

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND
PENSIONERS' ASSOCIATION**

Report to Members

ANNUAL GENERAL MEETING

Thursday, June 6, 2019, 1:30 p.m.

The Fluvarium

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MUNPA BOARD OF DIRECTORS

OFFICERS:

Jane Foltz	President
Grant Gardner	Past President
Steve Wolinetz	Vice President
Sheila Singleton	Secretary
Audrey Power	Treasurer

DIRECTORS:

Lois Bateman
Karyn Butler
Joe Byrne
Chris Dennis
Bob Helleur
Donna Jackman
Bernadette Power
Brian Power
Anne Sinnott
Jim Wyse

2019 MUNPA ANNUAL GENERAL MEETING AGENDA

1. Opening Remarks (President of MUNPA)
2. Approval of Agenda
3. Approval of the Minutes of the 2018 AGM, June 7, 2018
4. President's Report
5. Treasurer's Report (Projected 2019/2020 budget)
6. By-laws and Amendments Committee Report

Article 8.6 of our By-Laws states "Members of the Board shall not receive remuneration for duties performed on behalf of the Association but may be reimbursed for expenses incurred in performing such duties and authorized by the Board".

The MUNPA Board approved that Article 8.6 be amended by the addition of the sentence "However, in extraordinary circumstances, and where no paid staff is available, a Board member may temporarily assume duties normally completed by paid staff and receive remuneration for such duties".

7. Committee Reports:
 - . Administration Committee
 - . Awards Committee
 - . University Benefits Committee
 - . Communications Committee
 - . University Pensions Committee
 - . Program Committee
 - . West Coast Liaison
 - . MUNFA, NAPE and CUPE Liaison
8. Report of Nominating Committee and Election of Board of Directors
9. Members' Forum
10. Adjournment

MINUTES OF THE 2018 ANNUAL GENERAL MEETING

Thursday June 7, 2018 – The Fluvarium

1. Opening Remarks

Jane Foltz, MUNPA President, chaired the meeting. She welcomed members to the AGM and thanked the speakers and organizers.

2. Agenda for this Meeting

It was moved that the agenda be approved. Patrick Tyler/Dick Ellis. Carried

3. Minutes of the Previous AGM

It was moved that minutes of the Annual General Meeting of June 8, 2017 be approved. Joe Byrne/Donna Jackman. Carried

4. President's Report

Jane Foltz presented the President's Report, which was circulated in the members' meeting package. She introduced and thanked the members of last year's Board, and Gwyn Barrowman, the Administrative Assistant.

5. Treasurer's Report

Cynthia Whelan presented the Treasurer's Report for 2017-2018, referring to the previously circulated financial documents. She answered questions about CURAC support, expenses for Tribute Awards, our donations to the Seniors' Resource Centre, and rent for Lantern space.

Moved by David Thompson, seconded by Harold Squires that the report be accepted. Carried

The proposed budget for 2018/2019 was presented. It was suggested that we use *Your Voice* and MUN HR mail outs to increase the number of our members that contribute membership fees. In response to a question, David Thompson explained MUNPA's relationship to the Scholars at Risk program and the planned donation to it.

Moved by David Thompson, seconded by Harold Squires that the budget be approved. Carried

6. Committee Reports

The reports from the various MUNPA committees had been distributed in the members' package.

- The Awards Committee asked for MUNPA members to submit nominations for the Tribute Awards.
- Patrick Tyler responded to a question about the Pension Plan.
- The funds granted to the Memoirs group were explained, and members were alerted to the imminent publication of their book.
- People were urged to submit material for publication in *Your Voice*. The Newsletter also needs volunteers to help with editing and publishing.

Jane Foltz thanked the committees for their work during the year.

Moved by Patrick Tyler, seconded by Bob Lucas that the committee reports be received. Carried

7. Nominations Committee

Grant Gardner, as Chair of the Nominations Committee, first reminded members of the by-laws related to elections to the Board, then presented the report for consideration.

The following persons were nominated by the Committee, and have agreed to serve as officers and directors for the 2018-19 year:

Officers:

- President: Jane Foltz (Computer Science/Office of the VP Academic; joined the Board in 2015)
- Vice-President: Steve Wolinetz (Political Science; joined the Board in 2015)
- Secretary: Sheila Singleton (Office of the Registrar; joined the Board in 2017)
- Treasurer: Audrey Power (Information Technology Services; joined the Board in 2017)

After calling three times for further nominations for these positions, each was elected by acclamation. Past President, Grant Gardner (Biology, Office of the VP Academic; joined the Board in 2014) (*ex officio* position)

Directors:

- Lois Bateman (Biology, Grenfell Campus; joined the Board in 2015)
- Karyn Butler (Geography; joined the Board in 2015)
- Joe Byrne (Registrar's Office; joined the Board in 2015)
- Chris Dennis (Library, joined the Board in 2017)
- Bob Helleur (Chemistry; not currently a Board Member.)
- Donna Jackman (Biochemistry; joined the Board in 2017)
- Bernadette Power (Faculty of Education; not currently a Board member.)
- Brian Power (Information Technology Services; joined the Board in 2017)
- Anne Sinnott (Biochemistry; joined the Board in 2016)
- Jim Wyse (Faculty of Business Administration; not currently a Board member)

There were no further nominations from the floor. All those nominated were declared elected to the Board by acclamation. Jane Foltz thanked the retiring Board members for their service.

8. Members' Forum

Jane Foltz responded to a question about parking arrangements at the Battery when MUNPA moves there in August or September.

9. Adjournment

It was moved by Marilyn Beaton, seconded by Harold Squires, that the meeting be adjourned. Carried

(Minutes by David Thompson, Secretary 2017-2018)

PRESIDENT'S REPORT

Welcome everyone. Thank you for coming to the 2019 Annual General Meeting of the MUN Pensioners' Association. There is little information in our files re the history of MUNPA, but we do know that the Association was formed in 1985 by Dr. Alistair Riach, November, 1985. It is not known how many retirees were involved in the formation of the Association, or if they held AGM's on a regular basis. However, I can tell you that we currently are nearing 2400 members, which includes all retirees from Memorial University, regardless of which campus they were employed, as well as the primary beneficiary of retirees who have passed away. We are again sending out welcoming letters to all new MUNPA members and advising them of what we have to offer.

Time really does seem to go by so very quickly. It seems like such a short time ago that I was asked to consider being President. And now two years later, I am about to assume the position of Past President. I have thoroughly enjoyed these past two years, working on behalf of our members, working with former faculty, staff and friends. It has indeed been an honor and a privilege.

The members of the Board have been fantastic to work with. They willingly take on various tasks, serve on committees, and work together as a team. I will introduce them to you at this time, so that if need be, you can put a name with a face:

- Grant Gardner, Past President, a most valuable source of information and advice, and responsible for recruiting new Board members.
- Steve Wolinetz, Vice-President, Editor of our Newsletter, *Your Voice*, Chair of the Communications Committee, and Chair of the By-Laws and Amendments Committee.
- Sheila Singleton, Secretary, Chair of the Awards Committee, our representative on the University Benefits Committee, and member of the By-Laws and Amendments Committee.
- Audrey Power, Treasurer, and who admirably assumed the position of Office Assistant when needed these past several months.
- Anne Sinnott, Chair of the Program Committee, a very active Committee which arranges all MUNPA events and activities throughout the year.
- Karyn Butler, a member of the Program Committee, the Awards Committee, and basically responsible for organizing our AGM and Christmas Socials. Karyn initiated the very popular Silent Auction of baked goods at our St. John's Christmas Social, with all proceeds going to the MUN Food Bank.
- Donna Jackman and Bob Helleur, members of our Program Committee, who now also contribute to the goodies auctioned off at the Christmas Social.
- Brian Power, member of the Communications Committee, responsible for updating our website and keeping it current.
- Bernadette Power, member of the Communications Committee, assists with the publication of *Your Voice*.

- Chris Dennis, liaison with MUNFA, CUPE and NAPE organizations on the main campus, informing us of items of interest and happenings in these two groups, especially those pertaining to pension concerns.
- Lois Bateman, our West Coast representative, who organizes all of the activities and events for our members who live in the Corner Brook area. She is now able to participate in our monthly meetings from her lovely home in Pasadena. Lois now sees us and we see her, where previously the connection was via telephone.
- And next our Jim and Joe team. Jim Wyse, our representative to the University Pensions Committee and Joe Byrne, the alternate to this Committee. They keep us informed and advised re the proposed changes on this very important Committee.
- Although not a member of the Board, I would like at this time to introduce our new Office Assistant, Jackie Collins. Jackie is a retired MUN Employee, having worked at the Gardiner Centre. We are very pleased that she agreed to come out of retirement to work for us.
- And Mark Graesser, also not a member of the Board, but who does a fantastic job assisting with the production of *Your Voice*.

An AGM means that some members will be leaving the Board and new members will be joining the Board. Those leaving, after serving the allowable number of years, are Grant Gardner, Lois Bateman, Karyn Butler and Joe Byrne. Thank you so much for all that you have done while serving on the Board and we hope that your involvement with MUNPA will continue. Your presence, voice and contributions will indeed be missed.

Please join me in giving them a well-deserved thank you for all that they have done on behalf of our entire membership.

Throughout the year, via *Your Voice* and our well maintained website, we have tried to keep you informed of much of what has happened and been accomplished since our 2018 AGM. So at this time, I will briefly mention some of what has transpired and include a few things that you may not as yet have heard.

Starting with our move, in late August of 2018, the MUNPA Office moved from the Mt. Scio Research Facility to the newly renovated MUN facility on Signal Hill, where we were warmly received and made to feel most welcome by Jennifer Adams, and the members of her team. We are very thankful to have been included as tenants of this fantastic facility. Access to current technology has been a plus.

In late September, MUNPA participated in the University Open House for the Signal Hill Facility, and the naming of the facility, the Signal Hill Campus. Very shortly thereafter, we were shocked to learn that our Office Assistant, Gwyn Barrowman, had passed away very suddenly. Gwyn had been with us for more than ten years, was devoted and committed to helping our members in whatever way she could. We are currently deciding on a memorial for her, and agreed that it should be something green as Gwyn was an avid gardener.

October 23, 2018, MUNPA held a gala event at the Signal Hill Campus, organized by Steve Wolinetz, providing an opportunity for members to visit the new campus. Members from the West Coast were included. We showcased the work of our various Groups and paid a tribute to Gwyn. The speaker for this event was Deborah Kelly, of the Medication Therapy Clinic, School of Pharmacy at MUN. Her talk was on polypharmacy, “You and Your Meds”. This event was well attended, well received, with a request that something similar become an annual event. This is being seriously considered, but perhaps on a smaller scale.

One of the highlights for MUNPA each year is the presentation of our Tribute Awards and 2018 was no exception. Congratulations to our recipients, Ed Williams from the Department of Mathematics and Statistics and Doreen Whalen from Lifelong Learning, who were so very deserving of this Award for their continued work since retiring. Ed is involved in all aspects of helping seniors in various organizations across the country, while Doreen is active locally with the VOWR radio station. A complete listing of their activities can be found on our website and the May 14th issue of the MUN Gazette.

On an annual basis, MUNPA awards a scholarship to a first year Memorial student. We are most proud and offer our congratulations to our 2018/2019 MUNPA Entrance Scholarship recipient, valued at \$1517.00 to Kailey Ikkusek-Rogers of St. John's.

As usual, our program committee came up with many diverse and interesting activities and events throughout the year, from talks on the plants of the Boreal Forest on the Avalon, coffee and tea with the RNC, resettlement, a visit to Admiralty House Museum in Mt. Pearl, to CPR instructions by the Red Cross, to name just a few. And of course, our very popular Christmas Socials held in both St. John's and Corner Brook.

The number of Groups that we have increased by two with the addition of a Music or a Jamming Group and a Games Group, joining Crafts, Shutterbugs, Health and Aging, Bowling, Outing, and Woodworking. One additional Group, the Memoirs Group, has been meeting once a month since 2003. It is our oldest and longest running group. We are very pleased to announce that their book, "Creating a University, The Newfoundland Experience", edited by Stephen Riggins and Roberta Buchanan, with a foreword by Noreen Golfman, Vice-President Academic, was launched May 2nd, at the Junior Common Room. The 30 authors provide a personal look at the history of MUN, from its beginnings on Parade Street to its beginnings on Elizabeth Avenue. Congratulations to everyone involved. A great accomplishment, a great read.

Thank you to the chairs of all of our committees and groups. Complete details re their meeting times and locations are available on our website.

I am very pleased to say that MUNPA continues to have a very good relationship with the University. I have already recognized the members of the Signal Hill Campus. In addition, others who need to be recognized and thanked for their support throughout the year, include the President's Office, Human Resources, and Marketing and Communications. I am sure that this support continues at Grenfell for Lois, our West Coast representative, as well.

I will begin with the President's Office and Dr. Gary Kachanoski, who is a strong supporter of MUNPA, who recommended that we become tenants of the Signal Hill Campus, and who hosts an annual reception for our Tribute Award recipients, and with whom we meet on an annual basis. With Dr. Kachanoski's retirement at the end of this year, the Chair of the Search Committee, Iris Petten, has requested our input.

Human Resources. MUNPA has an MOU with Memorial University indicating that the Department of Human Resources is our first contact on all issues. Those with whom we have the most interaction are Steven Dodge, Director, and his Assistants, Nicole Dunne, Valerie Butler, and Glen Roberts. They have been very helpful, friendly and quick to respond when we have an issue needing resolution. They include us in their retirement seminar presentations, where we provide information to future retirees in both St. John's and Corner Brook. They inform us when they are going to do a mail out, providing us an opportunity to include information that will go to all retirees. In March, we included a letter requesting that our members update the contact information that we have on file for them. The response has been tremendous.

Marketing and Communications, MarComm, under the direction of Victoria Collins, Executive Director, and her team, include us in their annual Remembrance Ceremonies in November, where MUNPA is requested to

place a wreath in honor of those who have served our country in the wars. They always request our presence at Convocation Ceremonies. One item of major significance to us, and which is currently being worked on by members of MarComm, is the development of a MUNPA logo. A MUNPA identity! At long last! When approved, a MUNPA banner will then be produced.

Committee Reports are included in the information provided to you. They are more detailed than what I have just told you. If you have any questions or want additional information on anything, please do not hesitate to ask.

Again, it has been an honor and a privilege to have served in this capacity. I thank you for your support, assistance and the opportunity to serve in this capacity. I will be supporting and assisting the incoming Board members as much as possible and wish them all the best in their future MUNPA undertakings. I will continue to be on the Board, so I will be around, but in a different capacity. Many, many thanks.

Respectfully submitted,
Jane M. Foltz
President, MUNPA

TREASURER'S REPORT

REVIEW OF THE 2018-2019 FINANCIAL STATEMENTS AND TREASURER'S REPORT

May 13, 2019

To: Executive of MUNPA

Re: Review of Financial Statements for the fiscal year ending March 31, 2019

I have examined the attached Statements of Financial Position as of March 31, 2019 along with the related financial transactions for the above period. These statements are the responsibility of the Association's Treasurer and the Executive. My responsibility is to express an opinion based on my review. In my opinion, these statements present accurately the financial position of the Memorial University Pensioners' Association Inc. as of March 31, 2019 and the results of the year then ended.



Roland Burke, CPA, CGA (retired)

BALANCE SHEET

at March 31, 2019 (with comparison to March 31, 2018)

<u>Current Assets</u>	<u>March 31, 2019</u>	<u>March 31, 2018</u>
Bank	8,676.90	6,678.85
Accrued Interest Rec	381.97	436.58
Accounts Receivable	-	-
Investments	29,341.95	40,669.88
Prepaid Expenses	500.00	617.50
Total Assets	<u>38,900.82</u>	<u>48,402.81</u>
 <u>Liabilities and Equity</u>		
Liabilities	-	-
Members' Equity at the Beginning of the Year	48,402.81	55,439.05
Less: Expenditures in Excess of Expenses	<u>(9,501.99)</u>	<u>(7,036.24)</u>
Members Equity at Year-end	<u>38,900.82</u>	<u>48,402.81</u>
 Total Equity and Liabilities	 <u>38,900.82</u>	 <u>48,402.81</u>

SHORT TERM INVESTMENTS

at March 31, 2019

Date Invested	Date Matures	Amount Invested	Interest Rate %
2018-02-09	2021-02-09	5,695.33	yr 1 - 1.70 yr 2 - 2.05 yr 3 - 2.25
2015-06-09	2019-06-09	3,622.14	yr1 - 1.10 yr2 - 1.15 yr3 - 1.20 yr4 - 1.40 yr5 - 1.60
2015-06-09	2020-06-10	3,643.67	1.35
2016-02-11	2021-02-11	5,715.36	yr1 - 1.20 yr2 - 1.35 yr3 - 1.50 yr4 - 1.75 yr5 - 2.25
2017-03-06	2020-03-06	5,665.45	yr1 - 1.20 yr2 - 1.35 yr3 - 1.50
2019-03-25	2020-09-25	5,000.00	2.00
Total		\$29,341.95	

STATEMENT OF REVENUE AND EXPENDITURES
at March 31, 2019 (with 2017-2018 for comparison)

	<u>Actual</u>	<u>2018-19</u> <u>Budget</u>	<u>Variance</u>	<u>2017-18</u> <u>Actual</u>
<u>Income</u>				
Members' Dues	25,049.00	24,050.00	999.00	23,467.00
Interest Revenue	591.06	660.00	(68.94)	722.26
Total Income	<u>25,640.06</u>	<u>24,710.00</u>	<u>930.06</u>	<u>24,189.26</u>
<u>Expenses</u>				
Admin Services	9,768.85	8,900.00	868.85	8,400.00
Conference & Travel (CURAC, etc.)	858.17	900.00	(41.83)	1,081.03
Donations	200.00	200.00	-	2,200.00
Programme - S.J.	10,600.84	11,600.00	(999.16)	10,331.76
Programme - Grenfell	2,087.39	2,080.00	7.39	1,403.40
Tribute Awards	88.55	350.00	(261.45)	2,991.50
Association Fees - CURAC	300.00	300.00	-	300.00
Miscellaneous	211.00	211.00	-	50.00
Office Supplies	276.41	300.00	(23.59)	18.88
Registrar of Companies	10.00	10.00	-	10.00
Postage	232.85	200.00	32.85	199.12
Printing and Copying	240.46	2,012.97	(1,772.51)	338.42
IT Support	-	600.00	(600.00)	988.00
Equipment	46.03	46.03	-	2,913.39
Parking	951.52	1,500.00	(548.48)	-
Contingency	-	-	-	-
Total Operating Expenditures	<u>25,872.07</u>	<u>29,210.00</u>	<u>(3,337.93)</u>	<u>31,225.50</u>
Loss After Operating	<u>(232.01)</u>			<u>(7,036.24)</u>
Special Initiatives – Projects	9,269.98	12,510.00	(3,240.02)	
Total Operating + Special Initiative Expenses	<u>35,142.05</u>	<u>41,720.00</u>	<u>(6,577.95)</u>	
Loss After Operating + Special Initiatives	<u>(9,501.99)</u>			

Note: Expenditures do not include: Support in-kind received from Memorial University. The support includes the provision of office space, meeting room, heat, light, telephone, computers with support, internet, web site hosting, office supplies, etc.

Planned Reduction of Excess Members Equity:

2018/19: Equity Reduction Expenses recorded in Special Initiatives – Projects (separately from Operating) include Contribution to Memoir Group \$3100, Principal Beneficiaries Tea - St. John's \$618.21, CURAC Award Travel - E. Williams \$856.42, MUNPA Opening at Battery \$3,591.83, Laptop - Grenfell Rep \$1,103.52

2017/18: Equity Reduction Expenses included in Operating

BUDGET PROPOSAL – 2019-2020
(with Comparison to Previous Year Actual and Budget)

	2018-19		2019-20
	<u>Actual</u>	<u>Budget</u>	<u>Proposed Budget</u>
<u>Income</u>			
Members' Dues	25,049.00	24,050.00	26,226.00
Interest Revenue	591.06	660.00	330.00
Total Income	<u>25,640.06</u>	<u>24,710.00</u>	<u>26,556.00</u>
<u>Expenses</u>			
Admin Services	9,768.85	8,900.00	8,900.00
Conference Travel (CURAC)	858.17	900.00	1,426.00
Donations	200.00	200.00	200.00
Programme - St. John's	10,600.84	11,600.00	10,650.00
Programme - Grenfell	2,087.39	2,080.00	3,105.00
Tribute Awards	88.55	350.00	150.00
Association Fees - CURAC	300.00	300.00	300.00
Miscellaneous	211.00	211.00	50.00
Office Supplies	276.41	300.00	300.00
Registry of Companies	10.00	10.00	10.00
Postage	232.85	200.00	410.00
Printing and Copying	240.46	2,012.97	544.00
IT Support	-	600.00	-
Equipment	46.03	46.03	-
Parking	951.52	1,500.00	-
Contingency	-	-	511.00
Operating Expenditures*	<u>25,872.07</u>	<u>29,210.00</u>	<u>26,556.00</u>
Operating Gain/Loss	<u>(232.01)</u>		<u>-</u>
Special Initiatives Expenditures**	9,269.98	12,510.00	7,850.00
Total Expenditures (Operating + Special Initiatives)	<u>35,142.05</u>	<u>41,720.00</u>	<u>34,406.00</u>
Total Gain/Loss for Year	<u>(9,501.99)</u>		<u>(7,850.00)</u>

Note: Operating Expenses do not include: Support in-kind received from Memorial University. The support includes the provision of office space, meeting rooms, heat, light, telephone, computers with support, internet, web site hosting, office supplies, etc.

****Special Initiatives include:** Principal Beneficiaries Social - Grenfell \$200, Members Database Maintenance \$1,000, Memorial for Gwyn Barrowman \$1,100, New MUNPA Signage and Tribute Awards Plaque \$1,000, Parking at SHC \$2,350, Recognition Coffee - Memoir Group \$200, Contingency \$2000.
2020/2021: \$6000 earmarked for 2020/21 budget to celebrate MUNPA's 35th Anniversary.

Submitted by Audrey Power, Treasurer

COMMITTEE REPORTS

ADMINISTRATION COMMITTEE REPORT

The membership of the Administration Committee consists of the Executive of the Association. The major item of business for the Committee for the 2018/2019 year involved the search to hire a new Office Assistant to replace Gwyn Barrowman. Gwyn had been our first Office Assistant, and had worked for us for over ten years. She passed away very suddenly and very unexpectedly in late September.

The Office had very recently moved to our new location at The Signal Hill Campus. We were not as yet settled in and there was a need to have someone in the Office to take care of MUNPA affairs. At this point, Audrey Power, a member of the Board, offered her assistance. Special thanks go out to Audrey, who admirably assumed the position of Office Assistant until the position was filled.

The search began with the development of an advert. It was our intent in the first instance, to circulate it internally, that is to our MUNPA members. This was done, and much to our surprise, we received seven excellent applications, each of whom could have carried out the duties associated with this position.

Following our interviews, we agreed to offer the position to Jackie Collins, a recent retiree, who during her tenure at Memorial University, had worked with Gardiner Centre, Faculty of Business Administration. Jackie accepted our offer, and started working in March 2019, working on a part-time basis of 30 hours per month, and paid on the University pay scale at the rank of Intermediate Secretary.

We look forward to Jackie's being with us for many years to come.

Respectfully submitted,

Jane M. Foltz
MUNPA President

BARGAINING UNITS LIAISON REPORT

Chris Dennis's responsibility for liaison with MUNFA was expanded in 2018/19 to include all MUN campus bargaining units, with the addition of CUPE and the three NAPE units. Activity included formal and informal contacts with key people in those organizations, monitoring of communications postings and campus news for relevant matters involving the campus unions, and direct communications between the bargaining units and MUNPA.

Two matters requiring active liaison arose during this period. The first was an invitation conveyed by the Faculty Association (MUNFA) President for MUNPA to consider affiliation with the Newfoundland Federation of Union Retirees, and thus indirectly with the Congress of Union Retirees of Canada (CURC). This was considered by the MUNPA Board at its January meeting, and it was decided that MUNPA could not properly affiliate as an organization, because its membership includes a substantial number of non-union retirees. Chris responded to the MUNFA president and drafted a letter for distribution to MUNPA members acquainting them with the opportunity for individual memberships in CURC if they were union retirees. This letter was approved at the March Board meeting, and was distributed.

The second issue is still ongoing, namely, governance of the University pension plan. As reported by the Pensions Committee, the University administration and the campus bargaining units agreed in September 2018 on a structure for joint sponsorship of the plan, this having been mandated by the Provincial Government after it withdrew from its sole responsibility for the viability of the plan. Liaison with the bargaining units, in addition to that with University's Manager of Pensions and Benefits, Glen Roberts, assisted the Pensions Committee to deal with this issue. MUNFA distributed to its members the text of the joint sponsorship plan which had been submitted to the Provincial Government, enabling a copy to be supplied to the MUNPA Pensions Committee to assist its consideration of making a request for a vote in the decisions made by that governing structure. Chris also gained some perspectives from conversations with the various bargaining units to assist, and to work closely with, the Pensions Committee in its deliberations, and he can confirm that at the time of writing there has been no response from the Government to the proposal.

Relations with the campus bargaining units are cordial, though at present more extensive with MUNFA than with the other units. There is good contact with the former Library staff who are principals in the Campus CUPE unit, but communication lines with the NAPE people need to be improved.

Respectfully submitted by Chris Dennis, MUNPA Liaison with Campus Bargaining Units

BY-LAWS AND AMENDMENTS COMMITTEE REPORT

The By-laws Committee has had a quiet year. As you will see, only one change to our by-laws, made necessary because the Board employed our Treasurer, Audrey Power, as a temporary replacement for the late Gwyn Barrowman, is coming forward to our members.

Last year's committee did however get updated copies of two key documents: our *By-laws* and our *General Policies And Terms Of Reference For Board Committees And Other Appointments*, posted on our website not only for own use but also that of members.

Submitted by Steven Wolinetz & Sheila Singleton, MUNPA By-laws and Amendments Committee

NOTICE OF MOTION

At its October 2018 meeting, the MUNPA Board of Directors approved a change to the By-laws, and is now seeking ratification from the Association at its Annual General Meeting on June 6, 2019.

Article 8.6 of our By-laws states "*Members of the Board shall not receive remuneration for duties performed on behalf of the Association but may be reimbursed for expenses incurred in performing such duties and authorized by the Board*". The MUNPA Board approved that Article 8.6 be amended by the addition of the sentence "*However, in extraordinary circumstances, and where no paid staff is available, a Board member may temporarily assume duties normally completed by paid staff and receive remuneration for such duties*".

This change was necessitated by the need to ensure continuity of services to our members after the sudden and unexpected passing of Gwyn Barrowman, who served as MUNPA's sole Office Assistant for many years. MUNPA was in need of Office assistance while a search was conducted to permanently fill the position. Few people were familiar with the running of the Office and the duties of the position, but, because she had assisted in moving the MUNPA Office to the Signal Hill Campus in August, 2018, Audrey Power gained knowledge of the Office and its duties, and therefore was well suited to provide the needed assistance; she was willing to take on the role on an interim basis. However, being Treasurer of MUNPA, the By-Laws did not allow that she be paid for such services. The Board concluded that the intent of the By-Law did not address or consider such a circumstance, and that it was not the intention to preclude payment to a Board member for duties normally completed by paid staff.

Members should note that: "An amendment requires support by at least a two-thirds majority of the total of (i) members present and voting *at the General Meeting* and (ii) absent members who have submitted a vote by mail or e-mail, provided that such vote is received by the Secretary at least three days prior to the scheduled meeting and that such absentee vote clearly indicates "Aye" or "Nay" for any proposed amendment. 9.4 Amended Bylaws shall take effect at a time stated in the resolution to amend". Members who will be absent from the Annual General Meeting and who wish to vote can submit a vote addressed to "Secretary, MUNPA Board of Directors" at munpa@mun.ca.

COMMUNICATIONS COMMITTEE REPORT

The MUNPA Communications Committee has had a busy year. Brian Power has done a superb job keeping our website <https://www.mun.ca/munpa/> current. Under his stewardship (and before him, Audrey Power), our website has become a lively site with information on pensions and benefits, events, and our focus and special interest groups.

We published three issues of *Your Voice* and one more will appear after today's meeting. Getting *YV* out, I had able assistance from board member, Bernadette Power, and my colleague, Mark Graesser. Mark assumed the task – formidable if you don't have the right program or know how to use it – of formatting *Your Voice*. Imposing standard formats that made his task easier. We also shifted focus: In 2017-18, we included short pieces by members of our Memoir Group and short contributions from a couple of you. This year we introduced two new rubrics, "Know Your Benefits" by Glen Roberts (Human Resources), and "Pension Matters" by Jim Wyse.

MUNPA's newsletter is titled *Your Voice*, ironic because it has typically been the voice of the board or its editor, more often than not scrounging for copy. Fair enough: We, along with previous boards, should have done more communicating with you, but it would be nice if we heard from members more often than we do. Very little copy comes in unsolicited – "over the transom." I know some of you well enough to know that you are not reticent. This will be my last year as editor. If you want a lively newsletter appearing at regular intervals, please help by sending in short articles about what you are doing, colleagues you remember, anecdotes that others would enjoy, photos, and or cartoons or drawings. Future editors will still try to keep *YV* to eight pages, but longer pieces can be continued on the web or if enough of you agree, published only there, or failing that, published there first.

Submitted by Communications Committee:

Steven Wolinetz (Chair), Mark Graesser, Bernadette Power, Brian Power

Grenfell Committee Report

The Grenfell MUNPA group now consists of over 120 individuals, of whom almost a hundred still live in western Newfoundland. Approximately forty of these, many accompanied by partners, attended at least one of the western MUNPA events this past year. On October 23, 2018, Grenfell retirees joined by webcast the official event celebrating the MUNPA move to the Signal Hill Campus.

In 2018/2019, social events included a Christmas dinner social, in November, which was attended by almost fifty people at the Blow Me Down Ski Park. Even though it was a very wintery day, it was the largest turnout we have had to any local MUNPA event. On another snowy, blustery day in March, a dozen or so people enjoyed a snowshoe outing on the protected trails of Pasadena Ski and Nature Park, followed by lunch in the chalet. Also in March, a small group of MUNPA members who are spouses/partners of deceased MUN retirees met for a pleasant lunch, at the Glynmill Inn, with some of the local committee members.

MUNPA purchased a laptop computer in early 2019, which will be located on the west coast. This will enable the local MUNPA Board Member to more easily attend the monthly Board meetings electronically. The small Grenfell subcommittee, consisting of Sharon Walsh, Madonna Day, Kathleen Snow, Linda Carroll and Lois Bateman, meets four or five times a year to plan events.

Prepared by Lois Bateman, MUNPA Board Member for Grenfell Pensioners

PROGRAMME COMMITTEE REPORT – ST. JOHN'S

Since our Annual General Meeting of June 7, 2018, the Programme Committee - St. John's has organized the following events:

1. MUNPA's participation in the Signal Hill Campus Opening Day
2. MUNPA's own Grand Opening Event at Signal Hill Campus
3. Downsizing Your Home – Tips and Tools for Organizing and Decluttering, with April Miller, Professional Organizer
4. Visit to Admiralty House - Armistice 100 Talk and Tour
5. Christmas Social
6. Travel Session: Small Group Adventure Tours on the World's Greatest Seas and Rivers! with travel agents Melissa Keough and Ashley Jean
7. Visit to VOWR Radio Station with Doreen Whalen, Station Manager
8. What Can I Do with My Apple iPad? with Craig Skinner
9. First Aid mini course, by Jill Hunt, First Aid Vitals NL, Red Cross' Training partner
10. Coffee, Tea, and the RNC, with Constables Jason Coombs and Steve Fitzgerald
11. Time Sensitive, with Ed O'Reilly
12. Native Plants of the Boreal Forest around St. John's, talk and tour of MUN Botanical Garden with Todd Boland

Our combined attendance for the above events totalled around 450 people. Our Programme Committee also organizes the morning programme and lunch at the Annual General Meeting.

We also sponsor nine groups, two of which formed just this past year (Games, Music):

1. Bowling Group, organized by Joanne Myrick-Harris, meets monthly
2. Craft Group, organized by Linda Kirby and Liz Stanford, meets weekly
3. Games Group, organized by Audrey Power and Brian Power, meets monthly
4. Health and Aging, organized by Joanne Myrick-Harris, Linda Longerich, and David Thompson, meets monthly
5. Memoir Group, organized by Roberta Buchanan, meets monthly
6. Music Group, organized by Craig Skinner, meets weekly
7. Outing Club, organized by Ann Ryan and Adrian Tanner, meets biweekly
8. Shutterbug Club, organized by Mike Wilkshire, meets biweekly
9. Woodcarving Group, organized by Helger Eckenweber, meets biweekly

The membership in these groups currently totals about 125, although attendance varies. We are most appreciative of our group leaders who volunteer their time to organize the group sessions. If you are interested in joining any of these groups, contact information is listed on our website group pages.

We are pleased to see that attendance at events and group activities is on the increase. We offer a varied program and work to ensure that there's something for everyone wants to attend.

Programme Committee 2018-2019

The members of the committee are Anne Sinnott, Chair; Karyn Butler, Bob Helleur, and Donna Jackman. Steve Wolinetz also served with us for part of the year.

REPRESENTATIVE TO THE UNIVERSITY BENEFITS COMMITTEE REPORT

Over the past 12 months, the Benefits Committee met to receive updates from the providers of our Supplementary Health Benefits, Dental Benefits and our Travel Insurance. These presentations help to inform the Committee when approving recommendations to the Board of Regents for insurance rates for the various insurances.

Based on recommendations from the Benefits Committee, the Board of Regents approved renewal of benefits with the following rate changes:

- Basic life insurance plan at a 2.4% rate increase
- Dependent life insurance plan at the existing rate
- Optional life insurance plan at the existing rate
- Optional spousal and dependent child life insurance plans at the existing rates
- Basic and optional accidental death and dismemberment plans at the existing rates
- Voluntary accidental death and dismemberment plan at the existing rates
- Long term disability plan at an 11.1% rate reduction (for employees only)
- Supplementary health plan at a 2.3% rate increase
- Travel health insurance plan at the existing rate
- Dental plan at a 3.3% rate increase

The Benefits Committee recommended to the Board the inclusion of orthodontic benefits in the Dental plan, but the Board deferred a decision on orthodontics pending the results of a benchmarking study on the level of benefits offered at Memorial.

Submitted by Sheila Singleton, MUNPA Representative to the University Benefits Committee

REPRESENTATIVE TO THE MUN PENSIONS COMMITTEE REPORT

The Committee's efforts during 2018/19 were directed to three primary areas: (1) communicating with MUNPA members on current pension-related matters (2) serving on the University Pensions Advisory Committee (PAC), and (3) participating in discussions on the role of MUNPA in the proposed organizational structure(s) for pension plan governance.

Pensions Communications:

Four articles were prepared for MUNPA's *Your Voice (YV)* newsletter and published in its Pensions Matters column:

- (1) The September column reported on the change in pension plan governance from the current sole sponsorship model to the joint sponsorship approach recently mandated by the Provincial Government for public sector pension plans. The former model was one in which the Provincial Government was solely responsible for pension plan viability whilst the latter will see the responsibility for plan viability being jointly shared by employees and the employer.
- (2) The November column described the process of assessing the performance of the pension plan's investment managers. There are a dozen or so investment managers, each with responsibilities in different investment categories (Canadian equities, emerging markets equities, etc.) whose investment return performance is measured against a designated benchmark. The column summarized the activities of PAC's Performance Review Subcommittee which is tasked with assessing investment manager performance.
- (3) The March column addressed the issue of Pension Discounting. This can be a painful but necessary topic in understanding how pension plan surpluses and deficits are determined.
- (4) A forthcoming Pension Matters column was inspired by a YV reader who posed the question: how did we get from modest surpluses in times past to a \$250 million deficit now? The column identified a set of factors that transformed the former into the latter.

The Committee also responded to three pension-related queries from MUNPA members. One inquired about full indexing, another asked about the impact of the change in sponsorship on current pension payments, whilst the third query concerned the path that led from past surpluses to present day deficits, a response to which motivated the fourth Pension Matters column. All three queries received (what we feel were) detailed responses.

The University Pensions Advisory Committee (PAC):

PAC meetings were held in October 2018 and February 2019 with the MUNPA Committee Alternate attending the October and both Committee members attending the February 2019 Meeting. Three major issues were addressed by the meetings: (1) the dismal 2018 returns realized by the pension plan and its impact on the plan's quarter of billion dollar deficit, and (2) the delayed response by the Provincial Government to proposals by the University and its employee groups on the structure and organization of a joint sponsorship governance model, and (3) setting the terms (with the discount rate chief among them) for a formal actuarial valuation of the plan as of the December 31, 2018. The next PAC meeting is scheduled for May 23, 2019.

Joint Sponsorship Governance:

This received considerable attention during 2018/19 and the MUNPA Pension Committee was assisted in its deliberations and discussions by Board members Chris Dennis, Grant Gardiner, and Steve Wolinetz, as well as by the University's Manager of Pensions and Benefits Glen Roberts. The central issue was that of MUNPA's seeking voting membership in the joint sponsorship governance structure. As the Association's year drew to a close no recommendation on seeking voting membership had been made and a MUNPA Board consensus emerged that the matter should be placed on hold pending progress on the stalled negotiations with the Provincial Government on the terms of transition from sole sponsorship to joint sponsorship, including the critical matter of deficit funding.

Respectfully submitted by:

Jim Wyse, MUNPA Representative to the MUN Pensions Advisory Committee

Joe Byrne, Alternate MUNPA Representative to the MUN Pensions Advisory Committee

TRIBUTE AWARDS COMMITTEE REPORT

At its meeting of September 11th, 2018, two nominations, summarized here, were unanimously endorsed, and were approved by the MUNPA Board at its September 2018 meeting. The complete citations can be found on the MUNPA website. The individuals were recognized at a reception hosted by the University President in January, 2019.

DOREEN M. WHALEN, Division of Lifelong Learning, Retired 2007

- Continued service to her church (Wesley United); she played a key role in restructuring church governance, chaired the staff committee of the Newfoundland and Labrador Conference, and served on the National Learning Fund Committee
- Station manager for VOWR, where she dealt with regulatory issues and programming structure, and managed a staff of 80 volunteers
- Teaching sessionally for 28 years for the Faculty of Business Administration, including 11 years since her retirement
- Acting President and President of MUNFA from 2007 to 2013, a period of revitalization of the organization

DR. EDGAR WILLIAMS, Department of Mathematics and Statistics, Retired 2004

- Member of the St. John's Regatta Committee for the past 24 years, serving as editor of the Race Day program, chair of the Constitution Committee, chair of the Regatta Bereavement Committee and in other roles
- Served as the President of the National Board of Directors of the Naval Association of Canada, the only Newfoundlander to do so
- Served in every executive position of the NL Branch of the Naval Association of Canada in the last 10 years
- Served as Chair of St. John's-Avalon chapter of CARP from 2008-2016, involved in advocacy on behalf of seniors at the provincial and federal levels
- Member of the Pouch Cove Heritage Society
- Served with the Convocation usher team for 50 years
- Served on the MUNPA Board 2005-2011 and served as its representative on the Benefits Committee
- In 2010, elected to CURAC, where he served in several roles, including National Secretary. In 2018, he was presented with a CURAC Appreciation Award.
- Received several awards, including the Senior of Distinction Award by the provincial government, and the Gold Medallion, the highest award of the Naval Association of Canada

Submitted by Sheila Singleton (Chair)

Members:

Karyn Butler
Michael Collins
Barbara Cox
Sheila Devine
Maureen Dunne
Kathleen Snow

NOMINATIONS COMMITTEE REPORT

MUNPA Board of Directors (as per Article 4 of MUNPA's By-laws):

- 4.1 There shall be a Board of Directors (the Board) consisting of: (i) the Officers and (ii) at least five (5) and at most ten (10) additional Directors;
- 4.2 The Board shall be responsible for the day-to-day operation of the Association. On matters considered important to the membership, the Board shall make submissions to appropriate university officials, government or other organizations, either directly or through representation on university and other committees;
- 4.3 The Board may establish such Committees as it deems necessary to carry out the objectives of the Association;
- 4.4 The Board shall be responsible for ensuring that the Association complies with all applicable federal and provincial legislation;
- 4.5 A Board member may serve up to a maximum of four consecutive one-year terms unless the member is elected subsequently as President and may serve up to two additional years and an additional two years as Past President. A member may be elected to serve again after a minimum of one year off the Board;
- 4.6 Members of the Board shall normally remain in office until their successors are elected. The Board may appoint a member to serve until the next Annual General Meeting if an elected position on the Board is declared vacant.

The following officers and directors have been nominated for the 2019-20 year:

Officers:

President, Steve Wolinetz (Political Science; joined the Board in 2015)

Past President (*ex officio*), Jane Foltz (Computer Science/Office of the V.P. Academic; joined the Board in 2015)

Vice President, Chris Dennis (Library; joined the Board in 2017)

Secretary, Sheila Singleton (Office of the Registrar; joined the Board in 2017)

Treasurer, Audrey Power (Information Technology Services; joined the Board in 2017)

Directors:

Andy Foster (Mathematics and Statistics; not currently a Board member)

Bob Helleur (Chemistry; joined the Board in 2018)

Donna Jackman (Biochemistry; joined the Board in 2017)

Brian Power (Information Technology Services; joined the Board in 2017)

Bernadette Power (Faculty of Education; joined the Board in 2018)

Ann Ryan (Division of Community Health, Faculty of Medicine; not currently a Board member)

Anne Sinnott (Biochemistry; joined the Board in 2016)

Jean Snook (Modern Languages, Literatures and Cultures; not currently a Board member)

Mary Sparkes (Student Services, Grenfell Campus; not currently a Board member)

Jim Wyse (Faculty of Business Administration; joined the Board in 2018)

Submitted by the 2018-19 Nominating Committee, Grant Gardner (Chair)