**NATIONAL COUNCIL OF CANADIAN PACIFIC PENSIONERS**

**ASSOCIATIONS**

**COMMITTEE MEETING**

**AT THE FOUR POINTS SHERATON**

**1150 WELLINGTON ROAD SOUTH**

**LONDON ONTARIO**

**FRIDAY SEPTEMBER 23, 2022**

**AND SATURDAY SEPTEMBER 24, 2022**

9:00 AM - Meeting opened by Tom Sonier, London Chapter President, welcoming all Executive, Delegates and members to London.

He then handed over the Gavel to Surinder Rehill, President of the NCCPPA.

President Surinder Rehill then asked Peter Landry for the opening prayer and a moments silence for the pensioners who have passed since the last convention.

President Rehill thanked Tom Sonier and his committee for their efforts in getting this convention organized, it is very much appreciated.

Surinder also explained that he would not be running again as President and asked all in attendance to consider the President's job or anyone they knew who would take the job.

President S. Rehill then introduced the Executive as follows.

President - Surinder Rehill

1st Vice-President – Tom Sonier

2m Vice President - Peter Landry

3rd Vice President – Vacant

Treasurer - Art Wieckowski

Secretary - Bob Cameron

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Pension rep- Bob Cameron and his Alternate Pension Rep. Tom Sonier

President Surinder Rehill also introduced the Delegates as follows:

Robert J Cameron Revelstoke BC

Nick Dionne London ON

Peter Landry Toronto ON

Rae Leduc Montreal QC

Jarnail Taggar Calgary AB

Gregory Neville Sudbury On

Bill Magone Windsor ON

All delegates credentials were in order and on file as reported by Secretary

Robert J Cameron stated.

President Surinder Rehill then reviewed the agenda, which all had a copy of with no changes.

President Rehill spoke about 2 speakers at this Convention 1, Blain MacIsaac CP Pension Department report and 2. Presentation by Mike Powell, President Canadian Federations of Federal Pensioners.

Motion by Peter Landry and seconded by Jarnail Taggar to accept the agenda as printed. Carried.

President Surinder Rehill said there will be a coffee break at 10;30 AM and

2:30 PM on the 23rd and one at 10;30 AM on the 24th

The minutes of the 2017 Convention were discussed and as there were no errors a motion by Peter Landry and seconded by Rae Leduc to accept the minutes of the 2017 Convention minutes as printed. Carried.

Regarding the Brochure about the NCCPPA completed by Lyle Berge, Rae Leduc and Jim Harris is complete. Rae Leduc thanked all who helped put it together.

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Rae Leduc stated that it should be sent to all new retirees and all chapters to distribute to the members. Surinder Rehill stated it will be in English and French

**APPENDIX # 1**

Treasurer report of the NCCPPA read out by Art Wieckowski

Motion by Peter Landry and seconded by Tom Sonier to approve the Treasurers report. Carried

**APPENDIX # 2**

Pensioners Representative report, read out by Robert J. Cameron.

Motion by Tom Sonier and seconded by Nick Dione to accept the Pension

Representative report. Carried.

Coffee Break

After the coffee break, we continued with more Reports.

**APPENDIX # 3**

Director of Pension Services Report presented by Blain MacIsaac

~~Break for Lunch 12:30 PM to 2:00PM~~

Continue Reports

**APPENDIX # 4**

Secretary Report

Read out by Robert J Cameron

Motion by Peter Landry and seconded by Jarnail Taggar to accept the Secretary report. Carried.

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**APPENDIX # 5**

1 st Vice-President report and Alt Pension Rep report.

Read out by Tom Sonier

Motion by Tom Sonier and seconded by Bill Magoon to accept Carried.

**APPENDIX # 6**

2 nd Vice-Presidents report

Read out by Peter Landry

Motion by Tom Sonier and seconded by bill Magoon to accept 2nd Vice-President report. Carried

**Appendix # 7**

Past President report Read out by Surinder Rehill

Motion by Surinder Rehill and seconded by Peter Landry to accept the past President report. Carried.

Presidents Report

**APPENDIX # 8**

President report read out by Surinder Rehill

Motion by Surinder Rehill and seconded by Peter Landry to accept the President's report. Carried.

Some questions were asked bout the NCCPPA Brochure and CP Magazine which were delt with by the President.

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Break for Lunch from 12;00 to 1;15 PM

Back from Lunch 1;15 PM

We then proceeded to deal with the Resolutions.

**PROPOSED RESOLUTIONS**

**2022 NCCPPA CONVENTION**

Resolutions from the Calgary Chapter are as follows:

1. ﻿﻿﻿INDEXING: to be changes from 50% to 60% of CPI up to maximum of 3% based on the first $ 1,500.00

Executive rejects Delegates agree with Executive. Motion by RJ Cameron and seconded by Tom Sonier to agree with Executive as CP will not allow.

1. ﻿﻿﻿ADHOC: In consideration of Article 15 of the Pension Plan rules, à ADHOC increase for Pensioners who have been retired for a minimum of 25 years, have 30 years or more pensionable service, and have pensions of less than $ 1500.00 per month. Same benefits apply to spouses that receive spousal allowance.

Executive rejects. Delegates agree with Executive as left in Rules but does not apply anymore. Motion by RJ Cameron and seconded by Nick Dione to decline. Carried

1. BLUE CROSS: Resolve that the Pensioners survivors over the age of 80 who have maxed out their $ 15,000.00 Blue Cross coverage under part 1 be given a further $10.000.00. Under Part 2 the $10,000.00 be increased to $ 15,000.00.

Executive rejects. Delegates agree with Executive as CP will not entertain anymore. Motion by RJ Cameron and seconded by Peter Landry to reject. Carried.

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1. ﻿To jointly explore a health Benefit package to ideally include a Dental, Vision and Hearing plan for Retirees for those not covered under HSA (Health Spending Account).

Executive rejects. Delegates agree with executive to disallow Motion by RJ Cameron And seconded by Peter Landry to reject. Carried.

1. ﻿﻿﻿Should Bill C27, an act to amend the Pension Benefits and Standards Act, become law, ensure current CP recipients of Defined Benefits Pensions be unaffected.

Executive rejects Delegates agree with Executive as Bill no longer applies as parliament shut down and bill died. Carried.

1. ﻿﻿Recognizing the CP Pensioners Associations have limited bargaining power in terms of requests being fulfilled, we seek advice of Canadian Pacific Railway as to how we may contribute to the well-being of the industry.
2. Executive agrees. Delegates agree with Executive. Motion by Tom Sonier and seconded by Greg Neveille to accept. Carried.

Algoma Chapter Resolutions

1. ﻿﻿﻿Cost of living allow full pension to change to cover the real cost of inflation with no max.

Executive continues negotiating with CP

Delegates agree with Executive. Motion by Tom Sonier and seconded by Gary Neville. Carried.

RJ Cameron spoke about Pension Improvement Committee which only applies to Pensioners moving forward.

1. ﻿﻿﻿Full Health plan to cover pensioners.

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Executive rejects Delegates agree with Executive covered in Calgary Resolutions.

1. Have-HSA from present amount increased with inflation.

Executive says same as Calgary Resolution dealt with.

1. ﻿﻿﻿Have pensioners cheques deposited 3 days prior to the end of the month.

Executive explained there are 10 months where cheques are paid 3 days before the end of the month CP will not change deposit dates with regards to 3 banking days before end of the month. Delegates agree.

Motion by Tom Sonier and seconded by Nick Dione to agree with Executive. If anyone is in dire need to contact CP with individual problem and CP will talk.

﻿﻿﻿ 5 Add obituaries to the CP Magazine for the following reasons.

Retirees no longer living in the Algoma region.

Executive agrees with resolution and Delegates agree with Executive.

Motion by Bill Magone and seconded by Jarnail Taggar to agree with the Executive. Carried.

6. Allow pensioners to pay into the company health care plan with no deductible.

Executive rejects as CP will not entertain. Delegates agree with Executive Motion by Peter Landry and seconded by Nick Dione to agree with Executive. Carried.

**London Resolution**

In a first-of-its-kind global study, the United Nations World Health Organization and the International Labour Organization together undertook the task of analyzing the risks to life and health associated with working long hours and/or irregular hours.

The results of the study were released on the 17th of May 2021

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It is the first global analysis of loss of life and health associated with working long hours.

The data included 37 studies of ischemic heart disease and 22 studies on strokes. Total participants numbered 768,000 (heart) and 839,000 (stroke). A total of 2300 surveys spanned the years 1970 to 2018

Across 154 countries the study's findings are as follows:

(1) Long hours of work are now known to be responsible for Approximately 1/3 of the total work-related burden of disease,

Establishing it as a risk factor with the largest occupational disease burden.

1. ﻿﻿﻿﻿Working more than 55 hours per week is associated with an Estimated 35% higher risk of dying from ischemic heart disease when compared to working 35-40 hours per week.
2. ﻿﻿﻿﻿The disease burden is particularly significant in men (72% of Deaths occurred among males), and middle-aged or older workers. Most deaths occurred to those aged 60-79 years who had worked for.55 hours per week or more between ages of 45 and 74 years.

To put this in context: long working hours lead to 745,000 deaths from Stroke or ischemic heart disease in the year 2016 alone.

(4) The study included recommended actions to ensure:

(a) Maximum limits on working time, and (b) Establish more flexible times of work.

Both measures are to be derived from collective bargaining, or when not achievable through collective bargaining, the imposition of

government imposed regulations, policies or laws were strongly recommended. This information arrives at an arresting time in the world of big Business.

ESG - that is Environment, Social and Governance - issues, as defined by corporate investors - is radically changing how corporate Leaders define their Company success.

Realizing that organizations must now consider more than just how it Contributes to its own bottom line, success now emphasizes a broader

Context beyond shareholder value.

Investors are pushing companies to define their social purposes,

Corporations are being held to account by their shareholders.

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The unprecedented shift from profits towards defined social good has Become a survival tactic: evolve or die.

HOW DO ESG INVESTING PRINCIPLES WORK?

ESG investing principles work by exerting pressure on companies to Improve their operations.

The broader goal of ESG investing principles is to encourage

Companies to behave and operate in ways that embed these

Principles into long-term strategies that will create value for them

Stakeholders.

Analysts quantify ESG through refined methodologies and scores.

A Strong profile on one principle does not give a company a pass on Carrying out improvements on other, weaker principles.

From these profiles, indexes that group together high scoring

Companies are created.

When asset managers launched new mutual funds and exchange-

traded funds that tracked these ESG indexes, money poured into

ESG assets, proving to be especially attractive to younger investors, who wanted to align their money with their values.

DOES ESG INVESTING WORK?

ESG investing does work. Consider this:

Example 1:

In June 2022 interview with Alex Pourbaix, the new CEO of Cenovus

(Canada's third largest oil and gas producer following its recent

Merger with Husky) stated the following: "We have a commitment to Open, transparent regulations, rule of law, A FOCUS ON ALL THINGS

THAT ARE IMPORTANT IN ESG, including our work with indigenous People, clean air and clear water." When asked about ESG investors Steering money away from investing in new production, he Emphasized that Cenovus was now part of the Oil Sand as Pathways to Net Zero, an alliance that, among other important priorities, aims to Win over ESG investors.

Example 2:

In June of 2022, Elon Mask's company Tesla Inc. was removed from Ann influential index of companies based on ESG principles,

despite the sterling record the company has earned making electric vehicles

And curbing fossil fuel emissions.

The removal pf Tesla from the Standard and Poor's 500 ESG Index

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Put pressure on the company to improve its Social and Governance Scores that cited poor working conditions at its factory in Fremont California, and was also critical of the Company's handling of an Investigation into accidents linked to its vehicles running on autopilot.

The removal of Tesla from the S&P 500 Index has put pressure on the Company to improve, which is exactly what ESG scores should do. The pressure is real, and ESG is working.

What does this cosmic shift in corporate boardrooms mean for CP

Rail Pensioners?

A great many of us fall into the group studied by thew World Health Organization and the International Labour Organization.

We are Those who worked long and irregular hours, and who are paying a Quantifiable toll on our health and longevity. Our families and our Societies are losing too many of us, too soon.

Now is the time to assert our concerns to our former employer, backed by irrefutable research and a powerful tool - ESG-investing- that Has proven to

overcome long-established corporate resistance. Not Only because it is - and always has been

-the principal thing for CP Rail To do.

The time may never be more opportune for the National Pensioners Association to help achieve a significant improvement in our own Future well-being and long-term health. As well as to contribute to an Equally significant improvement in working conditions for those current

Employees who hope to become future pensioners and our members. The time may never be more prudent for the Pensioners National Association to partner with the Unions that negotiate with CP Rail to Achieve the cause of more humane and life-affirming labour policies and practices.

The goal of this action is to alert shareholders of CP Rail's future to Address longstanding and onerous burdens on its employees and to Urge these shareholders to address the Company's shortcomings Through ESG investment principles with an emphasis on Social and Governance values.

The purchase of sufficient amounts of CP Rail stocks will be required by both parties to gain access to the shareholders and shareholder meetings.

Executive rejects resolution as it should be sent to all General

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Chairman of CP for their negotiations by the Secretary of the NCCPPA.

Delegates agree. Motion by Nick Dione and seconded by Peter Landry to agree with Executive Carried.

**New Business**

**APPENDIX # 9**

Presentation by Rae Leduc M & $ Montreal re new structure

Explained in

**Appendix # 10**

Letter from Lou Guay read out by Surinder Rehill as per re-structuring.

Explained in

**Appendix # 11**

Presentation by Mike Powell Canadian Federations of Federal

Pensioners Explained in

Surinder to advise by letter to Mike Powell of this convention's decision.

**BYLAWS CHANGES**

Motion by Peter Landry and seconded by Rae Leduc to have Zoom or other electronic meetings with the NCCPPA and its affiliated members to explore options by virtual meetings moving forward at the Presidents call whenever needed.

Motion by Rae Leduc and seconded by Peter Landry change wording to Executive of NCCPPA not President. Carried.

Bill Magoon spoke about the costs and all other information re these meeting to explore as we go forward.

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Motion by Nick Dionne and seconded by Bill Magone to amend Article IV Section 4 (1) to be increased to $ 75.00. Carried.

Motion by Art Wieckowski and seconded by Nick Dionne to amend Article IV Section 4 (2) to $ 0.61 cents per KLM as per Canada Revenue Web site.

Motion by Nick Dionne and seconded by Tom Sonier to delete $0.61 cents to read as per the CRA Website yearly. Carried.

Amend Article V Section 4 (a) change to 100 from 200 re delegates requirements.

Motion by Jarnail Taggar and seconded by Peter Landry. Carried.

Amend Article VII Section 2 from $ 150.00 to $ 400.00, lots of discussion

Motion by Jarnail Taggar and seconded by Rae Leduc Carried.

There was lots of discussion re restructuring as proposed by Rae Leduc and Lou Guay as per costs etc. and getting volunteers to do the jobs. Will be an ongoing discussion with the Executive to more forward.

Article 5 Section (5) re Pension Représentative reports.

Robert J. Cameron asked if what he was doing now with reporting to the NCCPPA and all members was sufficient and as he signed a confidentially agreement when he took the job. All agreed it was sufficient as it is now

**Elections**

* 1. Alternate Pension Representative

Nick Dionne nominated Tom Sonier seconded by Peter

Landry. As there were no other nominations Tom Sonier was elected by

acclamation

1. ﻿﻿﻿Treasurer of NCCPPA

Art Wieckowski nominated by Peter Landry and seconded by Bill

Magone. As there were no other nominations Art Wieckowski was

elected by acclamation.

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1. ﻿﻿﻿Secretary of NCCPPA

Robert J Cameron was nominated by Peter Landry and seconded by Bill Magone. As there were no other nominations Robert J. Cameron was elected by acclamation.

1. ﻿﻿President NCCPPA

Rae Leduc nominated by Peter Landry and seconded by Jarnail Taggar. Rae Leduc declined the nomination.

Jarnail Taggar nominated by Rae Leduc and seconded by Bill Magone

Jarnail Declined the nomination. Need someone to replace Surinder for at

least 3 months. There was considerable discussion about nominating

someone for President and after some discussions, Jarnail Taggar was

nominated by Peter Landry and seconded by Nick Dionne. He accepted

the nomination with reluctance but he will have some help form all. As

there were no more nominations Jarnail was elected by acclamation

1s Vice-President

Motion by Peter Landry and seconded by Jarnail Taggar to

nominate Tom Sonier, as there was no other nominations Tom Sonier was

elected by acclimation.

2nd Vice-President

Jarnail Taggar was nominated by Peter Landry and seconded by Nick

Dionne but Jarnail declined.

Bill Magone was nominated by Tom Sonier and seconded by Rae

Leduc, he accepted nomination and as there were no other nominations Bill

Magone. was elected by acclamation

3rd Vice-President

Motion by Nick Dionne and seconded by Art Wieckowski to nominate Lou Guay from Winnipeg he accepted and was elected

By acclamation

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The new executive for the NCCPPA from January 1, 2023 to September 1, 2025 is as follows.

President Jarnail Taggar Calgary Chapter

1st VP Tom Sonier London Chapter

2nd VP Bill Magone Windsor Chapter

3rd VP Lou Guay Winnipeg Chapter

Secretary Robert J Cameron Revelstoke Chapter

Treasurer Art Wieckowski Calgary Chapter

Alt Pension Rep Tom Sonier London Chapter

Past President Surinder Rehill Calgary Chapter

As all elections were over, we spoke where to have the next Convention in 2025.

Jarnail Taggar from the Calgary Chapter invited all NCCPPA executive and members to Calgary in 2025 for the next Convention.

He was thanked by President Rehill for their commitment.

Rae Leduc thanked the NCCPPA for the French version of 2017 minutes. Also, thanks for keep getting info in French also.

President Rehill thanked Peter Landry for his many, many years as a vice-President as he will be dearly missed.

The Committee thanked Surinder Rehill for his term as our President since 2017 in Kamloops as he was a very good asset to this Council. Best Wishes to Peter and Surinder again.

President Surinder Rehill thanked the London Chapter for putting on the convention and gave the gravel back to Tom Sonier to close the convention.

Tom Sonier closed the 2022 Convention at 12:40 PM September 24, 2022.

All will attend an evening for a train ride and supper on board

The Port Stanley Rail Train ride and dinner.

Robert J Cameron

Secretary NCCPPA