

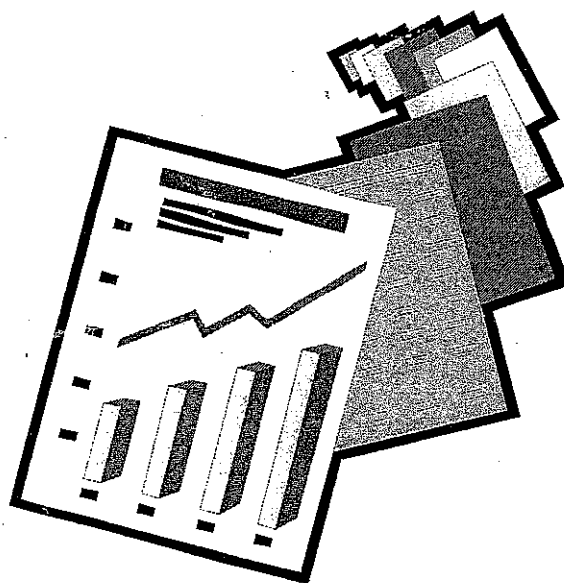


**Newfoundland and Labrador Public Sector
Pensioners' Association**

446 Newfoundland Drive, Suite 206
St. John's, NL A1A 4G7 (709)754-5730, 1(800) 563-4188
Email: pensioners@npspa.ca Website: www.npspa.ca

18th ANNUAL GENERAL MEETING

Annual Report



Holiday Inn
Portugal Cove Road
St. John's, NL
Tuesday, September 30, 2008

IN MEMORY OF DECEASED MEMBERS 2007-2008

Abery, Cyril
Adams, John Ross
Adams, Shirley
Andrews, Cecil
Andrews, William J
Ash, Margaret M
Baikie, Norman
Banfield, William
Banks, Herman
Bauer, Dorothy
Beazley, Boyd
Benoit, James B
Beson, Rita
Biles, James
Bouchard, Ghislaine
Bray, Walter
Brennan, Agnes
Brophy, William
Brown, Alma
Burke, Ewart
Butt, Adeline
Butt, Ernest R
Byrde, Michael
Cain, Eileen
Caines, Harvey
Carey, Frances
Chatman, Thomas
Chaytor, Arch N
Colombe, Ellen R
Connors, Genevieve
Croke, Margaret
Crotty, Nora
Crotty, Owen
Dancy, Audrey
Denty, Edith
Dicks, Ralph
Doshi, Sharat
Downey, Frank
Dunk, Margaret
Dyer, Lonzo
Fagan, Patrick
Fardy, Paul W

Field, Clarence
Flynn, Almond
Follett, Grace
Fowler, James
Frampton, Ivy
Furlong H Myles
Goss, Josephine
Granter, Ernest N
Green, Frederick
Green, Raymond
Greene, Stanislaus
Hammond, Maxwell
Hancock, Edward
Hannaford K Anne
Hennebury, Catherine
Hewlin, Forward
Hiscock, Josephine
Hollett, William C
Hopkins, Barbara L
Hunt, Donald
Ivany, Theodore
Janes, Robert
Jewer, H Randolph
Jones, Herbert
Jamieson, Doris
Kavanagh, Ursula
Kelly, Anthony
Kelly, Ernest
Kendell, Edgar E
Kent, Una C
King, Clayton
Kinsman, W Alistair
Lawrence, Otto
Lefeuve, Hester
LeGrow, Lester B
Linegar, Peter
Loder, Ruby
MacGillivray, Sarah
Maher, William
Maddock, Elinor
Mangabang, Flaviano
Manuel, Louise

Maret, Margot
Marks-Mitchell, Mary
Matthews, Vera M
McDonald, James
McDonald, Robert
McDonald, Theresa
McGrath, Catherine
McGrath, John
McKay, Calvin
McKenna, Ellen
Meaney, Alice
Mercer, James
Milley, Kathleen
Molloy, Cyril
Moore, William
Morgan, Florence
Moulton, Clarence
Mulley, Florence
Murphy, Dora Fanney
Murphy, Lillian
Noel, Clive
O'Keefe, Mary Edith
O'Toole, Marie
Parsons, Florence
Parsons, Max
Parsons, William H
Peddle, Clarence
Peddle, Sadie
Peddle, Vincent
Pennell, Oswald
Penney, Alma
Phillips, Elizabeth
Pike, Arthur
Pike, Sadie
Pike, F William
Pittman, Roy
Poole, Ralph
Power, Edmund
Power, Gertrude
Prince, Calvin
Quigley, Patrick Donald
Raike, Thomas C

Randell, Raymond
Rice, William
Robbins, Gordon
Roberts, Peter J
Rose-Pineo, Margaret
Samms, Cyril
Saunders, Winston
Sellars, Marion
Sheppard, Lloyd
Sheppard, Raymond C

Shute, Ernest
Skanes, Herbert
Skinner, Reginald
Smith, Eric B
Smith, Harvey
Stokes, Nellie
Thomas, Ralph
Thorne, Joseph
Tilley, Lloyd
Tobin, Michael

Vincent, Maisie
Walsh, Albert
Walsh, Edna
Warren, Eldred W
Whelan, John
Winsor, Harry C
Wood, Caroline M
Woodrow, Joseph V
Woolridge, Freda

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BOARD OF DIRECTORS

President
Vice-President
Treasurer
Secretary
Past President

Robert Langdon
Ann Bell
Joyce Fewer
Sharron Callahan
John Downton

Western Branch President

Wesley Roberts

Directors:

Tony Patey Cecil Templeton
Terry Stapleton Ron Tizzard
Barbara Stone
Terry Sullivan

PENSION ACTION COMMITTEE

Ann Bell, Chair
Tony Patey
Joyce Fewer
Bernard Cook
Terry Sullivan
Beverley Carter

NOMINATIONS/ AWARDS COMMITTEE

Terry Sullivan, Chair
Myles Philpott

MEMBER SERVICES

Barbara Stone, Chair
Terry Stapleton

COMMUNICATIONS (PR/NEWSLETTER)

Ron Tizzard, Chair
Terry Stapleton
Tony Patey

HEALTH COMMITTEE

John Downton, Chair
Eric Salter
Jean Chaisson
Violet Ruelokke
Wesley Roberts

FINANCE COMMITTEE

Joyce Fewer, Chair
Sharron Callahan
Sharon Kieley

AGM PLANNING

Ann Bell, Chair	Barbara Barry
Mary Ennis	Terry Stapleton
Robert Langdon	Ron Tizzard
Tony Patey	Gerry Conran
Barbara Stone	Dorothy Robbins
Sheila Devine	Sheilah Mackinnon Drover

CONSTITUTION & Organizational Structure/Roles

Sharron Callahan, Chair
Robert Langdon
Ann Bell
Wesley Roberts

PENSION INVESTMENT COMMITTEE REPRESENTATIVE - Eric Salter

GOVERNMENT INSURANCE COMMITTEE - John Downton

Administrative Assistant - Maureen Hogan

**18th ANNUAL GENERAL MEETING
2008 AGENDA**

1. Call to Order
2. Approval of Rules of Order
3. Adoption of Agenda for 2008 AGM
4. Introduction of Board Members
5. Minute of Silence for Deceased Members
6. Adoption of Minutes of 2007 AGM
7. Nominations Committee Report
Election
9. Report of the President on behalf of the Board of Directors
10. Committee Reports
 - Pensioners Coalition
 - Pension Action Committee
 - Member Services Committee
 - Communications - Newsletter Committee
 - Constitution Committee Report
 - Proposed Constitutional Changes
 - Western Branch Report
11. Report of Representatives on Government Committees:
 - Government Insurance/Health Committee
 - Government Pension Investment Committee
12. Treasurer's and Auditor's Report
13. Discussion of Issues
Resolutions
14. Results of Election of Board of Directors
15. Draw for \$100 door prize
16. Adjournment of 2008 Annual General Meeting

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR PENSIONERS' ASSOC.
ANNUAL GENERAL MEETING
TUESDAY, September 18, 2007
Battery Hotel, ST. JOHN'S, NL**

PRESENT

John Downton, President
Tony Patey, Vice President
Mary Ennis, Secretary
Barbara Hopkins, Past-President
Ann Bell
Sharron Callahan
Robert Langdon
Eric Salter
Myles Philpott
Eric Salter
Wesley Roberts, Western Branch

ABSENT

Cecil Templeman, Treasurer

1. CALL TO ORDER

The meeting was called to order at 5:10 p.m. by President, John Downton.

2. INTRODUCTION OF BOARD MEMBERS

The members of the Board of Directors for 2006-2007 were introduced.

3. MINUTE OF SILENCE FOR DECEASED MEMBERS

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

4. ADOPTION OF THE AGENDA FOR THE 2007 AGM and APPROVAL OF RULES OF ORDER

Motion: That the Agenda be adopted as presented.

Moved: Bob Langdon **Seconded:** Sharron Callahan

CARRIED

Motion: That the Rules of Order be approved.

Moved: Mary Ennis **Seconded:** Sharron Callahan

CARRIED

5. ADOPTION OF MINUTES OF 2006 ANNUAL GENERAL MEETING

Motion: that Minutes of the 2006 AGM be adopted as presented

Moved: Frankie O'Neill **Seconded:** Ann Bell

CARRIED

6. BUSINESS ARISING FROM MINUTES

Resolutions passed at the 2006 AGM have been acted on.

7. REPORT OF THE NOMINATIONS COMMITTEE

Bill Shallow, Chair of the Committee, presented the report earlier in the day. The following candidates signified their willingness to serve on the Board of Directors and were nominated by the Committee for election to the Board.

Joyce Fewer - Professional Educator who has held teaching and administrative positions with a number of School Boards in the Province. Joyce retired from the Public Service in 2005. She is currently in private educational consulting practice.

Jim McCarthy - Professional Drafts Person who taught at the Burin District Vocational School (now a Campus of the College of the North Atlantic) for 15 years. Jim is currently retired from construction and real estate business

Cyril Shugarue - Professional Educator who has held a number of teaching and administrative positions with the Eastern School Board. Cyril retired from the Public Service in 2005. He currently operates a private real estate business.

Terry Stapleton - Professional Social Worker who, for 34 years, worked with Dept. of Social Services in a range of capacities in numerous locations across the Province. Terry is currently working in the Life Insurance business.

Terry Sullivan - Professional Power Engineer and Educator who has worked both in private industry and the Public Service (N & L Hydro and CONA). Terry retired from the Public Service in 1994 when he went into private business, from which he is now retired.

Ron Tizzard - Professional Social Worker who specialized in addictions and worked in various capacities within the Health Care system. Ron retired from the Public Service in 2002. He is currently in private addictions consulting practice.

Nominations were then invited from the floor. There was only one nomination from the floor. Joan Harrison was nominated by Bill Shallow seconded by Mary Ennis.
Joan Harrison Accepted

Motion: That nominations cease.

Moved: Wesley Roberts **Seconded** Mary Ennis

An election took place and the following were elected to the Board of Directors:
Joyce Fewer, Terry Stapleton, Terry Sullivan and Ron Tizzard

8. REPORT FROM THE PRESIDENT ON BEHALF OF THE BOARD OF DIRECTORS

The Report from the President on behalf of the Board of Directors was presented by John Downton.

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

Moved: Barbara Hopkins **Seconded:** Tom Cooper

CARRIED

9. COMMITTEE REPORTS

9.1 Pension Action Committee Report:

The Pension Action Committee Report was presented by Tony Patey.

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

Moved: Tony Patey **Seconded:** Mary Ennis

CARRIED

9.2 Member Services Committee Report:

Member Services Committee Report was presented by Mary Ennis.

Motion: that the Member Services Committee Report be adopted as presented. **Moved:** Mary

Ennis **Seconded:** Margaret Adey

CARRIED

9.3 Organizational Structure/Roles Committee Report:

Organizational Structure/Roles report was presented by Sharron Callahan

Motion: that the Organizational Structure/Roles Committee Report be adopted as presented.

Moved: Sharron Callahan **Seconded:** Bill Shallow

CARRIED

9.4 Newsletter Committee Report:

Newsletter Committee Report was presented by Barbara Hopkins.

Motion: that the Newsletter Committee Report be adopted as presented. **Moved:** Barbara

Hopkins **Seconded:** Robert Langdon

CARRIED

9.5 Western Branch Report

Wesley Roberts delivered the report from the Western Branch.

Motion: that the Western Branch Report be adopted as presented.

Moved: Wesley Roberts **Seconded:** Barbara Hopkins

CARRIED

10. REPORT OF REPRESENTATIVES ON GOVERNMENT COMMITTEES

10.1 Government Insurance Committee

Government Insurance Committee Report was presented by John Downton.

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

Moved: John Downton **Seconded:** Carl Smith

CARRIED

10.2 Government Pension Investment Committee

Government Pension Investment Committee report was presented by Eric Salter.

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

Moved: Eric Salter **Seconded:** Doug Wood

CARRIED

11. TREASURER'S AND AUDITOR'S REPORTS

Treasurer's Report was presented the Wes Roberts on behalf of Cec Templeman

Motion: that the Treasurer's Report be adopted as presented.

Moved: Wes Roberts **Seconded:** Eric Hodder

CARRIED

Auditor's Report was presented by Wes Roberts on behalf of Cec Templeman.

Motion: that the Auditor's Report be adopted as presented.

Moved: Wes Roberts **Seconded:** Bill Shallow

CARRIED

Finance Committee Report was presented by Wes Roberts on behalf of Cec Templeman

Motion: that the Finance Committee Report be adopted as presented.

Moved: Wes Roberts **Seconded:** Barbara Stone

CARRIED

Appointment of Auditor for 2008:

Motion: that Mr. Gerald Murphy, CGA, be retained as the Association's Auditor for 2008.

Moved: John Downton **Seconded:** Margaret Adey

CARRIED

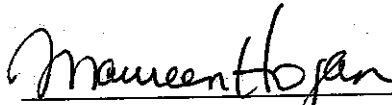
12. DRAW FOR DOOR PRIZE OF \$100.00

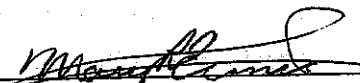
The prize was won by Myles Philpott.

19. ADJOURNMENT OF 2006 ANNUAL GENERAL MEETING

The meeting adjourned at 6:00 P.M.

Signed:


John Downton, President


Mary Ennis, Secretary

REPORT OF THE PRESIDENT ON BEHALF OF THE BOARD OF DIRECTORS

After an extremely busy year, it is difficult to cover the activities of your Board of Directors in a short report. More detailed information is provided in each of the Committee reports which follow.

The challenge which your Board faced at the beginning of the year could be described in a single word-CHANGE. From the very start, your Board accepted that if the interests of members were to be advanced in a positive, productive manner, then changes were necessary in how the Association conducted its affairs.

Each of the Committee reports will refer to changes which have been made and also refer to those that continue to be necessary. Briefly, I will highlight a number of activities that have literally consumed Board and Committee members during the year in review:

Administration

We are living in changing times and your Board recognized that the Association should review how the Association is administered to ensure that adequate resources and programs are available to meet Association needs. Currently a staffing review is underway. We anticipate that this review will recommend additional staff resources, new or expanded data systems, and possibly new premises to accommodate same.

Constitutional Amendments

A comprehensive review of the Constitution has been completed and amendments will be presented for your consideration. Other amendments are being studied, including the current practice of electing the Officers of the Association on an annual basis.

Strategic Planning

If change is to be accomplished it would unlikely happen without a plan. This past year your Board undertook a major strategic planning review. The final report on the Strategic Plan will be presented at the AGM.

Government Relations

No greater change has been considered than in the manner in which the Association traditionally consulted with government. This past year the interests of the Association have been communicated to government through a forceful and varied process: written and verbal communications with MHAs; discussions with Ministers: pre-Budget presentation and participation by myself in the pre-Budget Lock-Down. These interventions have resulted in our issues being discussed at the government caucus level, at Cabinet and debate of a Private Members Bill on pension indexing in the House of Assembly. This process continues as we have not yet achieved success in a resolution of the issues that are of primary concern to our membership, that being pension and health benefits.

Pensioners' Coalition

Supportive to these communications with government, your Board took an important step to form a Pensioners' Coalition. The Coalition, supported by your Board, has made representation to the Premier and Minister of Finance to formalize future discussions on pensioners' issues. The practice of informal meetings

has not produced any real changes and through a united front, the Coalition will continue to press government on these issues.

Communications

Your Board has made excellent progress in media communications. Considerable use has been made of written, radio and TV media during the year. This was highlighted by a Press Conference earlier this year to introduce the Coalition. Media coverage passed all expectations. Feedback has been very positive and there is little doubt that the general public knows and understands our issues as a result. I am also pleased to report that due to this extra media attention, we have had expressions of interest from members to form new Branches and/or chapters in Stephenville Crossing, Grand Falls and St. Anthony.

Annual Convention and AGM

Complimentary to all of the above is the step taken by your Board to hold an annual convention. The convention has drawn more members to the AGM; feedback on workshops and presentations has been positive; media coverage has greatly increased and corporate support has grown. This year's AGM and Convention is expected to draw greater numbers.

Corporate Sponsorship

Encouraged by the interest of corporate support at last year's convention, your Board has been successful in attracting a major new corporate sponsor. Details of this exciting (and profitable partnership) will be announced at the Convention. And this is only the beginning.

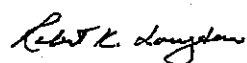
Summary

The above activities all serve to strengthen your Association and better position us to continue the pursuit of improvements to public sector pensions and health insurance benefits. One glaring issue, however, needs greater attention, that being membership in the Association. In spite of many initiatives over the years to increase membership, the numbers have largely remained the same. If we are to convince government that we are a force to be reckoned with, we need the support of ALL public sector pensioners. I recommend in the coming year that one of the Board's priorities be to study the membership issue and introduce new measures to encourage membership growth. The Board will need to consider different ways to go about this, including the possibility of establishing a Membership Development Committee. Other possible additional ways of work to support the potential for membership growth will be a need for an increased focus on communication and newer and more modern communication tools. While this has been an outstanding year, there is still a lot to be done.

Appreciation

I thank all Board and Committee members as well as our administrative assistant, Maureen Hogan, for their hard work and dedication and I wish the Association another highly profiled and productive year in 2009.

Respectfully submitted,



Robert Langdon, President

NOMINATIONS/HONOURS COMMITTEE

The responsibilities of this committee shall be the nomination of candidates for election to the Board, and for election to the Offices of the Association by the Board of directors. The committee shall also recommend to the Board the recognition of members and non-members who have contributed to the well being of Public sector Pensioners.

The Nominations Committee began 2007 - 2008 under the Chairmanship of Myles Philpott due to the resignation of William Shallow, and was then restructured with Terry Sullivan as Chair after the resignation of Myles Philpott. The committee resumed its work with an effort to fill the vacancies left by attrition of board members.

The following Board members have finished their terms or have indicated that they will not be serving as Board members for the next term of office.

Ann Bell
John Downton
Joyce Fewer
Myles Philpott
Barbara Stone
Cecil Templeman
William Shallow

Robert Langdon and Sharron Callahan have served a two year term and are willing to run again.

There are currently 9 vacancies on the Board. In the effort to fill these vacancies, the following have offered themselves as candidates at the AGM. There will also be further nominations invited from the floor.

HELENA BRAGG - Helena was an instructor at the College of The North Atlantic (CTT etc.) for 31 years and retired in 1996. Helena has previous experience in the Newfoundland and Labrador general school system.

SHARRON CALLAHAN - Sharron began working in the Public Service in 1968. She retired in 2002 from the Department of Justice. Sharron has served on the Board for the past two years

GERRY CONRAN - Gerry retired in 1996 from the provincial Government where he served in various departments for 35 years. He has served on the Board for about 10 years in the past including several executive positions and is an Honorary Director of the NPSA.

THOMAS HICKEY - Thomas retired on February 28th, 2005. Thomas began work on July 7th, 1972 at the Youth Center in Whitbourne.

MALCOLM JEWER - Malcolm retired in 1994 after thirty years with the Department of Education in

the Vocational System

ANNE KIELEY-RYAN - Anne retired from the Janeway hospital in 1990 where she served as a nurse (Instructor). Anne also served on the Pensioners Board from 1997 to 1999.

ROBERT LANGDON - Robert began work with the Public Service in 1961. He retired in 1991 from the Department of Labour. Bob served on the Board in 1995-97 and was re-elected in 2006. He is currently serving as President.

TONY PATEY - Tony began work in the Public Service in 1970. He retired in 2004 from the department of Government Services and Lands. Tony has served on the board on several occasions .

DOROTHY ROBBINS - Dorothy began work with the Public Service in 1970. She retired in 2002 as Director of Research and Planning with the Women's Policy Office. Dorothy is currently serving on the Convention-AGM Planning Committee.

This list may be expanded by the addition of candidates who are nominated before or at the Annual General Meeting on September 30th, 2008. As stated in the constitution the executive offices of the Association will be elected by the new Board of Directors at their first meeting after the Annual General Meeting

Thanks are extended to the members of this committee, Myles Philpott and Terry Stapleton. A special word of thanks to Maureen Hogan , Administrative Assistant who contributed greatly to the work of this committee.

Respectfully submitted,



Terry Sullivan
Chairperson, Nominations/Honours Committee

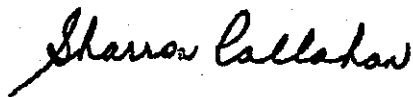
PENSIONER'S COALITION REPORT

Recognizing that efforts in the past to address issues of concern to public sector pensioners have not been successful and that Budget 2008 did not contain any positive news on redress of pension and health benefit concerns, your Association initiated a meeting of public sector pensioner associations in March, 2008, with the outcome being the establishment of a Pensioners' Coalition. This Coalition recognizes that public sector pensioners in Newfoundland and Labrador need a collective voice to address their issues with the management of the public sector pension fund and their concerns about the way the fund has been managed by the Provincial Government since 1989. The member associations, including your association, include the Retired Teachers Association, Royal Newfoundland Constabulary Veterans, NAPE retirees, Retired Correctional Officers, St. John's Fire Fighters Retirees, and Memorial University Pensioners Association. The Coalition has as its primary goals to increase the consumable income for pensioners and to address matters relating to health benefits. The Newfoundland and Labrador Public Sector Pensioners Association is the lead organization for the Coalition and the Chair is the NPSPA President, Bob Langdon.

The Coalition has now met six (6) times, sent a letter to the Premier seeking a meeting, held a Press Conference to announce its formation and intended actions, held a meeting with The Honourable Tom Marshall, Minister of Finance and his officials (as re-directed from the Premier), and held multiple media interviews to explain to the listening audience the concerns and issues for pensioners. A follow-up letter has been sent to Minister Marshall to schedule the intended meeting at which time a complete listing of all pension and health benefit concerns will be presented to him and his officials. The Coalition believes that progress on the issues affecting pensioners can only be made if there is willingness on the part of Government to establish a formal mechanism whereby pensioners and Government can seriously examine the issues and recommend solutions. The Coalition is optimistic of a positive response from Government to establish such a mechanism.

The Coalition expects to resume its regular meetings early in September and to plan a strategy that will receive positive attention and response from the Provincial Government.

Respectfully submitted,



Secretary, Board of Directors
Secretary, Pensioners' Coalition

PENSION ACTION COMMITTEE

The Pension Action Committee held its first meeting on December 4, 2007. Membership includes five members of the Board, Ann Bell (chair), Joyce Fewer, Terry Sullivan, Tony Patey, Robert Langdon and two Association members, Bernard Cook, and Paul O'Leary. Terms of Reference were reviewed and responsibilities were assigned to each member for the development of discussion points for an Action Plan. Over the next few months discussion centered on the need for research to determine who the Public Sector Pensioner is. In order to speak knowledgeably and effectively on Pension Action, it was determined that we need demographics compiled in a readable document that would define who our membership is, pensioners /survivors , age range, numbers, income levels, gender, etc.

The Pension Action Committee presented a brief to the Pre-budget Consultations on Monday, January 21 with the main issue being pension indexing. A meeting was held on January 31, 2008 with the Honourable Tom Marshall, Minister of Finance regarding the importance of communications between Pensioners and Government in addressing Pension issues. It was reiterated that we, the Pensioners, are the stakeholders, not only the Unions. We were encouraged by the Minister to apply for research money from his department to prepare a readable document for our membership. Subsequently, a request was made to the Minister and rejected by the Pensions Division. We were notified that the information we needed was readily available. We then wrote the Pension Division in February requesting statistical information. We received a document in July that was not user friendly and only supplied part of the information we requested. We then proceeded to contact all of the Members of the House of Assembly to give them background on the Public Sector Pension Plan and to enlighten them on what action we need from our elected officials. Despite the publicity engendered by our Convention and our Presidents appearance in the media and on the open line shows, it was evident that we were not having the influence that was necessary to make government address the issue of indexing.

The committee then started building our networks in the community. We compiled a list of partners from other Pension Retirees that could be resourced to work together on issues of mutual interest. We invited representatives of each group to meet with Executive members of the Board on an individual basis to determine if there was enough interest in us all working together on common goals. We met with a fabulous response from the other organizations, namely the NTA Retirees, NAPE Retirees, Fire fighters, Uniformed Services, Munpa. From this group the Pensioners Coalition was formed in March, 2008 with our President, Robert Langdon as Chairperson. I believe that Pensioners Coalition and the Pension Action Committee will continue to develop information that will form the basis for Pension Action for this organization. My term of office on the board is finished this year and I would like to thank the members of the Pension Action Committee for their support and advice. Bob Langdon, Tony Patey, Terry Sullivan, Bernard Cook, Joyce Fewer. It has been a wonderful experience meeting you all and working with you on this committee.

Respectfully submitted,



Ann Bell
Chairperson, Pension Action Committee

MEMBER SERVICES COMMITTEE

The Member Services Committee is a special committee of the Association with responsibilities to organize social activities and to offer support services which will benefit its members.

Members of the member Services Committee are Barbara Stone, chair, Mary Ennis and Anne Kieley-Ryan as well as Maureen Hogan, our Administrative Assistant, who provides much assistance in the planning of social functions and arranging beautiful decorations.

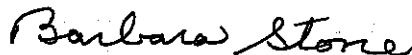
On November 23, 2007 the annual Christmas Dinner & Dance took place at the Knights of Columbus hall, St. Clare Avenue, in St. John's. Our Spring Barbecue and Dance was held on June 20 at the Shrine Club, Topsail Road, St. John's. Gary Lawrence provided the music for both events which were well attended. Very positive feedback was received.

There has been discussions about the possibility of hosting a third annual social event, tentatively March month. The Board has given approval in principle to proceed. Some suggestions have included a luncheon, followed by a card game; a curling bonspiel; a bowling tournament and afternoon tea with a guest speaker. Other suggestions from our members would be greatly appreciated. Let us have your ideas.

I wish to make reference to the Bereavement Committee which was set up last year as a three month pilot project. Unfortunately, due to time constraints and lack of volunteers this project has not been able to continue. The newly elected Member Services Committee may wish to reassess this need in the coming months.

My sincerest thanks to the members of the Social Committee, to Maureen and the Board for their cooperation and support.

Respectfully submitted,



Barbara Stone
Chair, Member Services Committee

COMMUNICATIONS (NEWSLETTER) COMMITTEE

This past year, many hours were devoted to discussion and exploration to streamline ways to facilitate not just more inclusive methods of communicating with you, the membership, but to be more consciously strategic in our use of language in delivering information and messages to the general public, other related agencies and particularly government.

It was decided, to that end, by the Board that the Newsletter Committee was a somewhat limiting name from a utility, more importantly from a strategic perspective, and would be renamed the Communications Committee. The name change speaks to a necessary shift in dynamics, a strategic shift in the Association's mindset and use of language.

The shift will incorporate communications not just simply for the purpose of your newsletter, but more strategically in the development, use and consistency of language in all communications from the Board on your behalf to the public, fellow agencies and perhaps most importantly, government.

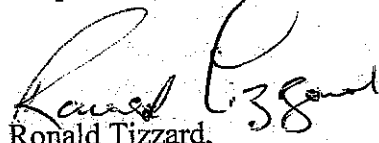
The mindset of the previous Newsletter Committee amounted to a quarterly report-vehicle of the Board's activities, news, and hopefully, some other useful information. It was decided, following a series of discussions, to reach out and ask you the membership, indeed the de facto Association, to use the newsletter to speak to us, to engage one another. This can be achieved by means of submitting letters to the Editor (which are usually brief position, critique statements), or by offering commentaries (brief exploration and sharing of some of your own thoughts, ideas, or opinions).

The intent is to draw you into the discussions and opinion pools (thought collectives) as the work of the Association continues to be developed, shaped, reshaped and refined, hopefully to become 'our piece' of government's agenda.

Your Communications Committee wants to hear from you. While reality will dictate that there will be times when all submissions may not be published due to space limitations, your submissions will nevertheless be appreciated, respected, filed, and recognized by notation in that current Newsletter.

Enjoy your convention.

Respectfully submitted,



Ronald Tizzard,
Editor and Chairperson
Communications-Newsletter Committee

CONSTITUTION COMMITTEE

Committee Members:

Sharron Callahan, Chair
Ann Bell
Terry Stapleton

Wesley Roberts, Western Branch
Robert Langdon

Committee Revision:

Following the installation of the new Board at the 2007 AGM, the Committees of the Board were revised to combine work of a common purpose and to reduce the workload on the Members of the Board from multiple meetings and duplicate tasks. Since organizational roles/review and constitutional reform are intricately tied to each other, the Constitution Committee and the Organizational Structure and Roles Committee were combined with a new Terms of Reference developed and approved. The new Committee remains titled the Constitution Committee, but has assumed responsibility for organizational structure and review, organizational roles, and related policies. This is the Report of our Committee for 2008.

Committee Meetings 2008:

The Constitution Committee met regularly throughout the latter months of 2007 and 2008, on at least a monthly basis and oftentimes twice a month. Sharron Callahan was assigned as Chair of the Committee and the Committee membership was completed shortly thereafter. The Committee initially began its work by reviewing the Terms of Reference for both the former Committees and developing a new TOR's that reflected the work of a combined Committee. The TOR's were approved by the NPSA Board of Directors on December 6, 2007. The Committee also developed a work plan for the year, with the first order of business being a complete review of the Association's Constitution.

Terms of Reference:

As approved by the Board, the Constitution Committee shall be a Standing Committee of the Board with responsibilities to examine the current structure of the Association, to propose appropriate organizational changes that meet the current needs of the membership, and to ensure that the Constitution is current, maintained, and, as appropriate, amended, to reflect any new governance and organizational structures which the Association deems appropriate to meet the needs of its members for the immediate future .

Work to Date:

The work of the Committee during the past year focused on reviewing and developing proposals for amendment to the Association's Constitution. This work has been done, recognizing that the Constitution is a living document that may require minor or major amendment in the future, depending on the strategic directions taken by the Board of Directors in recognition and respect of the needs of the Association membership. Once developed and agreed to by the Board, the proposals for constitutional amendment were sent for legal review and adjustments as recommended by legal counsel have been incorporated. The final version of the proposals for amendment was circulated in the August Newsletter and will be presented at this AGM for consideration of approval by the membership.

Future Work Plan:

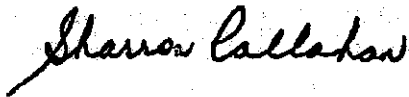
If the proposals for amendment to the Constitution receive approval, the following subject areas will be

the main focus areas of work for the upcoming year:

1. Review of the Role of Branches (policy document, June 28, 2005)
2. Organizational Review of Branches and how the Association might make provision for chapters/communities within a Branch;
3. Review of the Association's Travel Policy (policy document, January 18, 2005)
4. Monitoring of the Constitution for any additional needed amendments to accommodate strategic directions taken by the Board of Directors;
5. Review and update any other governance policies, as appropriate.

On behalf of the Constitution Committee, thank you to the membership of the Association for the opportunity to work on your behalf during this past year. The Constitution Committee is completely dedicated to furthering the Objectives of the Association by creating processes and practices that facilitate a smooth and democratic order for business.

Respectfully submitted,



Sharron Callahan
Chair, Constitution Committee

WESTERN BRANCH

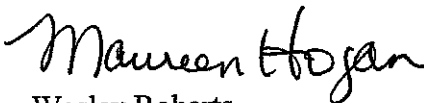
The Western Branch has been very active this past year with regular monthly meetings, the Annual Christmas dinner and dance, the Spring barbecue and a boat tour of the Bay of Islands. We were happy to have President Robert Langdon attend our Barbecue and address the membership.

Representatives of the Western Branch, Wesley Roberts, Keith Ambler and Seamus Gibbons, made a presentation to the Pre-Budget Consultations. Our main focus was two fold, a catch-up increase for those pensioners who had no increase in pension since 1989, and indexing equal to the cost of living. We also addressed the issue of the \$5,000 death benefit for Public Service Pensioners while teachers have a \$12,000 death benefit.

Earlier this year the Branch received a request from a group of members in the Stephenville Crossing area requesting a meeting. In June a meeting was held and was attended by the Western Branch members along with President, Robert Langdon. The group has since formed and executive had have requested that they be recognized as an active group of NPSPA in their area.

The Western Branch Executive also met with fifty interested members in the St. Anthony area on August 20. Wesley Roberts addressed the group regarding the Associations activities over the past year and discussed a number of issues and concerns. One major concern was the "claw-back" when you reach age 65.

Respectfully submitted,


For. Wesley Roberts
President, Western Branch

GOVERNMENT GROUP INSURANCE/HEALTH COMMITTEE

It is my pleasure to represent the Newfoundland Labrador Public Sector Pensioners' Association on the government Group Insurance Committee. The role of this Committee is to provide advice and input to the policyholder, the provincial Government, through the Minister of Finance and assist in the effective management of the Government Group Insurance Plan by monitoring the performance of the Plan and the insurance company administering the Plan. This Committee's membership consists of the policyholder and representatives of various sectors that are participants in the Group Insurance Plan. The Plan consists of supplementary health and life insurance that is cost shared on a 50/50 basis between employees/retirees and the employer (Government). Optional Dental Insurance and Long Term Disability are optional benefits that are 100% funded by Plan members who opt for this coverage. The current annual expenditure of the cost shared health and life plans is estimated to be \$65 million and the optional Dental plan \$9.4 million

In April 2008, each Plan member received a letter outlining changes to the Plan for the current year. These changes are increases of premiums-- \$2.63 Single and \$6.68 family bi-monthly with no change in the benefits for the supplementary health insurance. These increases were required to cover increased claims cost (\$10.3 million) as a result of increased utilization, service providers' costs and the Plan enhancements in previous years that were funded initially by surplus funds. Increases are cost shared between Plan members and Government, the policyholder. The plan also used the balance of the surplus funds (\$1.5 million) to reduce the premium increase required for the current year. With recent past renewals, the required premium increase was offset by utilizing health plan surplus funds and transfer from the group life program

The Dental plan will increase the benefit by changing from the 2005 to the 2006 dental fee guide for claims reimbursement. The required dental fee increase and the cost of changing to the 2006 fee guide will be paid from dental plan surplus funds for the current policy year.

The Group Insurance Committee, as a part of the annual renewal process, recommended to the policyholder, Government, that Government would assume responsibility for 100% of the increase in funding required for the Plan for the 2008-2009 period. At the end of the 2008-2009 year the Plan and any increases would revert back to the 50/50 cost shared arrangement. This recommendation was supported fully by our Association based on the difficulties incurred by the change in carrier as well as the fact that pensioners have had no increases in pensions. It is regrettable that Government did not accept this recommendation.

Prescription drugs account for the largest expenditure (80%) 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 the most necessary and most cost effective benefits.

The change in carrier to Desjardins Financial Security (DFS) is continuing to present challenges.

Progress is being made but it is a time consuming process for the Committee. In the renewal process, Government has agreed to do a review of the current claims system to try to make it more effective and efficient.

While the paid up life policies have increased to \$7500, effective 2007, our Association continues to bring forward concerns about those who received lesser amounts prior to 2007.

Several years ago, 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. Because of the change in carrier it has not been feasible to execute this project but funds remain available for that. It is hoped that this project will be able to proceed in the near future.

Currently, governments, including our province, have introduced policies to deal with access to effective pharmaceutical therapies and the costs of these therapies such as catastrophic drug coverage and regulation of pricing of pharmaceuticals. These policies have resulted in some shifting of costs from publicly funded programs to privately funded insurance plans. I have raised this issue with the Group Insurance Committee. I feel strongly that we need to continue to pursue this issue to the benefit our members and the public at large.

Thank you for your support.

Maureen Hogan

for: John Downton
Government Insurance Representative

GOVERNMENT PENSION INVESTMENT COMMITTEE REPORT

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

The primary mandate of the committee is limited exclusively to issues related to the administration and investment of the Pool Pension Fund. A number of tasks associated with this mandate are as follows:

1. Monitor overall fund performance with the consultant
2. Review the performance reports as presented by various portfolio managers
3. Establish and periodically fine tune the policy investment asset class strategy mix.
4. Review committee mandate guidelines

The following information was presented in the annual report of the Newfoundland & Labrador Pooled Pension Fund as of December 31, 2007. 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.

Individual Plan Balances are as follows:

Public Service Pension Plan	\$3,6415 million
Teachers' Pension Plan	\$2,979.2 million
Uniformed Services Pension Plan	\$74.4 million
MHA Pension Plan	\$12.2 million
Provincial Court Judges Plan	\$2.3 million

Total Pension Plan net assets increased by \$915.5 million (15.8%) from the previous year to a year ending total of \$6,709.6 million.

As of December 31, 2007, fund assets were invested with the following asset class exposure

Canadian Equities	36.8%
Foreign Equities	37.5%
Real Estate	2.6%
Canadian Bonds	23.1%

During the year, pensions totalling \$420.6 million were paid from the Fund and there was a net cash inflow of \$774.3 million as follows:

	PSPPP (Million)	TPP (Million)	USPP (Million)	MHAPP (Million)	PCJPP (Million)
Employee/Employer Contributions	175.5	71.6	5.9	0.9	0.3
Special Payments	982.0	0.0	0.0	0.0	0.0
Pensions, refunds and admin costs	(219.1)	(225.2)	(17.2)	(0.3)	(0.1)
Net cash inflow	938.4	(153.6)	(11.3)	0.6	0.2

The net gain on investments of \$141.1 million for the year was significantly less than 2006 and was due mainly to negative returns from the U.S. and overseas markets. However, the total fund return of 2.5% for the year is 0.6% ahead of the policy benchmark.

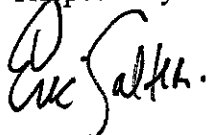
Net increases for the year in the number of active employees and pensioners were as follows:

	Active members	Pensioners
Number beginning of year	32,878	20,533
Net additions	1,466	939
Number year end	34,344	21,472

In summary, two of the most important factors relevant to overall plan management during 2007 were as follows:

- A special payment by the Provincial Government of \$982 million to the Public Service Pension Plan
- A significantly reduced net gain on investments due mainly to negative returns on the U.S. and overseas markets

Respectfully submitted,



Eric C. Salter
Government Pension Investment Committee Representative

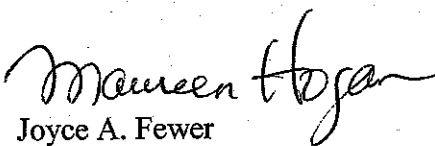
Treasurer's Report

I am pleased to present the Auditor's Report of the Balance Sheet of the Newfoundland and Labrador Public Sector Pensioners' Association as of 31 December 2007. This report contains a statement of revenue and expenditure for the year ended. The Auditor's Notes are presented for your review.

The Association continued to experience financial stability in the 2007 fiscal year. As is evident from the report of the auditor, membership revenues while remaining relatively constant continued to be the major source of revenue for the Association. Revenue from the very successful 2007 NPSPA Convention added to the Association's healthy fiscal picture. It should also be noted that the Association's investments in the form of bank guaranteed Investment Certificates contribute significantly to a strong fiscal outlook for the Newfoundland and Labrador Public Sector Pensioners' Association.

It has been an honor for me to serve the Association as its Treasurer for the past year, to be an active member of our Board and to serve as a member of the Executive Committee. In my work as Treasurer I have been privileged to have the support and dedication of a very competent and knowledgeable Finance Committee. I extend my sincere gratitude to committee members Sharron Callahan (Secretary NPSPA), Sharon Kieley (Member at Large) and President Bob Langdon (Ex-Officio). I wish to acknowledge the Association's Administrative Assistant, Maureen Hogan, whose attention to our financial records, her advisory role in our financial management and overall pleasant support has truly made my year as Treasurer most enjoyable. I extend a note of thanks to Wes Roberts, President of NPSPA Western Branch, for attending to my requests for financial updates from the branch. Finally, to our auditor, Gerald Murphy, CGA, thank you for having conducted the 2007 audit for the Association.

Respectfully Submitted,



Jr
Joyce A. Fewer

Treasurer

FINANCE COMMITTEE REPORT

The Finance Committee oversees financial management for the Newfoundland and Labrador Public Service Pensioners' Association and advises the Board on all related matters.

The Finance Committee is a Standing Committee of the Association. It works collaboratively with other committees, reports to the Board of Directors on a regular and as appropriate basis, and makes appropriate recommendations to the Board of Directors.

As such, the Finance Committee is responsible for ensuring that:

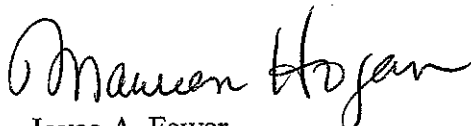
- proper and acceptable accounting control procedures are in place
- record keeping is maintained in a timely and acceptable manner
- financial statements are provided to the Board in a timely and detailed nature to assist the Board to make meaningful financial decisions.

During the course of the past year the Finance Committee fulfilled its mandate by engaging in a number of tasks:

- Provided for the Board of Directors' review and approval detailed monthly financial Statements reflecting all of the Association's revenue and expenses
- Prepared timely budgetary projections and expenditures for the 2008 fiscal year
- Arranged for a professional audit of the fiscal year ending December 31, 2007. (See Auditor's Report for year ending December 31, 2007)
- Reviewed and revised the Association's Investment Portfolio
- Prepared an Investment Policy for the Association (Approved by the Board of Directors: Insert Date)
- Provided consultation to the Constitution Committee on proposed amendments to Articles respecting Finance in the Association's Constitution
- Assisted the Board in the Strategic Planning initiative by preparing a Request for Proposal (RFP) document to enable the Board to conduct a Human Resources Review for NPSPA
- Reviewed each RFP submission and recommended an appropriate service provider for the Human Resources Review.

The Finance Committee is pleased to advise that the financial position of the Association continues to be viable with our investment portfolio being managed in a timely and prudent manner in order to maximize financial gain and security.

Respectfully submitted,



Jm Joyce A. Fewer

Treasurer and Chair of Finance Committee

GERALD MURPHY, CGA
CERTIFIED GENERAL ACCOUNTANT

14 Gibraltar Close
Mount Pearl, NL, A1N 3Y7

Tel: (709) 727-6518

AUDITOR'S REPORT

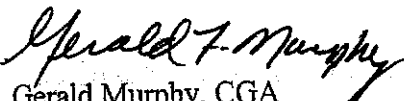
To the Board of Directors of the Newfoundland and Labrador Public Sector Pensioners' Association.

I have audited the balance sheet of the Newfoundland and Labrador Public Sector Pensioners' Association as at December 31, 2007 and the statement of revenue and expenditure 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 Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these statements present fairly, in all material respects the financial position of the Newfoundland and Labrador Public Sector Pensioners' Association as at December 31, 2007 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.

St. John's, Newfoundland
August 15, 2008


Gerald Murphy, CGA
Certified General Accountant

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
BALANCE SHEET
DECEMBER 31, 2007**

ASSETS

CURRENT	<u>2007</u>	<u>2006</u>
Cash	\$ 14,881	\$ 17,804
Investments (Note 3)	61,758	51,275
Grant Receivable - Province	5,206	-
Interest Receivable	<u>3,220</u>	<u>1,260</u>
	85,065	70,339
 CAPITAL (Note 2)		
Office furniture and equipment	<u>3,500</u>	<u>3,500</u>
 TOTAL ASSETS	 <u><u>\$88,565</u></u>	 <u><u>\$73,839</u></u>

LIABILITIES

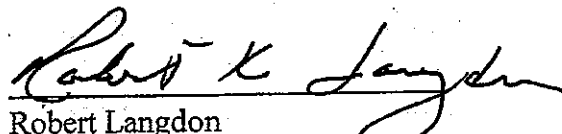
Current	
Accounts payable	\$ 1,452

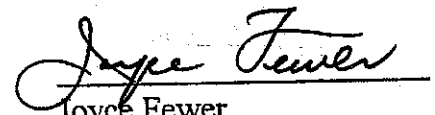
EQUITY

Members Equity	\$83,613	\$70,339
Investment in capital assets	<u>3,500</u>	<u>3,500</u>
 TOTAL LIABILITIES & EQUITY	 <u><u>\$88,565</u></u>	 <u><u>73,839</u></u>

Commitment - (Note 4)

Signed on behalf of the Association


Robert Langdon
President


Joyce Fewer
Treasurer

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
STATEMENT OF REVENUE AND EXPENDITURE
YEAR ENDED DECEMBER 31, 2007**

REVENUE	<u>Actual 2007</u>	<u>Budget 2007</u>	<u>Actual 2006</u>
Membership fees	\$65,823	\$66,000	\$65,441
Partnership/Advertising	1,215	1,000	1,030
Barbecue	1,000	1,000	905
Christmas Dinner/Dance	2,640	2,300	2,125
Interest	2,442	1,600	1,627
Convention and AGM	16,141	1,000	990
Branch Reimbursement	<u>1,399</u>	<u>-</u>	<u>-</u>
	90,660	72,900	72,118
 EXPENDITURE			
Salaries and benefits	24,802	24,960	24,100
Rent	6,840	6,870	6,870
Postage	5,923	9,300	8,415
Printing	1,623	737	594
Office supplies and services	4,404	4,300	3,751
Telephone	3,219	3,300	3,228
Professional Services	2,168	5,400	342
Convention and AGM	16,930	3,100	2,652
Insurance	3,172	3,800	3,719
Travel	832	2,500	1,864
Business tax	573	533	533
Christmas Dinner/Dance	2,813	2,500	2,333
Barbecue Expense	1,591	1,500	1,290
Socials	306	300	259
Branches	1,300	2,300	1,280
Public Relations	486	1,000	-
Other Meetings	<u>404</u>	<u>500</u>	<u>474</u>
	77,386	72,900	61,704
 Excess of revenue over expenditure	13,274	-	10,414
 Equity - beginning of year	<u>70,339</u>	<u>-</u>	<u>59,925</u>
end of year	<u>\$ 83,613</u>	<u>-</u>	<u>\$70,339</u>

**NEWFOUNDLAND AND LABRADOR PUBLIC SECTOR
PENSIONERS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2007**

16. 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 provincial public sector employees.

17. Significant accounting policy

The cost of office furniture and equipment is expensed in the year of purchase. Asset value at year-end is approximately \$3,500.

18. Investments

Investments are comprised of bank guaranteed investment certificates as follows:

ISSUED	AMOUNT	RATE	MATURITY	MATURITY VALUE
38789	\$35,000	4.10%	39520	\$37,933
39110	10000	4.10%	39475	\$10,410
39324	16758	4.85%	40055	\$18,425
	<u>\$61,758</u>			<u>\$66,768</u>

19. Commitment

The Association is committed to annual lease payments of \$6,840 for office space, totaling \$9,120 until April 30, 2009.