

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

15th ANNUAL GENERAL MEETING

ANNUAL REPORT



**COMFORT INN
Airport Road
St. John's, NL
Tuesday, 18 October 2005**

IN MEMORY OF DECEASED MEMBERS 2004-2005

Adams, Millicent	Hughes, Abel	Simms, James
Asgar, Mohammed Ali	Hulan, George	Simms, Tobias
Baggs, Roland H	Hurley, Louisa	Smith, Harvey
Bartlett, Chesley	Hussey, Clare	Smith, Leonard D
Brace, Al	James, Theresa	Smith, P Cyril
Brake, Ambrose	Kean, Cavell	Snow, Emily
Brennan, Denis	Kearsey, Catherine	Snow, William
Bugden, Benjamin	Leonard, Edward	Stuckless, Harris
Bugden, Martin	MacDonald, J A Gordon	Tancock, Thomas
Bussey, Doris	McCarthy, Felax	Taylor, Cecil G
Butt, Grace	McGrath, Leo	Thistle, A Harris
Byrd, Zita	McGrath, William	Thornhill, Gertrude
Clarke, John R	Mercer, Moses	Touchings, Mildred
Cochrane Hazel I	Mitchell, George R	Traverse, Adrian
Connors Patrick	Moore, Eva	Troke, David
Cooper, Christopher	Murphy, Nicholas	Walsh, Daniel
Crowdell, Agnes	Nesbitt, James A	Walsh, John
Deering, Chester	O'Neill Ellen T	Wheeler, June
Dicks, Peter	O'Neill, Kevin	White, Edward
Dollimont, John	O'Reilly, Joseph	White, Greta
Dominie, James	Parrott Alma	Whittle, Clara
Drover, Samuel	Parsons, Raymond	Wigh, Sylvia
Duggan, Mary	Parsons, Stephen	Winsor, J Stewart
Dwyer, Helen	Penny, Jerome	
Earles, Donald	Penny, Ruby	
Elliott, Bemister	Phillips, Kay	
Flight, Fred	Pittman, Agnes	
Forward, Kenneth	Power, Ann	
Fowlow, Norman	Power, Kevin J	
French, Douglas Br	Quinlan, Hubert	
French, Gordon L	Ralph, Harold	
Gould, Andrew	Remo, Alice	
Halfyard, Wallace	Rice, Norman	
Hancock, Alexander	Rideout, Ivor	
Harnum, Kenneth M	Robbins, Elizabeth	
Hart, William	Roe, David M	
Hayley, Reginald	Rowe, Eileen Theresa	
Hibbs, John L	Seward, Augustus	
Hobbs, Cyril	Sharpe, Errol B	
Hoffe, Stanley	Sheppard, Geroqe C	
Hollett, Walter	Sheppard, Ronald	

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.

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ORGANIZATION

BOARD OF DIRECTORS

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

Cyril Bambrick
Barbara Hopkins
Gerry Conran
Tom Cooper
Ray Rossiter
Mike Mackey
Wesley Roberts
Ann Bell
Jean Chaisson
John Downton
Mary Ennis
Frank Petten
Eric Salter
Jeff Young
George Fiander

PENSION ACTION COMMITTEE

Cyril Bambrick, Chair John Downton
Barbara Hopkins Paul O'Leary
Eric Salter Tom Cooper
John Bambrick

CONSTITUTION COMMITTEE

Ann Bell, Chair

NOMINATIONS COMMITTEE

Tom Cooper, Chair

HONOURS

George Fiander, Chair
Eric Salter

NEWSLETTER

Barbara Hopkins (Chair)
Frank Petten

PUBLIC RELATIONS/MEMBERSHIP

Frank Petten, Chair
Tom Cooper
Mary Ennis
Barbara Hopkins

HEALTH COMMITTEE

Jeff Young, Chair
Eric Salter
John Downton
Jean Chaisson

SOCIAL COMMITTEE

Mary Ennis, Chair
Tom Cooper
George Fiander

AGM PLANNING

Jean Chaisson, Chair
Barbara Hopkins
Jeff Young
Barbara Coffin

FINANCE COMMITTEE

Gerry Conran, Chair

PENSION INVESTMENT COMMITTEE REPRESENTATIVE - Eric Salter

GOVERNMENT INSURANCE COMMITTEE - John Downton

PERSONNEL - Maureen Hogan - Administrative Assistant

2005 AGENDA

- 1 Call to Order
- 2 Introduction of Board of Directors
- 3 Minute of Silence for Deceased Members
- 4 Adoption of the Agenda for the 2005 AGM and Conference
- 5 Report of the Nominations Committee
- 6 Greetings from Government - Minister Dianne Whalen
- 7 Keynote Speaker - Dr. Ann Colbourne
- 8 Nutrition Break
- 9 Conference Workshops
- 10 Lunch
 - Election to fill vacancies on Board of Directors
 - Report from Honours Committee
 - Presentation of Awards
 - Luncheon Speaker, Dr. Meryl Vokey
- 11 Approval of Rules of Order
- 12 Adoption of the Minutes of 2004 Annual General Meeting
- 13 Business arising from the Minutes
- 14 Report from the President on behalf of the Board of Directors
- 15 Reaction & Discussion
- 16 Treasurer's and Auditor's Report
- 17 Committee Reports
 - 17.1 Constitution Committee
 - 17.2 Pension Action Committee
 - 17.3 Newsletter Committee
 - 17.4 Social Committee
- 18 Western Branch Report
- 19 Report of Representatives on Government Committees
 - Government Insurance
 - Government Pension Investment
- 20 Discussion of Issues
- 21 Results of Election for Board of Directors
- 22 Draw for door prize of \$100.00
- 23 Adjournment of 2005 Annual General Meeting

**NEWFOUNDLAND PUBLIC SERVICE PENSIONERS' ASSOCIATION
ANNUAL GENERAL MEETING
TUESDAY, OCTOBER 19, 2004
CAPITAL HOTEL, ST. JOHN'S, NL**

PRESENT:

Ray Rossiter, President
Tom Cooper, Vice President
Eric Hodder, Treasurer
Gerry Conran, Secretary
Bill Shallow, Past President
Margaret Adey
Jean Chaisson

Eric Salter
George Fiander
Jeff Young
Wesley Roberts
Ray Hawco
Ambrose Denty
Barbara Hopkins

ABSENT:

Mary Ennis

1. CALL TO ORDER:

The meeting was called to order at 9:00 am by Barbara Hopkins, MC for morning session. Barbara welcomed everyone to the 2004 Annual General Meeting and Conference. She made reference to the two workshops and the panel discussion.

2. APPROVAL OF RULES OF ORDER:

Motion: That Rules of Order on page 41 of the Annual Report be approved.

Moved: Tom Cooper **Seconded:** Eric Hodder

Carried

3. MOMENT OF SILENCE FOR DECEASED MEMBERS:

The membership observed a moment of silence for members who passed away since last Annual General Meeting.

4. INTRODUCTION OF BOARD OF DIRECTORS:

Ray Hawco, MC, introduced all Board members present.

5. ADOPTION OF AGENDA FOR THE 2004 AGM & CONFERENCE:

Motion: That the Agenda be adopted as presented.

Moved: Ray Hawco **Seconded:** Tom Cooper

Carried

6. REPORT OF THE NOMINATIONS COMMITTEE:

Report was given by George Fiander, Chair. The following candidates have signified their willingness to serve on the Board of Directors and have been nominated for election to the Board.

Cyril Bambrick, Cyril began work in the Public Service in 1966. He retired from the Dept. of Finance in 1998.

Ann Bell, Ann began work in the Public Service in 1972. She retired in 1990 for the Advisory Council on the Status of Women.

Gerry Conran, Gerry began work in the Public Service in 1961. He retired in 1996 from Dept of Works, Services & Transportation. Gerry served on the Board for six years.

Tom Cooper, Tom began work in the Public Service in 1979, he retired in 2001 from the Public Service Commission. Tom has served on the Board for the past two years.

John Downton, John began work in the Public Service in 1988. He retired in 2003 from the Dept of Health.

Barbara Hopkins, Barbara began work in the Public Service in 1983. She retired from the Dept. of Education in 1995. Barbara served on the Board for five years.

Frank Petten, Frank began work in the Public Service in 1978. He retired from Executive Council in 1989.

Gordon Seabright, Gordon began work in the Public Service in 1957. He retired in 1989 for the Dept. Of Justice.

Ern Shute, Ern began work with the Public Service in 1967. He retired in 1988 from MCP. Ern is a founding member of the Association.

Motion: that the Nominations Committee Report be accepted

Moved: George Fiander, **Seconded** Tom Cooper

7. CONFERENCE WORKSHOPS:

The following Workshops were presented at this time.

Your Health Plan/Your Pension Plan: Tony Lannon, Director of the Insurance Division gave an overview of the Health Plan. David Lidstone, Pension Program Training officer gave an overview of the Pension Plan.

8. NUTRITION BREAK:

9. PANEL DISCUSSION:

Bill Shallow introduced the panel made up of Jack Barry, member from Clarendville, who spoke on "What have we learned from the success of this series of meetings". Eric Salter, current Board member and past president, spoke on "How has the pension/political environment changed over the past year?" Ray Hawco, current Board member, "Should the Association expand its activities and change its tactics?" Eric Hodder, Current Board member and Treasurer, "Do we have the necessary energy and resources to do things differently?" A general discussion followed the panel discussion.

10. LUNCH

Election of Officers.

Election took place during lunch.

Report of the Honours Committee

This year, the Honors Committee nominated John Bambrick for the Honorary Director Award.

The President's Appreciation Award is designed to recognize an outstanding contribution of a member towards furthering the aims and objectives of the Association and is considered to be a one time award. This year the award went to Bill Shallow.

Motion: To accept the Honours Committee Report

Moved: Jean Chaisson **Seconded:**

Carried

Luncheon Speaker: The luncheon speaker was Dr. Bill Eaton

BUSINESS SESSION:

11. ADOPTION OF MINUTES OF 2003 AGM

Motion: That minutes of the 2003 Annual General Meeting be adopted as presented.

Moved: John Downton **Seconded:** Cyril Bambrick

Carried

12. BUSINESS ARISING FROM 2003 MINUTES:

No Business arising from minutes.

13. REPORT FROM THE PRESIDENT ON BEHALF OF THE BOARD OF DIRECTORS:

Ray Rossiter presented the President's Report which covered the following: Action Plan, Membership, Regional Branches, Newsletter, Joint Trusteeship, Discounts and Partnerships, Pre-Retirement Seminars

Motion: that President's Report be adopted as presented.

Moved: Carl Smith **Seconded:** Ern Shute

Carried

14. REACTION AND DISCUSSION

Carl Smith congratulated Ray Rossiter and the Board of Directors for their work during the past year on behalf of the Association.

15. FINANCE COMMITTEE, TREASURER'S REPORT AND AUDITOR'S REPORT

Eric Hodder presented the Financial Statements with the following comments: deficit of \$656. as compared with a budgeted deficit of \$4 749.

Motion: that Treasurers Report be adopted as presented.

Moved: Eric Hodder **Seconded:** Frankie O'Neill

Carried

Motion: that Auditors Report be adopted as presented.

Moved: Eric Hodder **Seconded:** Ray Hawco

Carried

Motion: that Nick Murphy be appointed as Auditors for the coming year.

Moved: Eric Hodder **Seconded:** Barbara Hopkins

Carried

16. COMMITTEE REPORTS:

16.1 Pension Action: Bill Shallow presented his report.

Motion: that Pension Action Committee Report be adopted as presented.

Moved: Bill Shallow **Seconded:** Bert Price

Carried

16.2 Public Relations/Membership: Tom Cooper presented this report on behalf of Mary Ennis.

Motion: that Public Relations/Membership Committee Report be adopted as presented.

Moved: Tom Cooper **Seconded:** Frankie O'Neill

Carried

16.3 Newsletter Committee: Gerry Conran presented his report. Over the past twelve month period, three Newsletters were published. The advertising in our Newsletter covers the cost of printing.

Motion: that Newsletter Committee Report be adopted as presented.

Moved: Gerry Conran **Seconded:** Ern Shute

Carried

16.4 Social Committee Report: Tom Cooper presented the Social Committee Report Committee is looking at possible services to sick and bereavement which could also be extended to the Branches.

Motion: that Social Committee Report be adopted as presented.

Moved: Tom Cooper **Seconded:** Ruby Driscoll

Carried

16.5 AGM Planning Report: No formal report. Margaret Adey, Chair, thanked her committee for the planning of this AGM.

16.6 Role of Branches: Ray Hawco, Chair presented his report.

Motion: that Role of Branches Committee Report be adopted as presented.

Moved: Ray Hawco **Seconded:** Wesley Roberts

Carried

John Downton queried as to whether St. John's should have a branch. Some discussion followed.

16.7 Health Committee Report: Jeff Young presented the Health Committee report.

Motion: that Health Committee Report be adopted as presented.

Moved: Jeff Young **Seconded:** Carl Smith

Carried

16.8 Constitution Committee Report: Ambrose Denty presented the Constitution Committee Report. We only have one change this year and that being the Name change.

The Newfoundland and Labrador Public **Service** Pensioners' Association be changed to The Newfoundland and Labrador Public **Sector** Pensioners' Association. Bill Shallow raised the issue of broadening the membership criteria which would involve changes in article 3 and elsewhere as required. Frankie O'Neill wished to go on record as being opposed to such a change.

Motion: that Constitution Committee Report be adopted as presented.

Moved: Ambrose Denty **Seconded:** Bill Shallow **Nay:** Frankie O'Neill

Carried

17. REPORT OF REPRESENTATIVES ON GOVERNMENT COMMITTEES:

Government Insurance Committee: Eric Salter presented the report on Government Insurance. The

committee is charged with the responsibility to monitor the financial status of the program and to make recommendations to Treasury Board with regard to benefits and participant contributions.

Motion: that Government Insurance Committee Report be adopted as presented.

Moved: Eric Salter **Seconded:** Tom Cooper

Carried

Pension Investment Committee Report: Clarence Randell presented his report. He informed the meeting that the return on investments was substantially lower than in previous years. However, Government was still working toward the elimination of the unfunded liability. Ray Rossiter stated that the issue of joint trusteeship was dormant at present because of Finance Minister Loyola Sullivan's comment that it was not feasible because of the size of the unfunded liability.

Motion: that Pension Investment Committee Report be adopted as presented.

Moved: Clarence Randell **Seconded:** Ern Shute

Carried

18. BRANCH REPORTS:

Central Branch: Mike Mackey presented his report.

Motion: that Central Branch Committee Report be adopted as presented.

Moved: Mike Mackey **Seconded:** Bert Price

Carried

Western Branch: Wes Roberts presented the Western Branch Report

Motion: that Western Branch Report be adopted as presented.

Moved: Wes Roberts **Seconded:** Bert Price

Carried

19. RESULTS OF ELECTION OF BOARD OF DIRECTORS:

The nominations committee presented the results of the election:

Cyril Bambrick, Ann Bell, Gerry Conran, Tom Cooper, John Downton, Barbara Hopkins, and Frank Petten

Motion: that Ballots be destroyed.

Moved: Wesley Roberts **Seconded:** Ern Shute

Carried

20. DOOR PRIZE DRAW:

Winner of the \$100 door prize was Robert Lidstone.

23. ADJOURNMENT:

Meeting adjourned at 3:50 p.m on a motion by Tom Cooper, Seconded by Gerry Conran

Carried



Maureen Hogan
Gerry Conran
Secretary



Ray Rossiter
Ray Rossiter
President

REPORT OF THE PRESIDENT ON BEHALF OF THE BOARD OF DIRECTORS

On behalf of the Board of Directors I hereby report on the activities of the Association for the past year.

ACTION PLAN - The Action Plan is the Association's guide for the established priorities for the year. The Action Plan for 2005 is included as an appendix to this Annual Report. In January 2005 the Board, after considerable discussion, approved some modifications to the previous year's Action Plan to reflect reasonable objectives for the current year. Our overall rate for our effectiveness in carrying out the Plan during our mandate period was 62%; obviously, an ongoing challenge for improvement.

MEMBERSHIP - As you are aware, membership in this Association is now extended to all public sector pensioners who receive a pension which is funded through the Pooled Pension Fund. Current paid up membership stands at 5,317 which is consistent with last year's figures. There has been virtually no growth in membership this year with approximately 100 new members replacing 100 deceased members.

NEWSLETTER - The Pensioner Newsletter remains our main means of communicating with our members. This year we contracted Mr. Rick Hayter, Choice Management Developers, to solicit advertising to cover the printing costs related to the Newsletter. This has allowed your Board to amend its initial annual budget to direct the savings to more appropriate areas of concern. We are satisfied with these arrangements. The incoming Board should consider producing four Newsletters in 2006. The timing of the current three newsletters sometimes prevents the inclusion of timely notices of Branch planned events such as Christmas Dinner/Dances, BBQ's and meeting dates. In addition, a fourth publication would provide a broader forum for informing members of Board activities. My sincere thanks to Barbara Hopkins, Editor and Maureen Hogan, our Administrative Assistant for a job well done.

REGIONAL BRANCHES - The activities of the Western Branch during the year were reported in the Newsletter throughout the year and are summarized elsewhere in this Annual Report. The Board, is very concerned with the lack of activities by the Central Branch which operates out of Grand Falls-Windsor. The President met with the Branch president and two members of the Branch Executive in June but little has been done by that Branch to re-activate interest. The Public Service Commission has invited the Association to participate, as usual, in a Pre-retirement Seminar in Grand Falls-Windsor on November 9. The Association should take advantage of this visit to the area to host a meeting of members in an attempt to re-activate the Branch in the Central Area. The minimum requirement of any Branch should be to host one or two socials each year such as a Christmas Dinner/Dance or social and a spring BBQ. Such events would get members out and allow someone from the Executive to attend to answer members concerns and inform attending members of our discussions with Government on pension and health/life insurance issues.

PRE-RETIREMENT SEMINARS - We are very appreciative of the invitation by the Public Service Commission to participate in their pre-retirement seminars. PSC allows us just under an hour at each seminar to introduce the Association, inform attendees of our current issues with Government and speak generally about some concerns surrounding the retirement process. So far this year we have participated in nine such seminars including the recent one held in Goose Bay-Happy Valley for which the PSC paid our airfare to attend. There are four more scheduled to year end.

JOINT TRUSTEESHIP - While Government has placed this item on the back burner it does not guarantee that this matter may raise its head over the next several years as negotiations with the various unions get underway again. We have very serious concerns related to this matter and I highlight them here briefly:

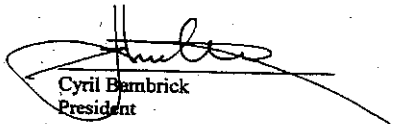
- This Association must have a voice and a vote through representation on any Joint Trusteeship Board which relates to Pension Plans funded via the Pooled Pension Fund.
- This Association is fearful that if Joint Trusteeship occurs Government may renege on its Deficiency Guarantee legislation or limit the deficiency guarantee to the Unfunded Liability amount at the time Joint Trusteeship commences.

DISCOUNTS - Little has been done this year on adding to our listing of available discounts for members. We had hoped that this item would be pursued by the chairperson of the Public Relations Committee. This position did not materialize.

HONORARY DIRECTORS - As a voluntary organization, our efforts can only be successful based on the willingness of our members to participate as Board, Executive Committee or committee members. Many such members go the extra mile in fulfilling these duties. The Honorary Director award is designed to recognize participating members who do just that. This year the Honourary Committee has recommended that William Shallow be endowed with an Honourary Directorship in the Association. Bill has been unwavering in his support for this Association in acting as President several years ago and leading the efforts to have our voice heard during "Operation Pension Indexing". We congratulate "Bill" and thank him for accepting the award.

ACKNOWLEDGMENT - On behalf of all the members of the Association I want to thank the Board of Directors and the members of the various committees. Special thanks are extended to Jean Caisson and her committee for planning this AGM and Ray Rossiter who, as Past President, was always available for support and guidance over the past year. My personal thanks and the Board's thanks go to our Administrative Assistant, Maureen Hogan for her dedication, loyalty and professionalism in dealing with members, Directors and your Executive Committee. We are extremely fortunate to have such a devoted employee.

Respectfully submitted,


Cyril Bambrick
President

TREASURER'S REPORT


The report of our Auditors and accompanying statements comprising the Association's Balance Sheet as at December 31, 2004 are presented for your review.

We concluded the year with a small operating deficit of \$82. As compared with a budgeted deficit of \$2,395, our financial position continues to be sound having regard to retained earnings of approximately \$51,334.

We are pleased to report that our principal source of revenue, membership fees, increased by \$3, 923 for 2004.

We note, with regret, the sudden passing of our Auditor, Mr. Nick Murphy in August of this year. Nick had been the Association's Auditor since 1993. The Association extends condolences to his wife Mary and daughter Nicole.

Respectfully submitted,


Gerry Conran
Treasurer

GERALD MURPHY, CGA
CERTIFIED GENERAL ACCOUNTANT

325 Duckworth Street
P.O. Box 637
St. John's, NL A1C 5K8

Tel: (709) 753-0880
Fax: (709) 753-3608

AUDITOR'S REPORT

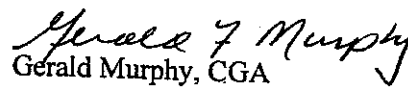
To the Board of Directors of the Newfoundland and Labrador Public Sector Pensioners' Association.

I have audited the statement of financial position of the Newfoundland and Labrador Public Sector Pensioners' Association as at December 31, 2004 and the statement of operations 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 for Canada. 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 Sector Pensioners' Association as at December 31, 2004 and the results of its operations for the year then ended in accordance with generally accepted accounting principles for Canada.

St. John's, Newfoundland
September 29, 2005


Gerald Murphy, CGA
Certified General Accountant

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2004**

ASSETS

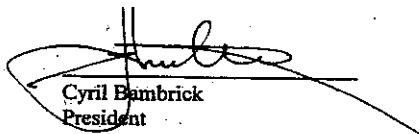
CURRENT	<u>2004</u>	<u>2003</u>
Cash	\$ 4,104	\$ 5,540
Investments (Note 3)	46,657	44,952
Interest Receivable	<u>573</u>	<u>1,424</u>
	51,334	51,916
 CAPITAL (Note 2)		
Office furniture and equipment	<u>6,169</u>	<u>4,220</u>
 TOTAL ASSETS	 <u><u>\$57,503</u></u>	 <u><u>\$56,136</u></u>


EQUITY

Members Equity	\$51,334	\$51,916
Investment in capital assets	<u>6,169</u>	<u>4,220</u>
	 <u><u>\$57,503</u></u>	 <u><u>56,136</u></u>

Commitment - (Note 4)

Signed on behalf of the Association


Cyril Bambrick
President


Gerry Conran
Treasurer

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
STATEMENT OF OPERATIONS
YEAR ENDED DECEMBER 31, 2004**

REVENUE	<u>2004</u>	<u>2003</u>	<u>2004 Budget</u>
Membership fees	\$63,251	\$59,328	\$62,000
Partnership/Advertising	900	-	-
Barbecue	1,443	-	-
Christmas Dinner/Dance	2,040	2,475	-
Interest	854	1,256	1,000
Government Grant	-	1,880	-
AGM Revenue	<u>950</u>	<u>810</u>	<u>-</u>
	69,438	65,749	63,000

EXPENDITURE			
Salaries & benefits	23,174	23,184	23,225
Rent	6,900	6,900	7,140
Postage	8,221	7,196	7,500
Printing	4,371	6,741	6,500
Office supplies & services	6,360	6,618	4,580
Telephone	3,461	3,207	3,500
Professional Services	395	747	800
Annual General Meeting	2,339	2,614	2,600
Insurance	1,478	1,478	2,200
Travel	1,959	1,696	2,000
Business tax	533	539	600
Socials	285	246	550
Branches	2,200	1,097	2,200
Public Relations	4,514	1,407	2,000
Christmas Dinner/Dance	2,223	2,735	-
Barbecue Expense	<u>1,607</u>	<u>-</u>	<u>-</u>
	70,020	66,405	65,395

Excess of revenue over expenditure (Expenditure over Revenue)	(582)	(656)	(2,395)
Equity - beginning of period	<u>51,916</u>	<u>52,572</u>	<u>51,916</u>
end of period	<u>\$ 51,334</u>	<u>\$ 51,916</u>	<u>\$49,521</u>

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2004**

23. 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.

24. Significant accounting policy

The cost of office furniture and equipment is expensed in the year of purchase.

25. Investments

Investments are comprised of non-redeemable Bank guaranteed investment certificates as follows:

ISSUED	AMOUNT	RATE	MATURITY	MATURITY VALUE
38057	\$33,167	1.65%	38424	\$33,717
38112	13490	1.50%	38477	\$13,693
	<u>\$46,657</u>			<u>\$47,410</u>

26. Commitment

The Association is committed to annual lease payments of \$6,900 for office space, totaling \$27,600 until December 31, 2008

**NF PUBLIC SERVICE PENSIONERS' ASSOCIATION
REVENUE & EXPENDITURE
PERIOD ENDING SEPT 30, 2005**

REVENUE	Actual to 30 SEPT 05		Revised Budget 2005
Membership Fees	47,892.50	75%	63,700.00
Interest Revenue	220.68	44%	500.00
HRDC Grant			
AGM Revenue			
Christmas dinner/dance Rev.			
BBQ Revenue	1,113.00	97%	1,150.00
Partnership & Advertising	760.01	76%	1,000.00
SUBTOTAL	49,986.19	75%	66,350.00
<hr/>			
TOTAL REVENUE	49,986.19	75%	66,350.00
<hr/>			
EXPENSES			
Public Relations	0.00	0%	500.00
Bank Service Charges	132.03	38%	350.00
Office Supplies Expense	3,251.95	54%	6,000.00
Postage	5,777.02	64%	9,000.00
General Meetings	0.00	0%	500.00
Rent	5,175.00	72%	7,200.00
Business Tax	532.78	76%	700.00
Insurances	1,861.85	78%	2,400.00
Telephone	2,374.10	59%	4,000.00
Travel	356.11	18%	2,000.00
Printing	204.70	20%	1,000.00
Annual General Meeting	180.28	8%	2,200.00
Professional Services	0.00	0%	1,500.00
Social Committee	0.00	0%	200.00
Christmas dinner/dance exp	500.00	167%	300.00
BBQ Expense	1,472.00	92%	1,600.00
Central Branch Expense	0.00	0%	1,100.00
Western Branch Expense	0.00	0%	1,100.00
Staff Salary	16,042.11	70%	22,800.00
EI Expense	438.08	63%	700.00
CPP Expense	667.43	74%	900.00
Workers Comp. Expense	140.79	70%	200.00
<hr/>			
TOTAL OPERATING EXPENSE	39,106.23	59%	66,250.00
<hr/>			
Net Income	10,879.96		100.00

INVESTMENT DETAILS

Issue date	Amount	Rate	Term	Value at Maturity
March 14, 2005	\$34,000	2.15%	1 year	\$34,731.00
August 31, 2005	16,000	1.718%	1 year	16,274.88
TOTAL	\$ 50,000			\$51,005.88

Leonard

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 this Association.

In addition to bringing forth a slate of candidates who have indicated their intention to seek election to the Board for a two year term, the Nominations Committee invites nominations from the floor of this Annual General Meeting. Six positions are available. The Committee nominates the following candidates.

Jean Chaisson Jean began work in Public Service in 1977. She retired in 1999 from the St. John's Health Care Corporation. Jean has served on the Board for the past two years.

Mary Ennis Mary began work in the Public Service in 1975. She retired in 1997 from the Department of Justice. Mary has served on the Board for the past two years.

Florence Power Florence began work in the Public Service in 1971. She retired in 1997 from the St. John's Health Care Corporation.

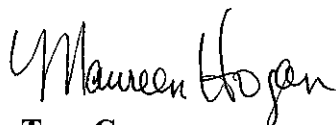
Ray Rossiter Ray began work with Newfoundland and Labrador Hydro Corporation in 1969. He retired from Hydro in 2002. He has served on the Board for the past two years.

Eric Salter Eric began work with the Public Service in 1978. He retired 1996 from the Department of Forest Resources and Agrifoods. Eric has served on the Board since 1996.

Jeff Young Jeff began work with the Public Service in 1974. He retired in 1999 from the Department of Health and Community Services. Jeff has served on the Board for the past two years.

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,


Sgt. **Tom Cooper**
Chairperson, Nomination Committee

CONSTITUTION COMMITTEE REPORT

The Constitution Committee sought legal advice and recommended Constitutional changes which, in turn, were ratified by the Board. The changes are proposals only and are open for discussion at the AGM and may be amended according to the wishes of those present. Most of the changes are of a housekeeping nature. Other recommended changes are Article III - Membership where affiliate status is dropped and secondly Article IX- Executive Committee gives the Executive more authority to act between Board meetings.

ARTICLE I, NAME, AUTHORITY, LOCATION

Current:

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.

Proposed Change:

4. The Registered Head Office of the Association shall be located in the City of St. John's, in the Province of Newfoundland and Labrador, the specific location of which shall be determined by the Board of Directors.

Current:

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.

Proposed Change:

5. The Association has been incorporated under the terms and conditions of The Corporations Act of the Government of Newfoundland and Labrador. A Certificate of Incorporation was issued out of the Registry of Companies containing the Articles of Incorporation dated December 29, 1994, and has been deposited in the official file of the Association located at the Registered Head Office of the Association and the Association's Registered Corporate Number is 34545-94

ARTICLE II - OBJECTIVES

Current:

2. To promote the interests of public sector pensioners by providing a medium for collective action on any matter affecting their well being.

Proposed Change:

2. To promote the interests of public sector pensioners by providing a medium for collective action.

Current:

3.To represent public sector pensioners in addressing with Government the interests of its members, for the mutual benefit of all.

Proposed Change:

3.To advocate on behalf of public sector pensioners to Government regarding the interests of members.

Current:

4.To promote, organize or take part in any other activity that is in the best interests of public sector pensioners.

Proposed Change:

4.To promote, organize or participate in activities that are in the best interest of Members.

ARTICLE III - MEMBERSHIP

Current:

1. All persons and their spouses who are in receipt of a pension from the Provincial Public Sector and those persons who are eligible to receive a pension from the Provincial Public Sector within 5 years are eligible for membership in the Association.

Proposed Change:

1. All persons and their spouses who are in receipt of a pension from a Pension Plan administered by the Provincial Government of Newfoundland & Labrador are eligible for membership in the Association

Current:

2. Membership shall consist of Active Members, Affiliate Members and Associate Members.

- (1) Active Members are those in receipt of a Provincial Public Sector Pension who have become members of the Association.
- (2) Affiliate Members are those who are entitled to receive a Provincial Public Sector Pension within 5 years from their retirement eligibility date who have become members of the Association.
- (3) Associate Members are the spouses of Active or Affiliate Members who have become members of the Association.

Proposed Change:

2. Membership shall consist of Active Members and Associate Members.

- (1) Active Members are those in receipt of a Provincial Public Sector Pension who have become members of the Association.

- (2) Associate Members are the spouses of Active Members who have become members of the Association.

Current:

4. Affiliate and 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.

Proposed Change:

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

Current:

5. Affiliate Members shall be eligible to vote at general meetings of the Association but shall not be eligible to hold office. Associate Members shall not be eligible to hold office or vote on any matter other than that directly associated with committees of which they are members.

Proposed Change:

5. Associate Members shall not be eligible to hold office or vote on any matter other than that directly associated with committees of which they are members.

Current:

6. Active and Affiliate Membership dues shall be determined from time to time by the Annual General Meeting on recommendation of the Board of Directors. No membership fees shall be assessed Associate Members of the Association.

Proposed Change:

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 fees shall be assessed Associate Members of the Association.

ARTICLE V - ANNUAL GENERAL MEETING:

Current:

- 5.The Board may submit its own resolutions to the Annual General Meeting.

Proposed Change:

- 5.The Board may submit its own resolutions to the Annual General Meeting. Those resolutions shall be circulated to the membership 30 days prior to the Annual General Meeting.

Current:

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.

Proposed Change:

6. Unless otherwise required by the Constitution, every motion shall be decided in the Annual General Meeting by a straight majority vote of those present and entitled to vote.

Current:

7. The Chairperson shall not be entitled to vote on any question, except in the case of a tie vote.

Proposed Change:

7. The Chairperson shall not be entitled to vote on any motion, except in the case of a tie vote.

ARTICLE VII - BOARD OF DIRECTORS

Current:

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.

Proposed Change:

2. All members of the Board of Directors shall be nominated and elected by the Association meeting in Annual General Meeting.

Current:

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.

Proposed Change:

3. All nominees shall be Active members of the Association in good standing, be present at the meeting in which they are nominated or indicate in writing to the Nominating Committee their willingness to stand for election.

Current:

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.

Proposed Change:

6. Vacancies on the Board of Directors that occur between Annual General Meetings may be filled by the Board of Directors. Such newly appointed Directors shall be entitled to fulfill only the balance remaining of the year of the term and shall be eligible for re-election at the next Annual General Meeting. Time served by the newly appointed Director to the date of the Annual General Meeting shall

not count in calculating any subsequent two-year term of election of the said Director.

Current:

7. The immediate Past President shall serve as a member of the Board of Directors and a member of the Executive Committee.

Proposed Change:

7. The immediate Past President shall serve as a member of the Board of Directors and a member of the Executive Committee for a period of one (1) year only and shall be required to retire from the Board at the end of such year if the two (2) consecutive two (2) year terms have been completed and shall not be eligible for re-election to the Board for at least one (1) year subsequent to such retirement.

New Section 17

17. Resignations or leave of absence ^{from the board} exceeding two months may be filled by appointment by the Board.

ARTICLE VIII - MEETINGS OF THE BOARD OF DIRECTORS

Current:

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.

Proposed Change:

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 10 days prior to proposed meeting date. The Secretary shall notify all members of the Board and only such business may be transacted at the special meeting as is named in the notice.

Current:

3. Notice of any meeting of the Board of Directors shall be given in writing, or by telephone and/or e-mail, 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.

Proposed Change:

3. Notice of any meeting of the Board of Directors shall be given in writing, or by telephone and/or e-mail 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.

Current:

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.

Proposed Change:

5. A majority of the Board including the President or Vice-President shall constitute a quorum and no business shall be transacted at any meeting of the Board unless a quorum is present.

Current:

6. If any member of the Board, without due cause, ^{is absent from} 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.

Proposed Change:

6. If any member of the Board, without due cause, ^{is absent from} fails to attend three consecutive meetings of the Board this person's position shall be declared vacant by the Board.

ARTICLE IX - EXECUTIVE COMMITTEE

Current:

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.

Proposed Change:

2. The Executive Committee shall, in the interval between meetings of the Board, act on matters requiring 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.

ARTICLE XII - FUNDS New #3

3. In cases where the next year's budget is not approved by the Board prior to the commencement of that year, expenses will be approved on a month by month basis based on the previous year's budget except for those expenses which require semi or annual payments during such period.

ARTICLE XV - FOUNDING MEMBERS

Current:

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.

Proposed Change:

Those public service pensioners who were present at the founding meeting of this Association and who ~~make~~ written application for membership either before or at such meeting shall be known as the

made

Founding Members.

ARTICLE XVII - REGIONAL BRANCHES

Current:

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.

Proposed Change:

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.

Current:

5. A Branch, in the conducting of its activities, shall be vigilant to ensure solidarity with the Board of Directors of the Association.

Proposed Change:

5. A Branch, in the conducting of its activities, shall ensure solidarity with the Board of Directors of the Association.

Current:

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.

Proposed Change:

6. A Branch shall report regularly 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.

New Section:

7. Funding for Regional Branches may be approved by and at the discretion of the Board of Directors based upon the submission of a "Regional Branch" budget which should be submitted for the next fiscal year by November 30 in each current year.

ARTICLE XVIII - AMENDMENTS

Current:

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.

Proposed Change:

1. Any member of the Association may propose an amendment to the Constitution in writing to the Constitution Committee. The Board will format proposals for constitutional amendments to be distributed to the general membership at least thirty 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.

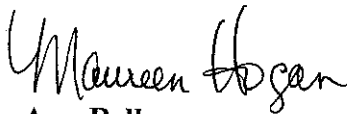
Current:

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.

Proposed Change:

Delete #2

Respectfully Submitted



Jai: Ann Bell
Chairperson, Constitution Committee

PENSION ACTION COMMITTEE

One of the main driving forces for this Association are the plans developed and recommended by the Pension Action Committee. In some ways this Committee represents the *raison d'être* of the Association. As stated in last year's report, this Committee's mandate is to represent the interests of the Association on matters related to the pension plans funded via the Pooled Pension Fund and to advise the Board of Directors on such matters.

The first meeting of this Committee did not occur until February 2005 and only four such meetings of this Committee took place during the year. This is not to say however that this Committee was not productive by these limited meetings.

My Pension Division and Debt Management career experience and my experience as the Public Sector Managers' Association' representative on Government's Pension Investment Committee as President of that Association provided me with many insights into the past operations of the Pension Plans funded via the Pooled Pension Fund. This background experience and insights were shared extensively at our meetings with the members of the Committee.

Some of those fundamental insights are:

(a) If the % rates of return on the investments in the Pooled Pension Fund exceed overall the % rates of return on investments required by the actuarial evaluations over the same time period, then obviously surpluses are created in the Pooled Pension Fund. This being the case, how can Government not consider sharing such surpluses with pensioners? The answer is simple and twofold: firstly; the Pooled Pension Fund is not fully funded because there exists an approximately \$2 billion shortfall created over the life of the plans during the thirteen year period when Government did not place our contributions in the Fund nor did it match those contributions, and from 1980 to 1988 when Government charged *ad hoc* increases to the Fund without supplying any funding for such increases and secondly; for any such surpluses which may have occurred in the Fund, Government wants to retain them in the Fund to help reduce the unfunded liability, which in turn reduces Government's potential exposure under its Deficiency Guarantee legislation.

(b) The Pooled Pension Fund Financial Statements for the period July 1, 1980, when the fund commenced, to December 31, 2004, show that approximately \$90 million in expenses have been charged against the Pension Plans Fund over this twenty-three and a half year time frame. Because of a change in accounting policy which first occurred with the 1990 Financial Statements, our guess is that just less than \$50 million of the above amount has been charged to the Public Service Pension Plan while the bulk of the remaining \$40 million or so has been charged to the Teachers' Pension Plan. The two smaller Pension Plans, the MHA Plan and the Uniformed Services Pension Plan incurred considerably less of this amount since they are considerably smaller pension plans. The expenses charged to the Pension Plans consist of the total costs associated with the operations of the Department of Finance Pensions Division up to the Director level, all costs associated with legally required actuarial evaluations or pension plan reviews, costs paid to Russell Canada for acting as pension consultants, contract costs paid for computer services and professional medical fees re disability pensions. Government seems to think that "all" these costs are legitimate and chargeable to the pension plans via the Fund. It seems to think that, because it pays matching employer pension contributions to the Fund, it somehow has the right to charge these expenses against the Fund. We

disagree with this practice. Government, as the sponsor and Trustee of our pension plans should absorb some portion of the costs for operating these plans directly. However, the Acts which created these pension plans, simply state that reasonable expenses can be charged to the plans but, who determines the reasonableness of such expenses? As pensioners we share ownership of our pension plans with current employees. Nevertheless, we currently have no say in deciding which operating costs should reasonably be paid for by the plans and which ones Government should cover directly. This situation is simply unfair. How are other Provinces processing the administration and other costs related to the pension plans they sponsor? Do they absorb some of the costs directly or is there a mechanism in place to monitor and approve such costs? We need research in this area.

(c) Joint Trusteeship has been suggested by some unions. We are reluctant to totally accept this concept for several reasons:

- We may or may not be offered or entitled by unions or governments to a "voice and vote" on any Board created under this concept.
- Government may withdraw the Deficiency Guarantee legislation if Joint Trusteeship occurs.
- Government may limit its deficiency guarantee to the dollar value of the Unfunded Liability at the date Joint Trusteeship occurs. in which case, in both instances, future pensions could be jeopardized should the equity and debt markets deteriorate severely.

(d) This Association does not have a written chronological history of the details of the changes past Government's have made to our pension plans since their creation in 1967 and the financial impacts of these changes. Nor do we possess a detailed history of how the Pooled Pension Fund has been operated since its inception on July 1, 1980. It seems that the massive growth in the Unfunded Liability may be composed of considerably more than the accumulated dollar amount of the Fund's shortfall when it started and the accumulated lost earnings on this amount and also of course the costs associated with the ad hoc increases paid from the Fund but never funded by Government but approved by Government.

During the meetings of the Pension Action Committee, many of the above items were discussed and as a result, two actions were taken.

(a) A detailed list of questions relating to the pension plans and the Fund were developed which, once answered by Government, will shed considerable light on, and provide a history of the pension plans and Fund from the time they were created. This Association desperately needs to obtain this knowledge and document this history if it is ever to prepare itself adequately to deal with the present and future governments of this Province. The list of questions was approved by the Board at the May 2005 meeting.

(b) William Shallow was contracted in May to take on a research project directed to determining just how the other provincial jurisdictions in Canada handle pension plan operating costs under each Province's pension legislation and in particular how the expenses, related to actuarial evaluations, are paid for under "Standard Benefits" legislation throughout the country. Unfortunately, last

month I met with "Bill" and was notified that he cannot complete this research on our behalf. While this is a disappointment and a setback, we must contract someone else with financial/pension expertise to perform this research.

Several of the Pension Action Committee meetings had invited guests. David Dempster of the Public Sector Managers' Association attended one meeting and shared with us his Association's file on its calculation of the position of the public service pension plan at July 1, 1980 had the proper funding started at the time the pension plans were created in 1967. This information was extremely interesting and valuable to know. The assumptions used in the spreadsheets require further clarification however.

At another meeting Clarence Randell attended and provided advice and input to the list of "questions" we were developing for government.

Overall, the Pension Action Committee has identified several key areas of real concern to this Association, namely, the lack of a detailed history of the pension plans and the Pooled Pension Fund and the lack of research required relating to pension costs in other Provincial jurisdictions. Once these items are complete two further actions must be planned and executed within the next 10 -12 month period. The Association needs to approve the use of a maximum of \$25,000 of its \$50,000 savings to hire a pension consulting firm, who, using the history of the pension plans and the Fund and the research from the other provinces, can assist us in developing a long term strategic approach to current and future governments and help us prepare a "brief" to be conveyed to and discussed with Government stating all the issues of concern to this Association relating to the pension plans and the operations of the Fund.

It is obvious that during this Government's current term of office we cannot expect much in the way of recognition of our current concerns re an ad hoc increase and an improved indexing formula. However, the next Provincial election is looming in 18 months or so. The current political campaigning hiatus allows us sufficient time to do our research, get certain pension plans and Fund questions answered by Government and hire, with Board approval, the required outside consulting support to prepare for an all-out, "in their face" strategy to ensure that this government accepts some moral responsibility and takes immediate steps to resolve the serious economic stress currently being experienced by many of our members.


In the last paragraph of last year's report of the Pension Action Committee Bill Shallow asked "What do we do next" after the success of Operation Pension Indexing. Well, my answer is that the incoming Board deal with the above suggestions to forward the PAC "questions" to Government, get the research on other jurisdictions completed, then hire a pension consultant, have a strategy prepared followed by a "brief" to Government and time the presentation of the brief to Government to coincide with the commencement of the next political campaign and then obtain continuous media coverage to strengthen on pre-election position on the need for this Government to immediately address our concerns for an "ad hoc" increase and an improved indexing formula.

Recently, the Provincial Government improved considerably on the Atlantic Accord Agreement by obtaining a further \$2 Billion plus interest from the Government of Canada. In addition, this same government has been accumulating windfall gains from the historically high price of crude oil on world markets. The 2005-2006 Provincial Budget has the estimate for oil prices set at \$38(U.S.)barrel and the

actual oil price has been well over \$60(U.S.) barrel for some time now. We must not forget that as bad as the politicians may paint the Provincial economy in the near future, our Provincial GDP rate is forecast to be one of the best in Canada over the next few years. This Government should never think that we will not demand that these economic improvements be shared with us.

I wish to thank the members of the Committee for their efforts in developing this plan of action.

Respectfully submitted,

A handwritten signature in cursive script that reads "Maureen Hogan".

For: **Cyril Bambrick**
Chairperson, Pension Action Committee

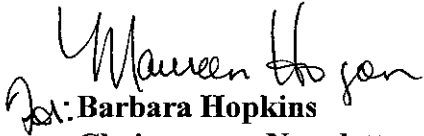
NEWSLETTER COMMITTEE

The Newsletter Committee was set up to provide a means of effective communication with the members of the Association on its objectives, plans and activities, thereby raising its overall profile as an informative publication.

The Newsletter committee is chaired by Barbara Hopkins; Barbara is the Editor and Maureen Hogan, Administrative Assistant is responsible for the layout and design of Newsletter. Maureen is also responsible for the contracting of the production and mail-out to our 5300 members, MHA's and Media.

In 2004-2005 we accepted advertising in our Newsletter which offset the cost of printing our three annual publications. The Newsletter welcomes comments from the membership. We continue to strive to make the Newsletter a two- way affair.

Respectfully submitted

Maureen Hogan
for: Barbara Hopkins

Chairperson, Newsletter Committee

SOCIAL COMMITTEE

The purpose of the Social Committee is to organize social events for the entertainment of the members of the Association.

Members of the Social Committee during the past year were: Mary Ennis, Tom Cooper and George Fiander. The Committee has had several meetings in preparation for the 2005 Barbecue and Christmas dinner & dance.

A very successful Christmas dinner/dance was held on Friday, November 29, 2004 at the Knights of Columbus on St. Clare Avenue, St. John's. Lots of food and prizes along with good music contributed to the success of the evening. President Cyril Bambrick welcomed everybody. Gus Fitzpatrick supplied the taped music for the dancing and drew for the many prizes won throughout the evening. Everyone had a great time.

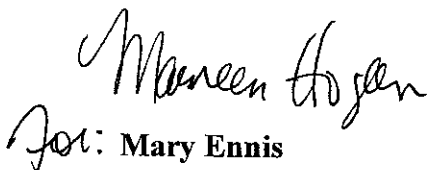
The Spring Barbeque was also well attended. The rainy weather didn't stop eighty seven members and guests from turning out for an enjoyable evening on Friday, May 27, 2005 at the Shrine Club, St. John's. Cash bar service was available at 6:30 followed by the Barbecue at 7:00. Some brave souls ventured out to the pit and cooked their own steak while others sat inside and let the chef do the cooking. Mushrooms and onions, baked potatoes and sour cream and caesar salad complemented the meal. President, Cyril Bambrick, brought greeting from the Board of Directors. The dance floor was filled from 8:30 p.m. on as people danced to the taped music by Gary Lawrence.

Our 2005 Christmas dinner & dance is planned for Friday, December 2, 2005 at the Knights of Columbus, St. Clare Ave. and we're hoping for another great turn-out.

We were also looking into the need for a Sick and Bereavement Committee, however this has been put on hold. If there is interest in continuing, we would appreciate hearing from our members.

I would like to thank the members of the Social Committee for their cooperation and team work during the past year.

Respectfully submitted,


for: Mary Ennis

Chairperson, Social Committee

HONOURS COMMITTEE

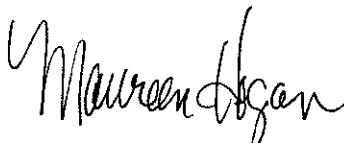
The Newfoundland & Labrador Public Service Pensioners' Association is the only umbrella organization for all recipients of public service pensioners in the Province. Because of this unique status, the Association has the potential to recognize and honor the contribution of its members and of others outside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

The Honorary Director Award is designed to recognize the significant contribution of a member of the Association and is considered to be a life-time award. Any active member is eligible for this prestigious award.

William (Bill) Shallow was selected by the Board of Directors to receive the Honorary Director Award for 2004-2005. Bill has been a valued member of the Board of Directors of the Association for five years. He served the Office of President for three years. It can be truly said that Bill Shallow has been one of the builders of the Newfoundland and Labrador Public Sector Pensioners' Association. During his stewardship, he has given unselfishly of his time and talent to promote the aims and objectives of the Association. Bill continues to be involved in the Association. Our members are very fortunate to have had the experience and indeed, expertise of Bill Shallow over the past five years.

It is with a great deal of pride and admiration that Bill Shallow be designated an Honorary Director of this Association in recognition of his outstanding leadership and commitment, over and beyond the call of duty.

Respectfully submitted,



for. **George S Fiander**
Chairperson, Honours Committee

WESTERN BRANCH

The Western Branch of the Newfoundland and Labrador Public Sector Pensioners' Association was very active during the past year of 2004-2005. A regular meeting was held each month from September 2004 to June 2005. The branch took a break for the summer and meetings resumed on September 7.

During each meeting a variety of issues and concerns affecting pensioners were discussed. Members had the opportunity to participate in the operations of the Association.

In early December we held a Christmas dinner and dance which was attended by 88 members who enjoyed themselves immensely.

During March 2004 we held our Annual General Meeting and our Board members were elected.

President:	Wesley Roberts	Vice-President:	Joseph Blanchard
Secretary:	Keith Ambler	Treasurer:	Rose Murrin
Past-President:	Hope Wiseman		

Directors:	Seamus Gibbons - Telephone Committee	Martin Lowe - Deer Lake area
	George Mullett	John White - Social Committee
	Albert Murphy - Stephenville area	Helen Gardner - Pasadena area


During March, three members of the executive traveled to Port aux Basques for a general meeting to update members on the activities of the Association. A question and answer period followed. At that meeting George Anderson volunteered to become director for the Port aux Basques area.

The Western Branch Annual Barbecue was held on June 14 at the Pitch and Putt Golf Club in Pasadena and was well attended. Cyril Bambrick, President of the Association attended and brought greeting. He updated the Branch on the Association's activities.

We presently have a telephone committee which covers the Deer Lake to Stephenville area including the Bay of islands and the Port au Port Peninsula. We are also hoping to cover the Port aux Basques and the great Northern Peninsula areas.

We would like to thank the Provincial Board of Directors and Administrative Assistant, Maureen Hogan for their help and guidance over the past year.

Respectfully Submitted,


For: **Wesley Roberts**

President, Western Branch

GOVERNMENT GROUP INSURANCE COMMITTEE

It is my pleasure to represent our Association on the Government Group Insurance Committee. This committee's membership consists of the policy holder and representatives of various sectors that are participants in the Group Insurance Plan.

In April 2005 each member received a letter outlining changes to the Plan for the current year. (A summary of the changes is attached.)

For the current year no increase in premium was necessary for the group health benefits. This was possible because of savings in some areas offsetting deficits in other areas.

Prescription drugs account for the largest expenditure for the Health Plan. Increased cost in this area continues to be of concern for all groups represented on the Committee. As would be expected, pensioners' groups have significantly higher utilization rates regarding prescription drugs than do active employees. Under our Plan, all participants are experience rated, that is considered equally, in a single pool. Because of this arrangement, premiums for retirees are significantly lower than they would be if their rates were calculated separately on retirees' utilization only.

It is important that all Plan members work together to insure that expenditures under the Plan are utilized for necessary and most cost effective benefits.

During the past year an ad hoc committee was formed. It comprises representatives of groups that represent Plan members. Its purpose was to share information about issues of concern --regarding group benefits--to those they represent. Having this committee, and the information it generated, allowed the ad hoc committee members to be well focussed on specific issues of concern to various representatives and also to be well prepared for meetings with the policy holder at group insurance meetings.

Our Association continues to request that the amount of the paid up life policy be increased from the current inadequate amount of \$5000. This request has not been granted but we will continue to pursue this issue vigorously. In addition we have contacted a number of insurance brokers to explore the possibility of obtaining individual life insurance coverage for individual members. The realities of the life stage of our members entail particular challenges for insurance arrangements.


We are considering conducting a survey of our members as a next step in determining the level of interest in additional insurance coverage and the amount that people are willing to pay for such coverage. Without having facts regarding the number of people interested in additional coverage, obtaining any proposal is not feasible.

Funds were approved for a pilot project to examine the benefits of offering advanced clinical professional services such as individual drug utilization reviews and related counselling etc. In the institutional sector

it has been recognized that these advanced clinical pharmacy services can achieve a more effective use of drug therapy than that in general current practice. The pilot will focus on the retirees who consume the highest amount of prescription drugs and will be conducted by the MUN School of Pharmacy. A steering committee consisting of Government and Plan representatives will oversee the project and report outcomes to the Group Insurance Committee.

In addition to local group insurance issues, currently there are a number of national public policy issues in the area of access to effective pharmaceutical therapies and the costs of these therapies such as catastrophic drug coverage and regulation of pricing of pharmaceuticals. I am monitoring what is happening in these areas nationally and possible benefits for our Association. I am also seeking opportunities to lobby our politicians to facilitate such policy changes that will benefit our members and the public at large.

Respectfully submitted


Hon. John Downton
Government Group Insurance Representative

Summary of Changes to Group Insurance Plan 2005

This memorandum outlines the details of the renewal with Atlantic Blue Cross Care, now known as Medavie Blue Cross, for the various group insurance programs effective April 1, 2005. Current rates will remain in effect for all benefit programs except for the Optional Dental Insurance Program.

The actual claims experience over the past twelve months for both Supplementary Group Health and Group Life Insurance Programs have created surplus sufficient to offset the required increases for the 2005/2006 period. Should this trend continue it will further help offset future increases associated with the rising cost of prescription drugs and extended health care benefits, an aging population and increased utilization coupled with double digit inflationary trends.

Government reviewed the recommendations put forth by the Group Insurance Committee, which is made up of both management and union representatives, and approved the renewal of the Group Insurance Program for the 2005/2006 period with Medavie Blue Cross. Details of this renewal are as follows:

SUPPLEMENTARY HEALTH INSURANCE:

There are no increases to the current group health rates for the 2005/2006 period. Medavie Blue Cross did request a 11.7% increase, however, this increase is being offset by the use of surplus funds and the reallocation of monies from the group life program for the 2005/2006 period.

The following benefit plan amendments are implemented with effect April 1, 2005 as follows:

- Hospital Benefits are amended to provide coverage for semi-private hospital room at 100% to a daily maximum of \$85.00, currently a \$60.00 benefit.
- Emergency Ambulance Benefit is amended subject to 80% of a covered eligible expense of \$1000.00 outside the province and \$500.00 within the province. For residents of Labrador the benefit is 80% of a covered eligible expense of \$500.00 outside the province and \$1000.00 within the province. Further, all eligible amounts are now subject to 80% of the maximum eligible expense applicable per person per calendar year.
- Surgical Brassieres ,post mastectomy, are added as an eligible benefit providing 80% of a maximum eligible expense of \$100.00 per brassiere. The contract will allow up to two brassieres per calendar year.

Optional Dental Insurance:

Dental Insurance premium rates will increase effective the second pay period in April, 2005. Payroll deductions for dental coverage will increase by \$0.77, if you have single coverage and \$1.69 if you have family coverage. Further, effective April 1, 2005, eligible claims will be adjudicated based on the 2002 Newfoundland and Labrador Dental Association Fee Guide for General Practitioners and Specialists. Currently claims are based on the 2000 Fee Guide.

ALL OTHER BENEFITS:

No premium increases for the 2005/2006 policy period are required for the Basic and Optional Life Programs, Basic and Optional Accidental Death and Dismemberment Programs, Dependent Life, Optional Long Term Disability Insurance and the Optional Critical Conditions Program.

Other Issues/Information:

●**Co-ordination of Drug Benefits:** If you, your spouse or dependents are covered by Medavie Blue Cross and have similar coverage under another policy co-ordination of benefits is a claims procedure that applies to all benefits under group policy 7600.

●**Open Enrollment Periods:** An open enrollment period will be held during the month of June ,2005. This period will allow employees to apply for, or increase the insurance amounts currently in force for optional life and optional accidental death and dismemberment programs. The next open enrollment period will be held in 2007, every two year period.

●**Direct Deposit:** Claim payments can now be processed and directly deposited to your bank account. You can request this service when submitting claims to Medavie Blue Cross.

●**Web Access:** Employees can now review benefit information, claims history and perform benefit pre-determinations by registering onto Medavie Blue Cross website which is WWW.Medavie.BlueCross.CA

PENSION INVESTMENT COMMITTEE

The Pension Investment Committee consists of representatives of the various plan participants and administrators which include; the Unions, Pensioners, and the Pension Division of the Dept of Finance. It meets monthly (except for summer months) and is chaired by Mr. Terry Paddon, Deputy Minister, Dept of Finance.

The following is the report of the Newfoundland Pooled Pension Fund as of December 31, 2004. The Fund is comprised of the Public Service Pension Plan, the Teacher's Pension Plan, the Uniformed Services Pension Plan, the MHA Pension Plan and the Provincial Court Judges Pension Plan.

All Plans have fund balances as follows:

Public Service Pension Plan	\$1,921.4 million
Teacher's Pension Plan	813.3 million
Uniformed Services Pension Plan	44.0 million
MHA Pension Plan	16.7 million
Provincial Court Judges Plan	<u>1.2 million</u>
Total	\$2,796.6 million

The above indicates an increase in net fund assets of \$313.4 million (12.6%) from the prior year 2003.

As at 31 December 2004, the funds assets were invested as follows:

Canadian Equities	48.6 %
Foreign Equities	28.1 %
Real Estate	2.2 %
Bonds & Debentures	21.2 %

During the year, pensions totaling \$347.0 million were paid from the Fund and 1,143 refunds totaling \$13.7 million.

During the year there was a net cash inflow of \$25.0 million as follows:

	PSPP (millions)	TPP (millions)	USPP (millions)	MHAPP (millions)	PCJPP (million)
Employee/Employer Contributions	\$215.3	\$146.9	\$24.7	\$8.3	\$0.4
Pensions, refunds, admin costs	166.6	184.8	14.3	4.5	0.4
Net cash inflow (outflow)	\$ 48.7	\$(37.9)	\$10.4	\$3.8	0

In 2004 the number of active employees and pensioners were as follows:

	<u>Active Members</u>	<u>Pensioners</u>
Number, beginning of year	33,195	17,863
Additions (reductions)	(662)	1,015
Number, end of year	32,533	18,878

Expenditures have increased by \$30.4 million (8.9%) over the previous year. This increase is mainly the result of a \$27.4 million increase in pension payments.


Administrative costs, in 2004, increased by \$871.0 thousand (10.1%) to \$9.5 million during the year.

The net gain on investments of \$288.5 million for the year is significant and is reflective of the rebound in capital markets during 2004. These are significant gains on investments in 2004, as at June 30, 2005 the total *four year returns* on the Pension Fund is 7.1%. This is (0.47) less than the actuarial discount rate of 7.5% per annum and a significant increase over the previous four year returns.

In summary, two significant changes in this years report are: (1) The addition of the Provincial Court Judges Pension Plan to the Pooled Pension Fund and (2) the significant improvement in the four year return on investment to 7.1%.

In closing I would like to thank Mr. Clarence Randell who served in this position for many years. His dedication to this undertaking is appreciated by all.

Respectfully Submitted


for: **Eric C Salter**

Pension Investment Committee Representative

Put in NEWSLETTER.

RULES OF ORDER

1. The meeting shall be called to order at 9:00 a.m., on Tuesday, 18 October 2005.
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

Goals	Actions	Responsibility	Timelines	Score
1. To strive to improve pension and other benefits to Public Sector Pensioners	<ol style="list-style-type: none"> Advocate for full indexation and an ad hoc (catch up) increase for all Public Sector Pensioners. Investigate the possibility that surpluses may exist in the PSPP since inception in 1980 (detailed financial analysis) and ask Gov't to use such surpluses for indexation and an ad hoc increase for pensioners. Investigate reasonableness of Govt's current asset mix for PSPP. Investigate the possibility of hosting a pensioners' conference. Maintain vigilance on Joint Trusteeship issue Investigate the possibility of using an actuary as a consultant Inform members on pension issues via Newsletter Identify a legal advisor to be available on a contingency basis. Advocate the Associations position on Governments Supplementary health Insurance program (Blue Cross) 	<p>PAC/Board</p> <p>PAC/Board</p> <p>PAC</p> <p>PAC</p> <p>PAC/Board</p> <p>PAC/Board</p> <p>Newsletter</p> <p>PAC</p> <p>Health</p>		

Scoring Key: 100% = Fully Achieved 75% = Almost But Not Fully Achieved 50% = Partially Achieved
25% = Merely Initiated 0% = Not Achieved At All X = No Relevant Knowledge

Goals	Actions	Responsibility	Timelines	Score
2. To establish and maintain a continuous dialogue/liaison with Government	<ol style="list-style-type: none"> 1. Meet regularly with pension Administration/Treasury Board officials. 2. Maintain an agenda of pension/benefit issues for on-going discussion. 3. Develop Government and opposition member support. 4. Use Government resources/officials for theme seminars, conferences, branch meetings and special activities etc. 5. Keep members informed of Association/Government meetings via Newsletter. 	<p>Executive</p> <p>Executive</p> <p>Exec/Board</p> <p>AGM/Branches</p> <p>Newsletter</p>		

Scoring Key:

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Newfoundland a Labrador

Public Sector Pensioners' Association

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Goals	Actions	Responsibility	Timelines	Score
3. To communicate effectively with the members of the Assoc.	1. Publish at least three Newsletters annually	Newsletter		
	2. Promote Association Web Site prominently in Newsletter.	Newsletter		
	3. Consult members on ways of improving Newsletter.	Newsletter		
	4. Incorporate a questionnaire asking for member input on Board direction in Newsletter.	Board/Newsletter		
	5. Maintain up-to-date Web Site.	Admin. Assistant		
	6. Invite articles of common concern from members.	Newsletter		
	7. Sponsor two Board or Association meetings outside St. John's area.	Board		
	8. Encourage members to support the creation of Branches and to participate in Branch activities.	Board/Newsletter		
	9. Consider hiring summer help (via HRDC) to clean up membership database.	Executive		
	10. Compile database on membership for further follow-up of special circumstances.	Executive		
	11. Investigate the need for sickness and bereavement services.	Social		
	12. Organize two annual social events.	Social		

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Goals	Actions	Responsibility	Timelines	Score
4 To maximize the financial resources of the Association	1. Finalize the financial statements for 2004.	Finance/Board		
	2. Prepare and approve the budget for 2005 including a planned surplus.	Finance/Board		
	3. Monitor expenses during 2005 to ensure adherence to budget or revise budget accordingly.	Finance		
	4. Seek paid advertising for inclusion in Newsletter to offset associated costs.	Finance		
	5. Formulate investment policy re surplus funds.	Finance		
	6. Investigate funding requirement to sponsor a pensioners' conference in the fall of 2005 in conjunction with AGM.	AGM		
	7. Investigate the cost of an actuarial consultant on an as needs basis.	Finance		

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Public Sector Pensioners' Association

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Goals	Actions	Responsibility	Timelines	Score
5. To establish an organizational presence of the Association throughout the Province.	1. Develop clarified role of branches 2. Maintain regular contact with established branches 3. Arrange at least one visit annually to branches to encourage development 4. Sponsor Association meetings in branch locations 5. Monitor branch financial records 6. Automatic Board membership for branch President	Role of Branches Board/Admin Executive Exec/Board Finance Board		

Scoring Key: 100% = Fully Achieved 75% = Almost But Not Fully Achieved 50% = Partially Achieved
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Goals	Actions	Responsibility	Timelines	Score
6. To establish a working relationship with Public Sector Unions and other groups which share a common interest in pension/benefit matters	<ol style="list-style-type: none"> 1. Reconvene Pension Forum 2. Identify and contact other groups which have an interest in Public Sector pension/benefits 3. Investigate current status of N&L Federation of Pensioners' Association 4. Ensure the common awareness amongst pension groups and unions of the political strength of pensioners 5. Liaise with other Provincial pension group counterparts 	<p>Board</p> <p>PAC</p> <p>PAC/President</p> <p>PAC/President</p> <p>PAC</p>		

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Newfoundland a Labrador

Public Sector Pensioners' Association

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Goals	Actions	Responsibility	Timelines	Score
7. To develop a set of objectives for the Board to follow during 2005 and to measure the Board's effectiveness in achieving these objectives	1. Assign committees and related responsibilities to all Board members	Board		
	2. Implement previous year's constitutional changes	Board		
	3. Plan and hold regular Board meetings re Association business	Board		
	4. Recruit suitable candidates for placement on next year's Board	Nominations		
	5. Notify members of AGM.	Newsletter		
	6. Sponsor an orientation session for new Board members after AGM	Board		
	7. Approve Action Plan for 2005	Board		
	8. Appoint and advocate to score the relative success of the Plan	Board		
	9. Post Action Plan on Website	Admin. Assist		

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Newfoundland and Labrador

Public Sector Pensioners' Association

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Appendix B

NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR PENSIONERS' ASSOCIATION

CONSTITUTION 2004

ARTICLE I, NAME, AUTHORITY, LOCATION

1. The name of the organization shall be the Newfoundland & Labrador Public Sector Pensioners' Association hereinafter referred to as the Association.
2. The Association shall have and possess exclusive jurisdiction over all of its affairs.
3. The Association may, from time to time, adopt a badge or emblem.
4. The 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 sector pensioners who are eligible for membership in the Association.
2. To promote the interests of public sector pensioners by providing a medium for collective action on any matter affecting their well being.
3. To represent public sector 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 sector pensioners

ARTICLE III - MEMBERSHIP

1. All persons and their spouses who are in receipt of a pension from the Provincial Public Sector and those persons who are eligible to receive a pension from the Provincial Public Sector within 5 years are eligible for membership in the Association.
2. Membership shall consist of Active Members, Affiliate Members and Associate Members.

- (1) Active Members are those in receipt of a Provincial Public Sector Pension who have become members of the Association.
 - (2) Affiliate Members are those who are entitled to receive a Provincial Public Sector Pension within 5 years from their retirement eligibility date who have become members of the Association.
 - (3) Associate Members are the spouses of Active or Affiliate 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. Affiliate and 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. Affiliate Members shall be eligible to vote at general meetings of the Association but shall not be eligible to hold office. Associate Members shall not be eligible to hold office or vote on any matter other than that directly associated with committees of which they are members.
6. Active and Affiliate Membership dues shall be determined from time to time by the Annual General Meeting on recommendation of the Board of Directors. No membership fees shall be assessed Associate 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 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.
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 normally preside at every

meeting of the Association. If required, another member may be selected as Chairperson with the approval of the majority of members present.

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 shall 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 and the Administrative Assistant 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.

Amended October 19, 2004

Appendix C

Newfoundland & Labrador Public Service Pensioners' Association

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 an Active Member of the Association, and is to be considered a life-time award. The following applies:

- any Active Member of the Association is eligible to be recognized as an Honourary Director;
- an Active 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 but can be an Associate member of the Association, and is to be considered a life-time award. The following applies:

- any person who is not an Active Member but could be an 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.

President's Appreciation Award

This Award would be given to a member of the Association in recognition of a special effort made during a specific initiative undertaken by the Association. This Award will be presented at the Annual General Meeting. This will be a framed certificate and will not require a plaque.

Nominations for Awards

Any two Members of the Association, either Active or Associate, may nominate a candidate for the awards of Honourary Director, Honourary Member or President's Appreciation 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 , Honourary Member and President's Appreciation 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: 22 June 2004

Appendix D

Newfoundland & Labrador
Public Service Pensioners' Association

NOMINATION FORM

HONORARY 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

HONORARY 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: _____

**Newfoundland & Labrador
Public Service Pensioners' Association**

NOMINATION FORM

PRESIDENT'S APPRECIATION AWARD

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: _____