



Bulletin to Branches 2010-01

January 27, 2010

Relief efforts for Haiti: getting involved

The devastating news of the earthquake in Haiti has resulted in action from the President of the Haute-Yamaska Branch in Quebec. Regis Charron is organizing various fund raising events in his community and will solicit the support of the other Quebec Branches. Individuals wishing to contribute to the relief efforts are encouraged to donate to a reputable charity such as the Red Cross or the Salvation Army (beware of non-legitimate, “fly-by-night” organizations). It is through the leadership of individuals such as Regis that widespread help can be provided for relief of such a disaster.

Pension surplus court case – appeal to be heard in April

The Court of Appeal for Ontario has set the dates of April 19 to 21, 2010, to hear the appeal of the judgement rendered in November 2007 by the Ontario Superior Court of Justice. The 2007 judgment dismissed the actions challenging the pension surplus provision of Bill C-78 that allowed the federal government to take the \$30 billion surplus accumulated in the superannuation accounts of the Canadian Forces, the public service, and the RCMP. The 17 plaintiffs involved in this case, of which FSNA, represented by the Executive director and the Senior research and Communications Officer, met on January 20 to discuss relevant strategies.

Congress '10 meetings and resolutions

Attached to this bulletin is a schedule of deadlines and meeting dates, most of which are related to Congress '10. This is the same schedule that was distributed with the November 2009 Bulletin.

Of particular note are the following deadlines:

February 12 – last day to submit resolutions proposing change(s) to by-laws;

March 18 – last day to submit other resolutions;

May 29 – election of national directors (BC, MB, NL, NS) to be completed.

Branches submitting resolutions are asked to mail them to the attention of myself, FSNA Executive Director, at the National Office address. Resolutions should be signed by the branch's president and the branch's secretary. To permit more timely handling of resolutions, they can be submitted by e-mail to sceacero@fsna.com but the official, signed resolutions must still be mailed to my attention prior to the stated deadlines.

The resolutions procedure is described in the attached Part 4 of the FSNA By-laws.

Registration for Congress '10

Attached is the Registration Information for those who will be attending Congress '10.

As per recent years, there are two registration forms: one for association sponsored participants and the other for spouses and observers. Sponsored participants have their expenses paid by FSNA and represent the following: members of the National Board (current and national directors-elect); the president of each branch (or his/her authorized representative); provincial advocacy officers; and regional services officers (current and regional services officers-elect). Spouses and observers do not have their expenses paid by FSNA: they must pay a nominal registration fee and pre-pay for the meals they choose to eat on site, such as the recognition dinner. Observers are usually branch officers who are attending for information and educational purposes. **Members who have not registered will probably be denied admission, due to space limitations.**

On-line registration will be available as of **February 15, 2010** and accessible from our Web site www.fsna.com. All attendees are requested to register by **March 31, 2010**.

Attached to the Registration Information, is a list of meetings that are being organized in conjunction with Congress '10 and a preliminary program. Some minor adjustments may be made to the program in the coming months, but Congress '10 will remain a two-and-a-half day event, followed by an optional bus tour of Halifax in the afternoon.

Nominations for national president and vice-presidents

In concurrence with section 2.7 of the current by-laws of the Association, Congress '10 delegates will be asked to elect the national president and three national vice-presidents.

A nominations committee, chaired by Dennis Jackson, Immediate Past National President and consisting of members Joe Sanderson, National Director for Manitoba and Derm Coady, National Director for Newfoundland and Labrador, has been formed. Nominations for these positions should be submitted on the attached form and mailed to Dennis Jackson at the National Office address.

The nominations committee will advise branches two months prior to Congress '10 of the nominations received by then. Nominations can continue to be made up to the time of Congress and will be solicited from the floor of Congress '10 (according to 1.3 of Regulation IX).

Elections for national directors

The terms of office of the national directors for Manitoba (Joe Sanderson), British Columbia/Yukon (Julie Spencer) and Newfoundland & Labrador (Derm Coady) expire at Congress '10. Paul Cadeau, ND for Nova Scotia has also given notice he will leave office at this time. Nominating and election processes must be completed in these four provinces with candidates elected to office no later than May 29.

The election processes for national officers, national directors, regional services officers, and branch presidents are to be conducted according to the current 2009 by-laws. By-law 2.7.4 (sub-sections 2.7.4.1, 2.7.4.2, and 2.7.4.3) and the second section of Regulation IX explain the election process for national directors.

Individuals considering running for a position on the National Board of Directors are asked to check the on-line schedule of meeting dates to confirm their availability to attend upcoming meetings.

Questions regarding process can be directed to me at sceacero@fsna.com.

NBOD meetings: December 2009 and January 2010

NBOD held its last meeting of 2009 on December 10. The meeting was preceded by two days of training on governance and Board development. A large portion of the agenda was dedicated to the review of the proposed 2010 By-laws that will be submitted to vote at Congress 2010, as well as other national business. NBOD reconvened on January 10 and 11, 2010 to continue its work on the governance process adopted in 2007. NBOD is working closely with a facilitator to develop governance policies that will allow it to better manage its affairs and provide direction to the executive director.

Advocacy Initiatives

Please find attached the summary of advocacy initiatives undertaken in December.

Former Executive Director... has left the building

As previously announced former Executive Director Francis Bowkett has officially left the National Office as of January 15. Francis has continuously contributed to making FSNA one of the best associations, not only as a member of the National Office staff but also as a volunteer. After joining in 1996, he became founding president of the York Branch, was elected as regional director for the Central and Northern Ontario Region and was serving as first national vice-president when he resigned to take on the responsibilities of executive director in 2007. His contribution to the design and the implementation in 2007 of the new governance model is greatly appreciated, as well as the valuable advice he provided to me since my arrival last fall.

Web-based Membership System III

Development and testing of the Web-based Membership System III (WMS 3) upgrade continues. It is expected that the WMS 3 system will be ready for rollout to branches and the National Office by mid to late February 2010. Some notes of interest are:

- New Association logo and colour scheme
- Enhanced application buttons
- Enhanced spousal linkage window
- No unnecessary navigational changes
- User logins will remain the same
- WMS login page address will remain the same

WMS 3 will have minimal impact on current branch user tasks; however, some WMS system downtime is to be expected when the upgrade is rolled out. Specific dates for outages and rollout for WMS 3 will be communicated to WMS users as soon as they are known. Questions, comments, or concerns about the WMS 3 can be addressed to Kevin Armstrong (613-745-2559 or karmstrong@fsna.com).

2009 cancelled member recruitment

Last fall, a one-page survey were mailed to those 3,122 people in our database whose FSNA memberships had been cancelled in 2007, 2008 or 2009 to find out why they had let their membership lapse. As of 15 January, 535 surveys were returned (a 17.1% response rate), and 248 members had rejoined (7.9% of persons surveyed)

While the majority of respondents expressed very little dissatisfaction with FSNA in general, the survey showed that memberships had lapse because members:

- forgot to renew (26.9%)
- said they were no longer able to take advantage of the affinity programs (15.3%)
- were deceased (12.6%)
- found no value in belonging to a branch (8.4%)
- found the annual dues too expensive (7.9%)

Update your application forms

From time to time National Office receives completed membership applications from new members that still list the old membership rates, mailed in with cheques based on these wrong amounts. The rates for 2010 are the same as 2009, that is \$34.20 for single, \$44.40 for double and \$15.00 for associate membership.



We always like to welcome new members, but not by sending them an invoice for a few missing dollars. We remind everyone to check their stock of membership applications, which should look like the example shown above.

Please **discard any older versions** still in your possession. New applications (Form 107A) can be ordered at no charge by using the Branch Order Form available on-line.

FSNA administrative forms

Branches are reminded that the administrative forms are available on the Web site at this address: <http://www.fsna.com/pdf/forms/forms.pdf>.

HBO listing to be updated

As usual the list of HBOs will be included in the spring issue of ON GUARD. To this effect, the National Office, through the Senior Research and Communications Officer, sent an e-mail to all branches asking them to review and revise, as the case may be, the current list attached to the e-mail. Branch presidents are reminded to ensure that all applicable changes are communicated to Bernard Dussault (dussault@fsna.com)

ON GUARD spring 2010 deadlines

Action The deadlines for the spring 2010 branch report information to arrive at the National Office are:

Friday 5 February	Membership changes
Friday 12 February	Branch Reports

The expected delivery period to members is 15 -26 March 2010.

Reports can be sent by e-mail to Françoise Gauthier (gauthier@fsna.com). Please include the **branch code** (i.e. NB64) as well as the **branch name** (i.e. Moncton) in the message **subject** window.

If you have not received an acknowledgement reply within two working days, call her or send her another e-mail, as this could indicate there was a transmission problem.


 Sylvia Geacero, MBA, MA
 Executive Director

Attachments:

- Congress '10 schedule of deadlines and meeting dates
- Resolutions Procedure (By-law and Regulation VII excerpts)
- Congress '10 Registration Information** (One copy per branch)
- National President and Vice-President Nomination Form
- Summary of advocacy initiatives undertaken in December

Schedule of 2010 Meetings and Related Deadlines

- 12 February¹: Deadline for National Office to receive proposed by-law resolutions for Congress '10²
- 18 March¹: Deadline for National Office to receive all “other” proposed resolutions for Congress '10
- 23-25 March: National Board of Directors (NBOD) meetings (Tuesday to Thursday)
- 23 & 24 March – NBOD meeting
 - 25 March – Committee meetings
- 9 April¹: Deadline for National Office to mail resolutions to congress delegates
- 15 April¹: Deadline for congress delegates to receive resolutions (Reg. VII, para. 5.1)
- 29 May³: Deadline for completion of national director elections (British Columbia/Yukon, Manitoba, and Newfoundland and Labrador)
- 14-18 June¹: Congress '10 and related meetings in Halifax (Monday to Friday)
- 14 June – NBOD, PAOs (TBD), RSOs and BCC
 - 15-17 June – Congress '10
 - 18 June – NBOD, other committees and PAOs (TBD)
- 8-10 September: NBOD meetings (Wednesday to Friday)
- Half- to full-day for Board seminar/workshop
 - 1 to 1.5 day(s) for NBOD meeting
 - Half-day for committees
- 7-9 December: NBOD meetings (Tuesday to Thursday)
- Half- to full-day for Board seminar/workshop
 - 1 to 1.5 day(s) for NBOD meeting
 - Half-day for committees

Note 1: These dates were selected to comply with FSNA by-laws and/or regulations and are now “firm”, with a hotel contract signed for Congress '10 guestrooms and meeting space.

Note 2: This date takes into consideration that Monday 15 February is a statutory holiday in Ontario.

Note 3: This date is not specified by by-laws, but was selected to permit regional meetings to be held up until late May.

2009 By-laws excerpt

Part 4: Resolutions

- 4.1 New resolutions submitted for adoption at an Annual Congress may originate from the Board, a region or a branch.
- 4.2 New resolutions originating from a branch shall be approved by a branch at a properly constituted meeting of the branch management committee, branch Board of Directors or a branch general meeting and shall be signed by the president and secretary of the branch.
- 4.3 New resolutions from a region shall be approved at a regional conference and shall be signed by the responsible regional services officer or in his absence, the national director of the relevant region, and the president of at least one branch in the relevant region.
- 4.4 New resolutions originating from the Board shall be approved at a meeting of the Board and shall be dealt with pursuant to regulations.
- 4.5 The originator of a new resolution shall ensure that:
 - 4.5.1 the resolution is not covered by any existing standing resolution;
 - 4.5.2 what is being proposed is:
 - 4.5.2.1 enabling as opposed to limiting;
 - 4.5.2.2 relevant to the objects of the association;
 - 4.5.2.3 achievable with due regard to its impact on financial and human resources of the Association; and
 - 4.5.3 the new resolution is to be worded clearly, concisely and as brief and specific as possible regarding the actual intent of the resolution.

A new resolution is to be submitted to the Corporate Governance and Nominations Committee (CGNC), which receives it on behalf of the Board and it will then be dealt with pursuant to Regulation VII.

REGULATION VII: RESOLUTION PROCESSING
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Amended December 10, 2009

Authorities FSNA by-laws provide as follows:

By-law 4.6 “A new resolution is to be submitted to the Corporate Governance and Nominations Committee (CGNC), which receives it on behalf of the Board and it will then be dealt with pursuant to Regulation VII.”

By-law 3.2.3.2 “The Corporate Governance and Nominations Committee, [which] reviews all policies and standing and proposed new resolutions, and evaluates the progress in the implementation of the policies ...

By-law 9 “Proposals to amend the By-laws or Letters Patent shall be filed with the Board at least four (4) months before the Annual Congress or Special Meeting at which they are to be considered” and that “the Executive Director shall give two months notice to all official participants of the Annual Congress or Special meeting of proposed amendments to the By-laws or Letters Patent.”

Assistance

In drafting resolutions for Congress consideration, branches and/or regions are encouraged to seek advice and/or assistance from FSNA’s national office.

Procedures

1. For any new resolution received from a branch or region, the Executive Director, shall:
 - a. on behalf of the CGNC, confirm receipt to the submitting branch or region;
 - b. initiate national office review of the resolution.
2. The Executive Director shall
 - a. Submit all resolutions and any resulting analysis to the CGNC for review, comment, and consideration in the development of recommendations for amendment or, exceptionally, for support/non-support.
 - b. Submit a copy of the staff analysis to the originator of the resolution.
3. On receipt of CGNC comments, the Executive Director shall
 - a. Provide the Board with a copy of the staff analysis and of any CGNC-approved recommendation for amendment or for support/non-support.

- b. Provide a copy of the CGNC recommendation to the originator of the resolution
 - c. The Board shall, at the next meeting, see all resolutions and consider any CGNC recommendations for amendment to new resolutions or for support/non-support. The Board may also choose to identify its support, or lack of support, for any new resolution. The Executive Director shall provide a copy of the NBOD recommendation to the originator of the resolution
4. In the notice to official participants of all proposed resolutions, the Executive Director shall include the resolution as submitted (and/or amended) by the branch, the Board recommendations for amendment, and any Board decision to support or to not support a particular resolution, the CGNC recommendations and staff analysis.

Submission deadlines

1. Branches or Regions proposing resolutions to amend the By-laws or Letters Patent shall file those resolutions with the Executive Director at least four (4) months before the Annual Congress at which they are to be considered.
2. Branches or Regions proposing resolutions that do not amend the By-laws or Letters Patent shall file those resolutions with the Executive Director at least three (3) months before the Annual Congress at which they are to be considered.
3. The Executive Director shall give two months notice to all official participants of all proposed resolutions.

Congress 2010
Halifax, 15-17 June 2010



FSNA Congress 2010

National Board of Directors Nomination Form

Nominator

I _____ of _____,
please print address

nominate _____ of _____
please print address

for the office of (check one) National President National Vice-President

For a national VP position, indicate if the nomination is for 1st VP 2nd VP 3rd VP

signature

date (dd/mm/yy)

This nomination is supported by the following branch president **OR** annual congress official participant:

name (please print)

signature

date (dd/mm/yy)

Nominee

I _____ of _____ Branch

accept the nomination for the office of (check one)

National President National Vice-President

For a national VP position, indicate if the nomination is for 1st VP 2nd VP 3rd VP

I hereby certify that I am a member in good standing of FSNA and pledge that if elected, I will faithfully carry out the duties of that office.

signature

date (dd/mm/yy)

Mail to:

Dennis Jackson
Chair, Nominations Committee
c/o Executive Assistant
Personal and confidential
FSNA National Office
1052 St Laurent Blvd.
Ottawa ON K1K 3B4

**Tracking FSNA's Advocacy across Canada
December 2009**

Glossary:

NBOD = National Board of Directors

ED = Executive Director

PS = Public Service

PDSP = Pensioner's Dental Service Plan

RSO = Regional Services Officer

SDB = Supplementary Death Benefit

ND = National Director

PAO = Provincial Advocacy Officer

PSHCP = Public Service Health Care Plan

LTC = Long Term Care

SR = Standing Resolution

Date	Issue	Means	Stakeholders	FSNA Advocate	Outcome
Dec 1	National Pharmaceutical Strategy; National Home Care Program <i>(related to SR30, SR53)</i>	Meeting	Health Canada: A/Director, Strategic Policy Branch; Policy Advisor; Special Assistant - Policy	FSNA National President, ED, Health Care Research Officer, PSHCP Research Officer, Special Advisor	
Dec 1	Marriage after retirement; Bill C-201; Administrative services to superannuation members <i>(related to SR4)</i>	Meeting	Director General, Agriculture Canada on behalf of the Chair, Public Service Pension Advisory Committee	FSNA National President, ED, PSHCP Research Officer, Special Advisor	
Dec 1	Marriage after retirement; Bill C-201; Renegotiation of the PSHCP <i>(related to SR4)</i>	Meeting	National Joint Council: General Secretary and Manager Operations	FSNA National President, ED, PSHCP Research Officer, Special Advisor	

Date	Issue	Means	Stakeholders	FSNA Advocate	Outcome
Dec 1	Marriage after retirement; Bill C-201; Renegotiation of the PSHCP <i>(related to SR4)</i>	Meeting	Professional Institute of the Public Service of Canada (PIPSC): President, 2 VPs and the Pension and Benefits Advisor	FSNA National President, ED, PSHCP Research Officer, Senior Research and Communications Officer, Special Advisor	Agreement to work jointly with respect to re-negotiation of PSHCP
Dec 2	Marriage after retirement; Immediate indexation of RCMP pensions; VIP; Bill C-201; Administrative services to superannuation members <i>(related to SR4)</i>	Meeting	RCMP Veterans Association: National President; Executive Director; Board member; and Ottawa area Director	FSNA National President, ED, PSHCP Research Officer, Senior Research and Communications Officer, Special Advisor	Agreement to meet more frequently and to seek a joint meeting with the Royal Canadian Legion to discuss issues of mutual interest
Dec 2	Marriage after retirement; Remuneration of Public Service Pension Investment Board; Bill C-201; Administrative services to superannuation members; PSHCP contract transition <i>(related to SR4)</i>	Meeting	Treasury Board Pensions and Benefits Sector: Associate Deputy Minister, Executive Director Group Insurance Policy and Programs, Executive Director Pension Policy and Program, and Senior Director, Legislation, Authorities and Litigation	FSNA National President, ED, PSHCP Research Officer, Special Advisor	

Date	Issue	Means	Stakeholders	FSNA Advocate	Outcome
Dec 3	Marriage after retirement; Bill C-201; Renegotiation of the PSHCP <i>(related to SR4)</i>	Meeting	Canadian Merchant Service Guild (CMSG): National President and the National Secretary-Treasurer	FSNA National President, ED, Special Advisor	Arrangement to provide CMSG with FSNA recruitment materials for CMSG mailing spring 2010
Dec 3	Marriage after retirement; Immediate indexation of CF pensions; Bill C-201; Administrative services to superannuation members <i>(related to SR4)</i>	Meeting	Chair of CF Pension Advisory Committee: Chief of Military Personnel	FSNA National President	
Dec 4	Marriage after retirement; Immediate indexation of RCMP pensions; Veteran's Independence Program; Bill C-201; Administrative services to superannuation members; Co-ordination of LTD benefits	Meeting	Deputy Commissioner RCMP and Chair of RCMP Pension Advisory Committee and the Director of National Services and Standards	FSNA National President, ED, Senior Research and Communications Officer, Special Advisor	

Date	Issue	Means	Stakeholders	FSNA Advocate	Outcome
Dec 7	Marriage after retirement; Bill C-201; Renegotiation of the PSHCP; PSHCP contract transition <i>(related to SR4)</i>	Meeting	Public Service Alliance of Canada: National President, Executive Assistant to National President, Director, Collective Bargaining and Director, Membership Program	FSNA National President, ED, PSHCP Research Officer, Special Advisor	Agreement to work jointly with respect to re-negotiation of PSHCP
Dec 10	Pension investments	Meeting	PS, CF and RCMP tripartite Pension Advisory Committee (TRIPAC)	Senior Research & Communications Officer	
Dec 15	National pharmacare program, caregiver's allowance, palliative care standards, continuing care, oral health of seniors	Meeting	Minister of Health for NS	PAO for NS as a member of the Group of IX.	The Minister of Health will meet again with the Group of IX in February 2010.
Dec 17	Pensions (marriage date-related restriction) <i>(related to SR4)</i>	Conference Call	Survivor Pensions Advocacy Committee (SPAC): Chair and 4 members	ED and Senior Research & Communications Officer	