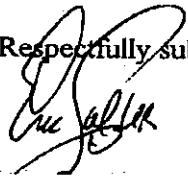
Two (2) members of the current Board of Directors, Eric Salter and Ross King, have their terms completed and are not eligible for re-election. Two (2) members of the Board who have completed their two year term and are seeking re-election to a second two year term are:

Ray Hawco began work with the Public Service in 1980. Retired in 2000 from Executive Council, Labrador & Aboriginal Affairs.

Eric Hodder began work with the Public Service in 1970. Retired in 1994 from the Board of Commissions, Public Utilities Board.

In my capacity as Chairperson of the Nominations Committee, and on your behalf, I would like to acknowledge the services rendered and the commitment made to our Association by the retiring Board members who are not seeking re-election.

Respectfully submitted



ERIC SALTER
CHAIRPERSON, NOMINATIONS COMMITTEE

CONSTITUTION COMMITTEE REPORT

During the past year the Constitution Committee has reviewed the Constitution and are recommending a number of changes as outlined below.

Original:

Article VII Section 4:

The Board shall, at its first meeting following the Annual General Meeting each year, elect from their number a President, Vice-President, Secretary and Treasurer together with the immediate Past President to constitute the Executive Committee referred to in Article VIII of this Constitution. This meeting shall be convened immediately following the Annual General Meeting by the outgoing President or, in his/her absence, by the most senior ranking officer of the previous Executive Committee.

Proposed change:

The Board shall, at its first meeting following the Annual General Meeting each year, elect from their number a President, Vice-President, Secretary and Treasurer together with the immediate Past President to constitute the Executive Committee referred to in Article VIII of this Constitution. This meeting shall be convened **within 10 days** following the Annual General Meeting by the outgoing President or, in his/her absence, by the most senior ranking officer of the previous Executive Committee.

Original:

Article VIII Section 6

If any member of the Board, without due cause, fails to attend three consecutive meetings of the Board or fails to perform any of the duties assigned to him/her as a member of the Board, this person's position may be declared vacant by the Board.

Proposed change:

If any member of the Board, without due cause, fails to attend three consecutive meetings of the Board or fails to perform any of the duties assigned to him/her as a member of the Board, this person's position **shall** be declared vacant by the Board.

Original

Article XII Section 7

The Board shall appoint members of the Executive Committee as signing officers.

Proposed change:

The Board shall appoint members of the Executive Committee and the **Administrative Assistant** as signing officers.

Original:

ARTICLE VII - BOARD OF DIRECTORS

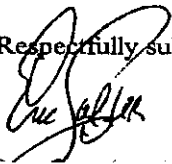
8. The President, or in his/her absence, the Vice-President shall preside at every meeting of the Association, except in the absence of the President and the Vice-President, or upon their refusal or failure to act, the meeting shall elect a Chairperson.

Proposed change:

8. The President, or in his/her absence, the Vice-President shall **normally** preside at every meeting of the Association. **If required and with approval of the President and the Board, other members of the Board may be selected as a Chairperson.**

These proposed changes to the Constitution were endorsed by the Board and were included in the Fall 2002 Newsletter for perusal. They will be voted upon at the Annual General Meeting 8 October 2002.

Respectfully submitted



ERIC SALTER
CHAIRPERSON, CONSTITUTION COMMITTEE

PUBLIC RELATIONS/MEMBERSHIP COMMITTEE

MANDATE OF COMMITTEE:

To promote the interests and facilitate the growth of the Association through appropriate communication and awareness mechanisms.

TERMS & ACCOUNTABILITY:

Appointed annually and accountable to the Board with reports at each Board meeting.

MEANS OF CARRYING OUR MANDATE: VARIOUS SUB COMMITTEES

Newsletter - Barbara Hopkins, Chair

Phone Contact - Bert Price, Chair

Services for Seniors -

Website - Bill Shallow, Chair

Pre-retirement Seminars - Ray Hawco

Branch Liaison - Mike Mackey

COMMITTEE MEMBERS:

Jean Ann Rose

Barbara Hopkins

Mike Mackey (Central)

Bert Price

Ray Hawco (Chair)

COMMITTEE ACTIVITIES FOR PAST YEAR:

Newsletter: Barbara Hopkins, with the dedicated assistance of our Association's Administrative Assistant, Maureen Hogan, is responsible for the three Newsletters you have received this past year as has been the case for the past several years.

PHONE CONTACT TO MEMBERS:

Bert Price, although not a Board member has accepted responsibility for this project for the past several years. This, at times, has been quite demanding especially in efforts to inform and encourage members to participate in special events such as demonstrations, rallies, social events, etc. Most of the members of Bert's sub-committee are not Board members, but are interested members of your Association.

WEBSITE:

Bill Shallow, again with the assistance of Maureen, has coordinated our activities in this area. It has been a very difficult yet important project and is continuously been revamped and modified. We are still hoping to have one of our computer whiz members call or drop in some day and say, "I'll take this project on as my hobby".

SERVICES FOR SENIORS:

In the past years we attempted to provide information on services available to members by way of the Newsletter. As an Association we do not provide services, but there are a number of Organizations, especially in the St. John's/Mount Pearl area that do so: Seniors Resource Centre of St. John's and the Seniors Independence Group of Mount Pearl. This is another area where we would welcome the assistance of an interested pensioner in investigating and identifying services our members could avail of.

PRE-RETIREMENT SEMINARS:

Several Board members and some pensioners who are not on the Board have participated in seminars conducted by the Public Service Commission. As of this year we will be involved as well in the planning of these seminars relative to content and process.

BRANCH LIAISON:

Mike Mackey, Secretary of our only Branch outside St. John's, is a member of our PR Committee and involved in the planning and coordination of activities. PR activities of the Central (Grand Falls/Windsor) Branch are covered in the Central Branch Report.

A very interesting and successful general meeting was held in Carbonear on June 12, 2002. It looks like some genuine interest in the Conception Bay North area, and as well there is indication of sincere interest on the Burin Peninsula. So far we have no formal structures in the West Coast or Labrador areas but there has been interest indicated in establishing local committees or eventually Branches.

Respectfully Submitted



RAY HAWCO
CHAIRPERSON, PUBLIC RELATIONS
MEMBERSHIP COMMITTEE

NEWSLETTER COMMITTEE REPORT

The Newsletter sub-committee comes under the umbrella of the Public Relations/Membership Committee. The function of the Newsletter is to communicate effectively with the members of the Association on the objectives, plans and activities and to raise the profile of the Association .

The Newsletter sub-committee is chaired by Barbara Hopkins; Bill Shallow and Ray Hawco are members. Barbara is the editor and Maureen Hogan, Administrative Assistant is responsible for the layout and design of Newsletter. She's also responsible for the contracting of the production and mail-out to our 5000 members, MHA's and Media.

In 2001-2002 we published three Newsletters. The Newsletter welcomes comments from the membership. We continue to strive to make the Newsletter a two way affair.

Respectfully submitted



BARBARA HOPKINS
CHAIRPERSON, NEWSLETTER COMMITTEE

PENSION ACTION COMMITTEE

The Public Service Pensioners' Association was founded in 1990 for the purpose of improving the well being of pensioners, especially with respect to pension benefits. The priorities for the Association for the current year were directed by the membership at the 2001 Annual General Meeting. The membership passed two resolutions (*see 2001 AGM Minutes pp. 12 & 13 of this report*). Therefore, pension action activities have focused primarily on strategies to firstly, get full participation on **Joint Trusteeship** and secondly, to achieve an *ad hoc* increase.

Indexing has been a major focus in the past. In the last round of Collective Bargaining with the Unions in April 2001, Government agreed to increase its special payment of \$40 million per year to \$60 million and to continue payments until Government's share of the unfunded liability was eliminated. This action removed a major obstacle and allowed increased benefits in the form of indexing.

Government and current workers increased their current contributions by 1% each. Beginning in October 2002, pensioners and survivors who are 65 or over will receive an annual increase of 60% of the change in the national cost of living index (CPI) up to a maximum of 1.2%. We agree with our members who consider these provisions inadequate, but they do represent a major breakthrough and open the door to future improvements.

Joint Trusteeship

All employees of the Provincial Government are members of the Public Service Pension Plan. While working, they contribute a portion of their income, which is matched by Government and then invested. This makes up the Pension Fund from which pensions are paid. By law, the Provincial Government is the sole trustee of the plan. They collect contributions, administer the funds, pay the pensions and are accountable to the owners of the plan: pensioners and current workers.

Two years ago, the Association formed a Coalition with other groups involved in the Public Service Pension Plan: NAPE, CUPE, IBEW, Nurses Union, Allied Health Professionals and the Government Managers Association. We wanted to present a common front to Government and convince them of the increasing financial difficulties being faced by Public Service Pensioners. In the last contract negotiations between Government and NAPE and CUPE, for the first time, pensions were recognized as a bargaining item. Government agreed to make a major change in how the Pension Plan is to be administered. The Plan will be placed under a Joint Trusteeship whereby Government is no longer the sole trustee. A Board of Trustees with equal numbers appointed by Government and the owners of the plan is to be set up by January 2003. The Pensioners' Association participated in Coalition meetings on pension reform for two years and were then informed by the Unions that "Pensions are Union business" and we are no longer needed. We are to have no say in the planning for the **Joint Trusteeship** nor any representation on the Board of Trustees.

The activities to achieve a voice and vote on the Board of Trustees have been reported to the Board of Directors at the monthly meetings and to the membership via the Newsletter as well as a separate mail-out from the President. We have held innumerable meetings: face-to-face with the Minister on

November 2001; monthly, with Department officials; with the Coalition as mentioned above; and members of the Opposition who spoke in the House on our behalf on December 5, 2001. We telephoned all members in the Avalon area and the Central region to turn out for a Rally on April 17, 2002. We commissioned an independent survey in February 2002 and found we had overwhelming public support, and in turn, we conveyed this information to the media. The President has been constantly telephoning Government officials regarding our participation in the process with no success. To our knowledge, to date the Transition Committee has not been set up although Joint Trusteeship is slated to come into effect in January 2003.

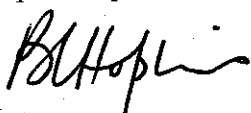
Ad Hoc Increase

Government discontinued regular *ad hoc* pension increases in 1989. Government argued that the pension plan was deeply in debt and any additional increases would add further to the debt. At a meeting in the Fall of 2001 when Joint Trusteeship was discussed, the Premier agreed to consider a one time special increase to pensions before the Joint Trusteeship comes into effect.

Government have indicated that they are prepared to take \$20 million from the special payments, to eliminate the unfunded liability, to cover a one time *ad hoc* increase for pensioners. Your Association has met with Government officials and devised a formula which we consider fair. However, the Minister of Finance and President of Treasury Board has stated that any increase in benefits would have to be referred to the Transition Committee or to the Board of Trustees of Joint Trusteeship. To date, we have heard nothing officially.

The Directors of the Board served in various capacities on Pension Action. We would also like to thank others who worked on the Committee: Freeman Pope and Bill Hayley (Central Branch) Barbara J. Coffin and Mary Ennis. Bert Price coordinated the phone blitz. Lesley-Ann Browne, Media Specialist and Dave Dempster of the Managers' Association made themselves available as resource people.

Respectfully submitted



BARBARA HOPKINS
CONVENER, PENSION ACTION COMMITTEE

SOCIAL COMMITTEE REPORT

Chairperson: Catherine Fagan

Members: Gerry Conran, Jean Ann Rose, Anne Miller, Eric Sturge and Carl Moores (Central Branch)

As you are aware the purpose of the social committee is to organize social events for the entertainment and enjoyment of the members of the Association. During the past year the committee held five meetings.

A very successful barbecue and dance was held on June 7, 2002 at the Elks Club with ninety people in attendance. Lots of food and prizes along with good music contributed to the success of the evening. Everyone had a great time and we hope to continue this event on an annual basis.

A Christmas Dinner and Dance is planned for Friday, November 29, 2002 at the Knights of Columbus on St. Clare Avenue, St. John's. This will be a great way to kick off the yuletide season. The success of any event requires the participation of the members of the Association.

Respectfully submitted

Catherine Fagan
CATHERINE FAGAN
CHAIRPERSON, SOCIAL COMMITTEE

GOVERNMENT INSURANCE COMMITTEE

The Government Group Insurance Committee is comprised of representatives of all participating employee and pensioner groups that are covered by the Group Insurance Program. It is chaired by a representative from Treasury Board. The primary purpose of this committee is to monitor the financial status of the program and to make recommendations to Treasury Board with regards to benefits and participant contributions.

Recent Annual Reports have dealt primarily with escalating costs, increases in premiums and changes. This trend continued for the 2001 fiscal year with deficits experienced in both the Health and life Insurance Programs. This resulted in the necessity of a bi-weekly increase of \$2.89 (single coverage) and \$7.32 (family coverage) in premiums for the Group Health Insurance in 2002. I should emphasize that this increase was kept to a minimum through the utilization of surplus funds and the realignment of life insurance premiums.

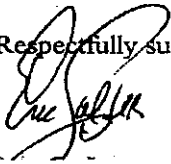
There were some changes of a positive nature with additions on the benefit side to the following categories:

- a) Supplementary Health Insurance: The reimbursement of diabetic supplies used with insulin pumps with an overall annual maximum for all diabetic supplies to be 80% and up to a calendar year maximum of \$,1250.00.
- b) Group Life/Dependent life Insurance: There was an increase in rates for both of these categories. The Group life monthly rate increased from .194 per \$1000 to .204 per \$1000 and the monthly dependent rate increased from \$1.32 per unit to \$1.39 per unit. In addition to these changes the non-evidence limit on group life increased to \$400,000 from \$300,000 without any change in unit rates.
- c) Group Accidental Death and Dismemberment Insurance: The non-evidence limit on this insurance also increased to \$400,000 from \$300,000 without any change in unit rates.
- d) Optional Dental Insurance: Eligible claims for 2002 are now adjudicated on the basis of the 1998 Newfoundland and Labrador fee guide. This should increase claim reimbursements as previously the 1997 guide was being used. A requested premium increase of 4.4% and changes to the fee guide were accommodated through surplus funding in the plan, therefore, there was no additional cost to retirees.

Once again the increase in health insurance premiums were attributed to increasing prescription drug costs which were in the vicinity of 20%. A 5% increase in prescription drug claims were also experienced. I feel this trend will continue with another increase in premiums for 2003 being a very real possibility.

In summary, the Group Insurance Program, in my opinion, is a well managed one. The management committee continues to struggle with escalating costs, increased usage of plan and requests for the addition of new drugs and medical services coming on the market. Every effort is being made to accommodate these demands while keeping premiums to a minimum. This is proving to be a monumental task but the effort continues with all committee members working diligently to obtain this objective.

Respectfully submitted



**ERIC C SALTER
PENSIONER REPRESENTATIVE,
GOVERNMENT INSURANCE COMMITTEE**

PENSION INVESTMENT COMMITTEE REPORT

The Newfoundland Pooled Pension Fund is comprised of the Public Service Pension Plan, the Teacher's Pension Fund, The Uniformed Pension Plan, and the MHA pension Plan. However, the pension investment funds relate only to the Public Service Pension Plan and the Teacher's Pension Fund.

As at December 31, 2001, the total net assets available to the Public Service Pension Fund for benefits was \$1,469.955. Including the Teacher's Pension Fund, total assets available at that date amounted to \$1,222,207 a decrease from the prior year of \$10.4 million (0.5%). This decline in the value of pension assets is due to the market conditions during the past year, and regrettably assets continue to decline during the current year for the same reason. Investors predict that the situation should start to improve in the very near future.

During the year there was a net cash inflow into the Public Service pension Plan of \$20 million as follows:

Employee and employer contributions	\$154.0 M
Pensions, refunds and administration costs.	\$134.0 M
Net cash inflow	\$20.0 M

It should be noted that employee and employer contributions to the Public Service Pension Plan of \$154.0 million are \$10.0 million or 6.9% greater than 2000 contributions of \$144.0 million. This increase is the result of increased employee/employer contributions of 0.25% effective January 1, 2001 and the effect of salary increases.

	ACTIVE MEMBERS	PENSIONERS
Number, beginning of year	31,549	15,351
Additions	591	809
Number, end of year	32,140	16,160

Expenditures in 2001 increased by \$19.3 million (7.0%) over the prior year. This increase is mainly the result of a \$19.4 million increase in pension payments.

Administrative costs have increased by \$221.0 thousand (2.8%) to \$7,973 thousand during the year. This increase is the result of the following factors:

- An increase of \$88.0 thousand in investment management fees;
- An increase of \$130.2 thousand in salaries and employee benefit costs;
- An increase of \$94.8 thousand in actuarial consulting fees, and
- A decrease of \$118.7 thousand in computer costs.

The actuaries, William M Mercer Ltd., are presently completing an Actuarial Valuation Report as at December 31, 2000, which will provide a more current idea of the Unfunded Liability of the Public Service Pension Plan. As at December 31, 1997, the unfunded liability stood at \$1,057,355. Any improvement in this regard during the intervening period will undoubtedly be eroded by conditions in the Stock market during the past two years.

Respectfully submitted



CLARENCE RANDELL
REPRESENTATIVE, PENSION INVESTMENT COMMITTEE

CENTRAL BRANCH REPORT

In May 2001, I was elected President of the Central Branch. My commitment in this role has been to establish open communication with Association members in the Central Region and the Provincial Board of Directors. This has been accomplished through on going discussions and meetings with appropriate contacts in the region. As well, the appointment of Executive members to committees of the Provincial Board of Directors have improved communications.

President	Cecil Thomas
Vice-President	Otto Clarke
Treasurer	Gerry Bradbury
Secretary	Mike Mackey
Past-President	Freeman Pope
Directors	Bill Hayley
	Carl Moores

The Branch Executive held a number of meetings during the year with several important topics on the agenda including:

1. Orientation for members of the Board of Directors in St. John's. This was a very well organized session, setting out the goals and objectives as well as each Board members responsibilities for the year.
2. Joint Trusteeship - new Board to be set up by the Provincial Government
3. Finances - on a request from the Central Branch, the Provincial Board of Directors allocated \$1,400 operating budget to the Branch.
4. Government Insurance.
5. Indexing.
6. Ad hoc Increase.
7. Income Tax Refund Remission, Federal and Provincial.
8. Rally in St. John's, April 17, 2002.
9. Integration of Canada Pension and Provincial Pension.
10. Paying off the Plan's Unfunded Liability.

The Central Branch was very active this past summer establishing contact with members of the Association in the Central Region of the Province. The purpose was to meet with as many members, face to face, to discuss important issues and to inform them of planned upcoming

meetings.

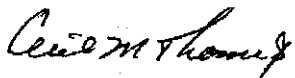
On June 28, 2002 I visited the Gander Bay Loop. On July 22nd I visited Badger, South Brook, Springdale, King's Point, Rattling Brook and Baie Verte. In August I visited Botwood and Point Leamington and plan to visit Lewisporte and Bay d'Espoir.

I feel this exercise was very worthwhile and I hope for a good turnout at the upcoming Annual General Meeting on October 22, 2002

Some members of the Local Branch Executive feel that the provincial Board of Directors should be more vocal on issues such as ad hoc increases, indexing and other important issues. They also feel that there should be a better line of communication with all members.

With continued hard work and dedication, we can look ahead to an exciting new era in pension Plan governance for the Public Service Pension Plan. Let's all hope that this fresh start marks the beginning of a much greater degree of transparency, accountability and effective representation for all members of this vitally important pension plan.

Respectfully submitted



CECIL M. THOMAS
PRESIDENT, CENTRAL BRANCH

RULES OF ORDER

1. The meeting shall be called to order at 9:00 a.m., on Tuesday, 8 October 2002.
2. Members wishing to speak, after recognition by the Chair, shall state their names.
3. If two or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor.
4. Speeches, including the moving of motions, shall be limited to three minutes.
5. No member shall speak more than once on a question until all who wish to speak have had an opportunity to do so.
6. Any member, for information purposes, may request that the motion under discussion be re-read, except when another member is speaking.
7. If a member, while speaking, is called to order, the member, at the request of the Chair, shall be seated until the question of order has been decided.
8. Any member who, upon direction by the Chair, refuses to be seated, shall be subject to suspension for the remainder of the meeting.
9. Any motion moved and seconded becomes the property of the Association and may only be withdrawn with the consent of the assembled members.
10. Questions shall normally be decided by a show of hands, except where the count is in doubt, in which case a roll-call may be ordered.
11. When a roll-call has been ordered, no adjournment shall take place until the results have been announced.
12. A motion to reconsider shall not be entertained unless by a member who voted with the majority, and the motion received a majority vote.
13. The Chair shall only be entitled to debate on a subject under discussion after relinquishing the Chair to a Vice-Chair.
14. When provision is not made in these RULES OF ORDER and the issue is not in conflict with the Constitution, Roberts Rules of Order shall apply.
15. These RULES OF ORDER shall govern the conduct of the Association's meeting after approval by the assembled members at the beginning of the meeting.

APPENDIX A

Newfoundland and Labrador Public Service Pensioners' Association

ACTION PLAN

2001 - 02

Goals	Actions	Responsibility	Timelines	Score
1. To make the Association the effective voice of Public Service Pensioners	1. Continue "Each One - Recruit One" campaign, to increase membership by at least 10%	PR-M/Newsletter	Jan, Apr & Aug	
	2. Conduct telephone campaign to solicit views and participation of members (cross reference goal 2, 7)	Board & PR-M	Nov, TBA	
	3. Organize two annual social events	PR-M	By Sept 02	
	4. Place ads outlining objectives in "50 Plus", regional papers and Community Cable	PR-M/Finance	Mar & Sept	
	5. Place posters on government & Hospital bulletin boards	PR-M	Feb & late Aug	
	6. Arrange annual mail-out in Pension Division's pension statement	PR-M	Dec	
	7. Encourage members to pass on the Newsletter to non-members	PR-M/Newsletter	Jan, Apr & Aug	
	8. Arrange presentations at pre-retirement seminars	PR-M	As they arise	
	9. Identify a legal advisor to be available on a contingency basis	Board	Jan	
	10. Prepare an information board for use at functions eg. Pre-retirement seminars	PR-M	Feb	

Scoring Key: 2 = Achieved 1 = Partially Achieved 0 = Not Achieved - = No relevant knowledge

Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 1 of 9

Page 1

Goals	Actions	Responsibility	Timelines	Score
2. To communicate more effectively with the membership of the Association	1. Publish three Newsletters during year	Newsletter	Jan, Apr & Aug	
	2. Consult members on ways to make Newsletter more useful	Newsletter	Jan, Apr & Aug	
	3. Invite contributions from members on issues of common interest	Newsletter & PR-M	Dec, Mar & July	
	4. Solicit "did you know" and "your views" articles	Newsletter	Dec, Mar & July	
	5. Promote Association Web Site	PR-M	On-going	
	6. Maintain Web Site	PR-M/Newsletter	On-going	
	7. Conduct telephone campaign to solicit views and participation of members. (Cross reference goal 1,2)	PR-M	On-going	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 2 of 9

Page 2

Goals	Actions	Responsibility	Timelines	Score
3. To establish Branches of the Association in strategic locations across the province	1. Monitor ongoing relationship with Central Branch	PR-M	On-going	
	2. Take further steps to firmly establish Branch in West	PR-M	October	
	3. Arrange at least one visit to Branches to encourage development	PR-M	As appropriate	
	4. Conduct telephone campaign to solicit views and encourage Branch and Association participation	PR-M	Oct-Nov & Feb-Mar	
	5. Encourage Branches to hold at least one social event	PR-M	November	
	6. Maintain regular contact with Branches to ensure their involvement	Branch Liaison	Monthly	
	7. Monitor Constitution provision for Branches to determine effectiveness and propose changes if necessary	PR-M & Constitution	January	
	8. Consider ways and means to involve Branches at Board level	Board	on-going	
	9. Provide operational funding to Central Branch	Finance Committee	Jan	
	10. Provide financial assistance to Branches to participate in 2002 AGM and one Board meeting	Finance Committee	April	
	11. Monitor funding records for Branches.	Finance Committee	On-going	
	12. Establish contact persons in other areas of the Province	PR-M	Jan, Apr & Aug	

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Goals	Actions	Responsibility	Timelines	Score
4. To explore services that can be developed and/or made available to members	1. Conduct telephone campaign to solicit views on services of interest to members	PR-M	Nov - Oct	
	2. Establish sub-committee to investigate other services	PR-M	October	
	3. Consult with other retiree and senior agencies to determine services they provide and whether we can access them	PR-M	November	
	4. Identify services of interest to members and set up data base	PR-M & Maureen	Jan - Oct	
	5. Inform members of services currently available	Newsletter/Web	Jan.	
	6. Inform members of new services that become available	Newsletter/Web	As available	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 4 of 9

Page 4

Goals	Actions	Responsibility	Timelines	Score
5. To improve financial benefits to Public Service Pensions	1. Obtain legal advice on the legality of pensioner exclusion from Trusteeship	Executive/PAC	November	
	2. Advocate to Government on Trusteeship representation	Executive/PAC	On-going	
	3. Inform MHA's about pensioners concerns	PAC/Newsletter	On-going	
	4. Develop Cabinet supporters	Board members	On-going	
	5. Communicate with leader of the Opposition about pensioners concerns	PAC	November	
	6. Advocate for improved indexing & ad hoc increase	PAC	November	
	7. Inform members of progress on Trusteeship and ad hoc increases	Newsletter	Jan, April, Aug	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 5 of 9

Page 5

Goals	Actions	Responsibility	Timelines	Score
6. To establish an effective and on-going liaison with Government	1. Emphasize to Minister of Finance the importance we place on-going liaison	President	December	
	2. Develop an Agenda of pension issues for on-going consideration	President & PAC	On-going	
	3. Reconvene the Prov. Public Service Pension Coalition	President	November	
	4. Develop Cabinet and Government Member supporters	Board Members	Dec-Aug	
	5. Develop support from Opposition MHA's	Board Members	On-going	
7. To establish a working relationship with other retiree groups	1. Identify and make contact with other retiree groups with whom we share common interests	Executive	by December	
	2. Establish expectations of our relations with other groups	PR-M Committee	January	
	3. Develop an on-going agenda of items of mutual interest	Board	On-going	
	4. Liaise with counterparts in other jurisdictions	President	by March	

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Goals	Actions	Responsibility	Timelines	Score
8. To maximize the use of the financial resources of the Assoc.	1. Monitor expenditures under 2002 Budget to ensure adherence or make adjustments as required	Finance Comm/ Brd	Nov-Oct	
	2. Prepare balanced Budget for 2002	Finance Comm/ Brd	December	
	3. Approve balanced Budget for 2002	Finance Comm	January	
	4. Investigate paid advertising in Newsletter	Finance Comm	by April	
	5. Investigate other sources of additional revenue	Finance Comm/Brd	On-going	
	6. Formulate policy re surplus and invested financial resources	Finance Comm	February	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 7 of 9

Page 7

Goals	Actions	Responsibility	Timelines	Score
9. To make the Board of Directors an effective mechanism for the administration of the Assoc.	<ol style="list-style-type: none"> 1. Hold Orientation for new Board. 2. Review and revise Goals in preparation for Action Plan 2002-03 3. Hold Annual Retreat/Planning Session to revise the Action Plan for 2002-03 4. Identify Goals to be pursued in 01-02 5. Develop an Action Plan 6. Assign Committees and responsibilities to all Board Members 7. Review and revise Committee structure and Terms of Reference for each Committee 8. Plan and hold regular Board Meetings to conduct the business of the Association 9. Develop 'Job descriptions' for Board Members and their assignments 10. Consider ways and means to involve Branches at Board level 11. Assign responsibility for Honours Policy 12. Communicate Honours Policy to membership 13. Solicit Nomination for Honourees from membership 14. Consider skills and expertise needed to conduct the business of the Association. 15. Recruit suitable candidates for Board 16. Notify members of AGM date 17. Inform members of nominations to Board prior to AGM 	<p>Board New Board</p> <p>New Board</p> <p>Board Board Executive</p> <p>Committees & Board</p> <p>Board</p> <p>Committees & Board</p> <p>Board</p> <p>Executive Newsletter Newsletter Board</p> <p>Nominating Newsletter Nominating</p>	<p>November November</p> <p>November</p> <p>November November November</p> <p>December</p> <p>Monthly</p> <p>December</p> <p>February</p> <p>November Jan. Apr, Aug March on-going</p> <p>by Aug by Aug by Aug</p>	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 8 of 9

Page 8

Goals	Actions	Responsibility	Timelines	Score
10. To review the Constitution and propose appropriate amendments to the next Annual General Meeting	1. Review Constitution to identify desirable amendments 2. Formulate proposed amendments and approve for circulation to membership 3. Review Constitutions of other organizations with similar goals 4. Circulate proposed amendments to membership prior to 2002 AGM	Constitution Comm. Constitution Comm. Constitution Comm./ Board Constitution Comm./ Newsletter	March July March August	
11. To review these Goals and the Action Plan on an annual basis	1. Approve the Action Plan for 2001-02 2. Appoint "Advocate" to promote the Plan and facilitate implementation 3. Monitor the implementation of the Plan and assess achievement of Goals 4. Assess achievement of Goals 5. Present Action Plan report to 2002 AGM	Board Board Board & Committees Board President	December December Monthly September October	

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Newfoundland a Labrador

Action Plan 2001- 02

Approved by Board December 11, 2001

Public Service Pensioners' Association

Page 9 of 9

Page 9

APPENDIX B

NEWFOUNDLAND AND LABRADOR PUBLIC SERVICE PENSIONERS' ASSOCIATION

CONSTITUTION

ARTICLE I, NAME, AUTHORITY, LOCATION

1. The name of the organization shall be the Newfoundland & Labrador Public Service 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 business office and headquarters 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 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 II - OBJECTIVES

The purpose of the Association shall be:

1. To unite public service pensioners who are eligible for membership in the Association.
2. To promote the interests of public service pensioners by providing a medium for collective action on any matter affecting their well being.
3. To represent public service pensioners in addressing with Government the interests of its members, for the mutual benefit of all.
4. To promote, organize or take part in any other activity that is in the best interests of public service pensioners

ARTICLE III - MEMBERSHIP

1. All persons in receipt of a pension from the Public Service Pension Plan and their spouses shall be eligible for membership in the Association.
2. Membership shall consist of active members and associate members. Active members are those in receipt of a public service pension who have become members of the Association. Associate members are the spouses of such members, who have become members of the Association.

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.
4. Associate members shall be eligible to attend all general meetings and social functions and may serve on committees subject to the approval of the Board of Directors.
5. Associate members shall not be eligible to hold office in the Association or vote on any matter other than that directly associated with a committee of which he/she is a member.
6. Active membership dues shall be determined from time to time by the Annual General Meeting on recommendation of the Board of Directors. No membership dues shall be assessed Associate members of the Association.
7. 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 where applicable.
8. The Association may, by resolution passed at an Annual General Meeting, confer Honorary Membership upon any person.

ARTICLE IV - GOVERNING AUTHORITY

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

ARTICLE V- ANNUAL GENERAL MEETING

1. There shall be an Annual General Meeting of the Association which shall be a meeting of the Board of Directors and other 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 end of fiscal year.

3. Thirty members, including the members of the Board, shall constitute a quorum at 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.
4. Members of the Association shall bring matters before the Annual General Meeting for consideration by means of resolutions and/or from the floor.
5. The Board may submit its own resolutions to the Annual General Meeting.
6. Unless otherwise required by the Constitution, every question shall be decided in the Annual General Meeting by a straight majority vote of those present and entitled to vote.
7. The Chairperson shall not be entitled to vote on any question, except in the case of a tie vote.
8. The Board shall give notice of the date of the Annual General Meeting at least 30 days prior to such Meeting.
9. No error or omission in the content of any notice of the Annual General Meeting shall affect such meeting, or invalidate the proceedings.

ARTICLE VI - SPECIAL MEETING

1. The President of the Association, upon written request of at least Fifty (50) 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. 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 members to be elected at the Annual Meeting and those provided for in Article VII, Section 7 (Past-President) and Article XVII, Section 4 (Regional Branches).
2. All members of the Board of Directors shall be nominated and elected by the Association

meeting in Annual General Meeting except that members of the first Board of Directors shall be elected by those in attendance at the Annual General Meeting founding the Association.

3. All nominees shall be Active members of the Association in good standing, and be present at the meeting in which they are nominated, or have indicated, in writing, to the Nominating Committee, their willingness to stand for election. Additionally, if nominated prior to the Annual General Meeting, all nominees may submit a brief personal resume to the Nominating Committee for hand-out at the Annual General Meeting. Nominees from the floor may give a brief resume prior to the start of the election of Directors.
4. The Board shall, at its first meeting following the Annual General Meeting each year, elect from their number a President, Vice-President, Secretary and Treasurer together with the immediate Past President to constitute the Executive Committee referred to in Article VIII of this Constitution. This meeting shall be convened immediately following the Annual General Meeting by the outgoing President or, in his/her absence, by the most senior ranking officer of the previous Executive Committee.
5. If, between Annual General Meetings, the office of President becomes vacant, the Vice-President shall automatically become President.
6. Vacancies on the Board of Directors that occur between Annual General Meeting may be filled by the Board of Directors from the list of unelected nominees as provided for in Section 3 above. If there are no unelected nominees the Board shall appoint a **member(s)** to fill the vacant term.
7. The immediate Past President shall serve as a member of the Board of Directors and a member of the Executive Committee.
8. The President, or in his/her absence, the Vice-President shall preside at every meeting of the Association, except in the absence of the President and the Vice-President, or upon their refusal or failure to act, the meeting shall elect a Chairperson.
9. The President or his/her designate shall be the only person to communicate with the media re. Association business.
10. 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.
11. The President is the Chief Executive 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.

12. Vice-President

The Vice-President shall assist the President in his/her duties and, in the absence of the President, function in that capacity.

13. Secretary:

The secretary shall be responsible for :

- Recording the minutes of the Annual General Meeting, the Board of Directors meetings, the Executive Committee meetings, and any special meeting, if called.
- Other duties related to the office of Secretary.

14. Treasurer:

The Treasurer shall be responsible for :

1. Receiving and depositing membership dues and other revenue;
2. Disbursement of funds;
3. Preparing monthly financial statements for presentation to the Board;
4. Preparing financial statements for presentation to the Annual General Meeting;
5. Preparing the Annual Budget for submission to, and approval of the Board;
6. Other duties associated with the office of Treasurer.

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

16. Members of the Board of Directors shall be elected for a term of two (2) years. Retiring members of the Board of Directors who have served two (2) consecutive two (2) year terms shall not be eligible for re-election for at least one (1) year .

ARTICLE VIII - MEETINGS OF THE BOARD OF DIRECTORS

1. The Board of Directors shall meet at least four times a year and at such times and places as the members thereof 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 members of the Board. 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 telephone, 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 or Special Meeting provided all members are present, or if those absent have signified their consent to such a meeting and to the business transacted.

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 Board including the President or a Vice-President shall constitute a quorum and no business shall be transacted at any meeting of the Board unless a quorum is present.
6. If any member of the Board, without due cause, fails to attend three consecutive meetings of the Board or fails to perform any of the duties assigned to him/her as a member of the Board, this person's position may be declared vacant by the Board.
7. The Board shall keep minutes of all the 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, Secretary and 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 members of the Executive Committee one of whom shall be the President or a Vice-President shall constitute a quorum.
4. The Executive Committee shall keep the minutes of its meetings, a copy of which shall be sent to each Board Member

ARTICLE X - STANDING COMMITTEES

1. There will be four standing committees: Finance, Public Relations/Membership, Constitution and Pension Action.
2. Committees of the Board may have co-chairs; one to be a member of the Board and one may be appointed by the Committee.
3. Additional ad hoc Committees shall be struck by the Board as deemed necessary.
4. Minutes shall be kept of all Committee meetings and reports to Board shall be given on a regular basis.

ARTICLE XI - ALLOWANCES

1. An expense allowance may be paid, in accordance with Board policy, to any member or employee of the Association for the purpose of carrying out the business of the Association.

ARTICLE XII - FUNDS

1. The Board shall:
 - (1) be trustees of all funds of the Association and of all other assets of the Association, and shall administer them in accordance with this Constitution;
 - (2) 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 to the credit of the Association;
 - (3) invest any moneys 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;
 - (4) arrange that all securities of the Association be maintained in such manner as the Board deems appropriate;
 - (5) 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;
 - (6) arrange that the report of the auditor and the financial statements be tabled at the Annual General Meeting of the Association which immediately follows the audit;
 - (7) The Board shall appoint members of the Executive Committee as signing officers.
 - (8) ensure that all cheques drawn on the Association's account bear the signature of the Treasurer and/or the President together with the signature of one other signing officer.
 - (9) ensure the preparation and approval of an annual budget.
2. The financial year of the Association shall be from January 1 to December 31 of the same year.

ARTICLE XIII - COMMITTEES

The Board of Directors shall appoint all standing and special committees for the purpose of fulfilling the Association's mandate. 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 objective.

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 - 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 XVI - NEWSLETTER

At least two (2) NEWSLETTER, one of which includes notification of date of the Annual General Meeting shall be sent the membership annually. Any other NEWSLETTERS published will be at the discretion of the Board of Directors.

ARTICLE XVII - REGIONAL BRANCHES

1. The Board of Directors of the Association may approve the establishment of a Branch of the Association in any Region where there is a minimum of 400 Members.
2. The primary purpose of a Branch shall be to provide a regional forum for the achievement of the objectives of the Association.
3. 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.
4. 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 provided for in Article VII, Section 1. The Board of Directors shall appoint one of its members to liaise with Branches on a regular basis and present their concerns at meetings of the Board in their absence. The Board of Directors shall, annually, allocate an amount to a Branch to enable its member of the Board of Directors to attend an Annual General Meeting.

5. A Branch, in the conducting of its activities, shall be vigilant to ensure solidarity with the Board of Directors of the Association.
6. A Branch shall, from time to time, report on its activities to the Board of Directors of the Association and shall provide an Annual Report to the Annual General Meeting of the Association.

ARTICLE XVIII - AMENDMENTS

1. Any member of the Association may propose an amendment to the constitution in writing to the Board. The Board will formulate proposals for Constitutional amendments to be distributed to the general membership 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.
2. Notices of intended amendments shall be given in writing to the Secretary, for distribution to the general membership, 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.
3. Amendments to this Constitution shall come into effect when they have been adopted by a two-thirds majority vote of the Association in Annual General Meeting.

Revised October 19, 2001

APPENDIX C

HONOURS POLICY

Preamble - Policy statement

The Newfoundland & Labrador Public Service Pensioners' Association is the only umbrella organization for all recipients of Public Service Pensions in the Province. Because of this unique status, the Association has the potential and opportunity to recognize and honour the contribution of its members and of others outside the membership who have made a significant impact on the well being of public service pensioners. The Association wishes to put into place two awards to take advantage of this opportunity: Honourary Director and Honourary Member of the Association.

Honourary Director

The award of Honourary Director is designed to recognize the significant contribution of a member of the Association, and is to be considered a life-time award. The following applies:

- any Member of the Association, either an Active or Associate Member, is eligible to be recognized as an Honourary Director;
- a Member may be nominated as an Honourary Director because of special leadership provided within the context of the Association or because of a significant contribution to the well being of public service pensioners;
- an Honourary Director shall have the right to attend any General or Special Meeting of the Association and Meetings of the Board of Directors, but shall not have the right to vote beyond those provided for in Article III of the Constitution of the Association.

In order to maintain the quality of the award, no more than one Honourary Director should

normally be named at any Annual General Meeting. In exceptional situations, the Board of Directors may authorize that more than one Honourary Director be named. Conversely, it may be determined by the Board of Directors that no Honourary Director be named at a particular Annual General Meeting.

Honourary Member of the Association

The award of Honourary Member of the Association is designed to recognize the significant contribution of a person who is not a member of the Association, and is to be considered a life-time award. The following applies:

- any person, who is neither an Active nor Associate Member of the Association, may be nominated as an Honourary Member of the Association, who has made a significant contribution to the well being of public service pensioners;
- an Honourary Member of the Association shall have the right to attend any General or Special Meeting of the Association, but shall not have the right to vote;

In order to maintain the quality of the award, no more than one Honourary Member of the Association should normally be named at any Annual General Meeting. In exceptional situations, the Board of Directors may authorize that more than one Honourary Member be named. Conversely, it may be determined by the Board of Directors that no Honourary Member of the Association be named at a particular Annual General Meeting.

Nominations for Awards

Any two Members of the Association, either Active or Associate, may nominate a candidate for the awards of Honourary Director or Honourary Member of the Association.

Nominations must:

- be on the official forms, available at the Association office;
- identify the name, address and telephone number of the candidate;

- outline the reason for the nomination;
- be signed by two Active or Associate Members of the Association.
- be submitted to the Honours Committee not later than 60 days prior the Annual General Meeting.

Alternately, candidates may be named by the Honours Committee or the Board of Directors. Nominations will be processed by the Honours Committee and presented to the Board of Directors for approval.

Honours Committee

The Board of Directors shall either appoint an Honours Committee, chaired or co-chaired by a Member of the Board of Directors, or assign this responsibility to another Board Committee. The responsibilities of the Honours Committee will include:

- informing the Membership of the awards and soliciting nominations;
- receiving and reviewing nominations from Members; ensuring that all necessary information is available;
- initiating additional nominations, if it considers appropriate;
- presenting recommendations to the Board of Directors, not later than 30 days prior to the Annual General Meeting;;
- ensuring that a record of Honours is maintained in the appropriate manner.

Approval and Presentation of Awards

The approval of candidates for the awards of Honourary Director and Honourary Member of the Association will be made by the Board of Directors, not later than 30 days prior to the Annual General Meeting. Approved candidates will then be notified and their willingness to accept the award determined.

The awards will consist of an appropriately designed certificate suitable for framing with

a brief citation outlining the contribution that is being recognized.

Announcement of the awards will be made at the Annual General Meeting, and the presentation of the awards will normally take place at that time. However, at the convenience of the individual candidate, the Board of Directors may determine that the award will be presented at a more suitable time and place.

Recording of Honours

An updated list of Honourary Directors and Honourary Members of the Association will be maintained in the records of the Association and a visible record will be maintained in the Association's Office.

Approved by the Board of Directors: 11 September 2001

APPENDIX D

Newfoundland & Labrador
Public Service Pensioners' Association

NOMINATION FORM
HONOURARY DIRECTOR

Name of the Member being nominated _____

Address _____

Telephone _____

Reason for the Nomination:

Please attach a brief biography of the Member being nominated

Nominated by:

Member of the Association

Member of the Association

Date of Nomination: _____

Newfoundland & Labrador
Public Service Pensioners' Association

NOMINATION FORM

HONOURARY MEMBER OF THE ASSOCIATION

Name of the person being nominated _____

Address _____

Telephone _____

Reason for the Nomination:

Please attach a brief biography of the person being nominated

Nominated by:

Member of the Association

Member of the Association

Date of Nomination: _____