



CNPA – Annual Directors Meeting November 23/24 – 2023 - Montreal

The CNPA held their first live Directors meeting since 2019 in Montreal. The meeting was a hybrid model, with some attending virtually and most in person. The meeting was chaired by CNPA President Reg Hebert who did an excellent job in managing the technology, the busy agenda and keeping everyone involved and engaged. While there was significant discussion on a wide range of issues and activities, below is a brief overview of the key issues discussed and decisions taken.

1. The **President's Report** outlined the wide variety of issues handled this year. The introduction of a new and totally revamped website developed by webmaster George Rowan. It is not only refreshed and easy to use, it is also generating internal and external traffic. He outlined how we developed and did an extensive presentation to CN with our recommendations to improve the indexation of the Pension Plan. While we were unsuccessful in our efforts, we did lay the critical ground work for future consideration. He also explained the push with CN on a wide variety of partnership issues, and an effort to find joint opportunities to benefit our members. Reg announced his "retirement" after his 4 years as President and current term comes to an end. We want to thank Reg for his strong leadership and tenacity over the past 4 years. He will still be actively involved as Past-President.
2. **Financials** – Treasurer Ron Charles took over the role this year and has handled everything professionally and with confidence. He reviewed the current financial status and the year-end outlook of a \$6,000 surplus due primarily to lower previous year fixed expenses. Ron also took the opportunity to do a 5 year budget projection with variables based on the demographics and annual membership drops. These projections will assist in future planning and budgeting. Our overall financial situation is very strong with a significant reserve fund. We discussed and approved authorizations for handling our investments and membership dues transfers. All the regions reported completions of their mandatory audits. These are required again in 2024.
3. **Membership** – Our Co-Chairs Peter Maloney and Nancy Zajacz also took over in 2023 and both have done a very good job of organizing activities and distributing reports. They reported that in 2023, we have 285 "new" pensioners and 426 new surviving spouses. The number of pensioners lost each year is climbing. The percentage of "recruited" CNPA members was discussed and the efforts taken by locals should be shared. We also discussed the impact of the 24 month CN paid members thru the partnership agreement. When the process for producing and delivering Membership cards was discussed, here was a mixed reaction on what and how it should be done. In the end there was agreement on the following:
 - a. Cards (new and replacement) will be produced and delivered every 2 months
 - b. That Local Councils **can request** to have their cards only issued "on demand". In other words NEW local members (or survivors) will only be provided a card should the Local request them after discussion with new local members. The local membership chair would advise the National membership chair to produce just the cards they need.
4. **Suzanne Dalzell - CN Head of Strategic Partnerships** – did a presentation of the various programs she is involved with which are linked to the CNPA. The RRITC program is a long standing joint program benefiting pensioner's charitable organizations. Suzanne announced the increase in the annual maximum eligible payments hours. She also reviewed some of the CN initiatives underway or being planned. This included tree planting events, Community Boards, a earth rangers program and also CN annual anniversary celebrations each June 6. More info coming on these programs.



5. **Johnson Insurance** – in 2022, Johnson was acquired by Intact Insurance. **Belairdirect** Insurance, a subsidiary of Intact, has taken over Johnson for Home and Auto Insurance. All of our members who use this service will receive direct communications from Belair at renewal time. Manitoba and Saskatchewan will lose access to Johnson/Belair and be transferred to a third party Insurer with no CNPA discount. Johnson will continue to offer Travel insurance to our members. Our Partnership continues despite this change and we continue to enjoy a strong rebate. We have been assured that service and rates will continue to be competitive. Our national website has been updated with the new links.
6. **Pension Committee Report** – See the separate document on this subject
7. **Health Care Report** – we discussed the current financial status of the plan and strategies for reducing the surplus with a focus on Atlantic rates, managing high claimants and balancing new benefits and provisions. There will be a refreshed brochure for 2024 available on the website in January. There was also a review of the membership options for the CNPA to address those who enjoy the Health Care Plan but do not pay CNPA dues. More discussion and decisions in 2024.
8. **Constitution and Bylaw changes** – As usual, these documents were updated to correct issues or processes. Minor changes made to national election processes, Treasurer financial approvals and the NFLD relationship with the Atlantic region were made.
9. **Partnership Agreement** – Bruce Anderson updated us on the changes to the RRITC mentioned above and also other discussions ongoing with CN. It is hoped that discussions will produce meaningful discounts and benefits for our members. We will be actively pursuing the continuation of the Agreement before it ends in December 2024.
10. **Mike Mathews is the NEW CNPA Federal Government Liaison Officer** replacing longstanding FGLO Jim Houston this year. He reviewed some of the recent legislation and outlined the ongoing efforts of his team to review and report relevant political issues to our executives and members.
11. **Communications Officer Report** – Ken Roberts has done a superb job leading the CNPA Newsletter team. He explained the transition of the newsletter and frustrations of ongoing delays with CN publishing. We discussed the NEED for more grassroots articles and input. There was discussion on the possibility of making it a three colour newsletter and that will be reviewed with CN related to cost etc. Ken is stepping down after a 3 year term and will be replaced by Tim Urbanovitch from Edmonton.
12. **National Website** – George Rowan did a review of the new revamped website. The fresh look and easy to find and access information has led to increased traffic and inquiries. More improvements and revisions will continue as it evolves to make it even better. There needs to be a review of Local Association information on the site and links to those locals and their information. Each local will need to be contacted about this.
13. **Patrick Lono of CN Pension and Benefits Administration** – provided us with an excellent overview of the Pension group and how it assists pensioners and addresses their retirement and post retirement needs. There was discussion and questions on life Insurance, direct deposit, address changes, POA's, accessing the portal, forms, CN passes and membership issues, pensioner communications and their annual audits.
14. **Darlene Cherry** – who many of you know as the CN Pension and Benefits Admin leader, retired earlier this year. Her 40+ years helping CN pensioners and our organization over those years has been superb. Reg Hebert conferred a honorary lifetime CNPA membership to Darlene at the CN Pension luncheon.



15. CNPA Elections (effective January 1, 2024) and appointments of National officers for 2024

- a. **President - Bruce Anderson – who will also continue as CN Interface Officer**
- b. **Past President – Reg Hebert, who will also continue as Scholarship Chair**
- c. **1st Vice President – Blake Olson – who will also continue as Health Care Chair**
- d. **Executive Secretary – Ron Hewson**
- e. **Membership co-chairs – Peter Maloney and Nancy Zajacz**
- f. **Treasurer – Ron Charles**
- g. **Regional VP's – Earl Garland, Arthur St. Hillaire, Ron Hewson, Joanne Gaborieau, Blake Olson**
- h. **Communications Officer – Tim Urbanovitch – Associate Joanne Gaborieau**
- i. **Fed. Gov. Liaison Officer – Mike Mathews**
- j. **Health Care Chair – Blake Olson – (Elected by the HCC)**
- k. **George Rowan continues as the Webmaster**

This summary approved by the CNPA National President