

ADM 2022 Nov 17 &18 summary Meeting held Virtually

Agenda:

Call to Order

Moment of Silence in honor of deceased members since last meeting

Review and Acceptance of Agenda

Adoption of Minutes of ADM, November 18-19, 2021

President's Report

Treasurer and Membership Reports

Presentation: Johnson Insurance Inc.

Succession Planning

Local Councils and Regional Audit Updates, Regional

VP's Reporting

Constitution and National By-Laws

Pension Committee Report

Health Care Committee Report

Scholarship Chairperson's Report on the 2022 CNPA
Scholarship Program

Adjournment

Call to Order Day 2

Report from the CN/CNPA Partnership Agreement
Interface Officer

Resolutions

Federal Government Liaison Officer's Report

Communication Officer's Report

Web Master's Report: Presenter George Rowan

New Business

Final Detailed Budget

Item 23 & Next Election and Appointment 2023

Adjournment 16 :00 Nov 18th

IN ATTENDANCE

President Reg Hebert

Vice-Presidents (Directors)

- Atlantic Region Earl Garland
- Quebec Provincial Arthur St-Hilaire
- Ontario Provincial James Houston
- Prairie Region Bruce Anderson (1st Vice-President)
- Mountain Region Al Vodden

Directors Wayne Greenland Newfoundland &
(National Executive Secretary) Labrador

Bruce Peacock Atlantic (National Treasurer)

Rémi LaHaye Quebec

Denis Cousineau Quebec

David Simpson Ontario

Ron Hewson Ontario

Gary Heasman Prairie

Joanne Gaborieau Prairie

Dennis Jensen Mountain

Blake Olson Mountain

Past President (Director) Yves Bourdon

Officers Ken Roberts National Council (Communications Officer)

Ron Charles (National Treasurer)

Nancy Zajacz (Membership Co-chair)

Peter Moloney (Membership Co-chair)

George Rowan (Web Master, day 2 only)

Alternate National Directors

Graham Hill NL

Robert Chiasson Atlantic

Paul Goupil Quebec

Les MacDonald Ontario

Patrick McMullin Prairie

Gordon Wheatley Mountain

Alternate National Director John Bailey Atlantic (January 1, 2023)

Note: Due to other commitments and technical difficulties, some members had to leave the meeting for short periods of time.

Auditor Evan Hickey was sick and could not attend.

Presidents' message was positive in that we are in good financial and organizational condition while coming out of the impact of covid. Many changes in 2023 but they are being managed and progressing well.

The challenge will be to get members back into our activities calendar.

Co Chair Pension Committee report: Our pension plan continues to be well managed and is well over 100% fully funded. CNID are doing an excellent job. Details in 2022 Annual Report. As new members from the pensioners, company and union join the pension committee, we (pensioner members) have been moving the idea of a formal training package for new embers. That training program has now been developed and the first sessions have been presented. Program prepared by CN Training group.

Treasurer/Membership report shows solid financial position of the Association. Membership continues to decrease as more members are passing away than there are new retirees joining our association. Primarily due to decreased number of employees retiring from CN. Imperative all possible be done to recruit all new retirees.

New treasurer and chairpersons progressing towards assuming responsibilities.

Johnson Insurance presented changes and improvements to their policies which could benefit CN Pensioners. They also spoke of their now being part of Intact Insurance. Financial consideration to CNPA discussed and presented.

Succession planning discussed and planned going forward with Bruce Peacock, Jason Peacock and James Houston stepping back with new persons taking charge of responsibilities. Impact on finance, membership, government affairs and web site development and control.

Local councils' audits report and discussion. Program up and running and proving effective. National council Audit reviewed and approved.

Constitution and National By-Laws review and update again completed. Standing committee to review Constitution and National by-laws changes and impact of proposed changes. Revised documents were accepted by the directors. Scholarship now included in the constitution.

Health Care committee report presented by Blake Olson. We continue to control cost of providing the Blue Cross services, however we are an aging population in a world of increasing drug costs and incredibly expensive new drugs. Health care is a difficult portfolio to manage, but the health care committee is doing a great job.

Adjournment Day 1

Call to order day 2:

CN/CNPA partnership agreement interface officer report; Staff changes within CN have left us vulnerable in this area and we need to reinforce the value of the agreement for CN and the CNPA. Many areas of improvement were under discussion which need to be continued and re-affirmed. To be progressed going forward.

Resolutions: The only was to increase mileage allowance for CNPA members who use their vehicles extensively for association business. Raised to \$0.60 per Km. account recent increases in fuel prices. Very littler mileage is actually paid out. Passed

Federal Government liaison Officer report presented. Bill C-228 is of interest to pensions at present as it proposes to improve the standing of pension plan deficiencies in the event of a company bankruptcy.

Discussion held as to travel expenses of the president, treasurer and membership chairs going into 2023 given the isolation of the last 3 years under covid.

Discussion of the Per Capita Tax and motion to leave as is again for this year 2023. i.e. of the \$12.00 collected annually per member, \$10 will go to the local council and \$2 to National. The By-Laws state the split to be \$9 and \$3, however the local councils are to use the extra \$1 to fund membership recruitment activities.

Communication officers report: Our newsletter continues to improve and is being delivered more regularly. Content is interesting and informative, which is the mandate for the document we distribute to all members.

Web Masters' report: We have a new web master who is revamping our site for content, navigation, software and presentation. Much work to be done and much change to manage. Excellent report given which will generate discussion and improvements for all the users and material posters.

Final Detailed Budget proposed, reviewed and approved. To date we are in solid financial position with spending well in control. Next year will see money spent for web site improvements, training of membership chairpersons and computer upgrades for key members of the executive. (Membership, treasury, secretary). Budget passed which will include a face-to-face ADM in Montreal in November 2023...hopefully

Election of officers November 2023

Adjournement:

President Hebert thanked everyone for participating in our third ADM Zoom meeting. Gary Heasman moved, seconded by Jim Houston, to adjourn the 2022 ADM Zoom meeting at 4:50 p.m. Atlantic time. The motion carried unanimously.

