

Approved Minutes
ADRP Board of Directors' Meeting
Thompson Room, Old Ashburn Golf Club
3250 Joseph Howe Drive OR ZOOM
Tuesday, November 21, 2023, Official meeting 2:00 pm
1:30 start to try out equipment for GM

Attendance: Grace Paterson, David Mercer, Peter Wallace, Pat Nearing, Susan Holmes (Secretary), Stewart Cameron, Marilyn Klein, Randy Barkhouse, Heather Schellinck (President), Ed Leach (Treasurer). Regrets: David Tindall.

1. Adoption of the Agenda
Stewart/Randy
2. Previous Minutes (October 17, 2023)
 - A. Approved with the addition of location of meeting.
 - B. Matters Arising

MOTION: That Heather contact David Westwood to discuss the possibility of a pledge to support strike fund for 2025 negotiations regarding "one fund proposal."
Peter/Stewart. PASSED

3. President's Report – Heather Schellinck
 - A. Attended Communications Committee meeting last week. Watched travel benefits video. We haven't publicized YouTube yet because waiting for new videos.
 - B. Peter spoke with person about retirees being able to post on MyDal. This requires followup.
 - C. Peter will act as President when Heather is unavailable. Heather will continue as Membership Chair.
4. Treasurer's Report – Ed Leach
 - A. Financial Report
 - i. Ed is resigning as Treasurer at AGM. Grace not interested in continuing. Ed has spoken with people in School of Business. The membership list would be of use in recruiting. Good to have an on-boarding period until AGM. Ed will stay on the Board.
 - ii. Balance on checking up \$1100 per month. One savings account with \$2. \$71,000 in cash.
 - iii. \$663 in Dal account. This account was used for \$100 to Stone Garden in Truro for guided tour during Open House.
 - iv. \$5 per member goes to the contingency fund in accordance with ADRP policy set in the past.
 - v. Recommends that deposit maturing in November be reinvested at 2-year rate of 4.55%.
 - vi. Ed will put some time into completing procedures for Treasurer position.

MOTION: That term deposit maturing Nov 17, 2023 in the amount of \$11,382 be reinvested for 2 years.

Peter/Stewart. PASSED

- B. Ageism – the way we are being excluded from posting on MyDal is just one example, but shows we are invisible. Bookmarks, branding, etc, help, but ADRP needs to start at the top by meeting with President Kim Brooks. The University recognizes Indigenous and other groups, but not aged. Dalhousie also has to deal with aging employees without mandatory retirement.

When meeting with DFA, ask them to advocate for aged. Heather will ask Director of HR for names of other union reps so they can be invited to GM Holiday Social.

5. Other Reports

A. Benefits – Peter Wallace

- a. Increased cost for benefits for aged 65+ looks likely. It will be mitigated by three things: Premium holiday to older cohort will end so increase in our revenue from that. The increase in fund that paid premium holiday will revert to us. Always surplus for us in the plan at end of year.
- b. Early retirees plan has almost 500% increase in nursing claims. Peter has asked Benefits office if this is a regional or local trend. Increase in nursing care is across the board.
- c. RSV vaccine: maybe not a good idea to add this to plan if it's going up 20% anyway. We thought we had Shingrix benefit – Website says \$560 for five calendar years. They had set up \$700 for Shingrix every 5 years. Booklet for retirees says \$560 (which is 80%). Marcie Nixon going to look at using the residual for RSV which costs \$300.
- d. No change expected with travel benefits.
- e. Paying less now for extended health benefits than 6 years ago.
- f. Will know the end of January what will happen with Benefits.
- g. Fraud webinar recording not available to members. Peter's notes on this posted, as well as webinar on travel benefits.

B. Communications

i. Communications Committee - Stewart Cameron

- a. Formed 2 years ago and grown in personnel and scope. Proposing some changes. Benefited from Susan's participation in the committee and she's now appointed as Social Director. Pat Nearing added as Social Media Director now that we have Instagram account.
- b. We don't usually deal with controversial material but added to ToR that we will discuss with Board anything that might be controversial before publishing.

- c. Pat stated that as we open the door to social media, we are opening the door to outside sources expressing their opinion. We will manage that as best we can.
- d. Ed added that no matter what we do, we can be sure there will be something that will happen. We are doing due diligence by adding to the policy in advance of an event.

MOTION: That the Board approve the proposed changes to the Terms of Reference for the Communications Committee regarding the publication of controversial material.
Stewart/Pat. PASSED

- j. Webmaster - Stewart Cameron
Report provided for information.
- k. Socials – Susan Holmes, Pat Nearing
 - a. Varsity games in January. The small banner will be in the stands behind the ADRP group. Pat does the commentary and will bring the banner to the attention of the audience and take photos of the group and banner for Instagram.
 - b. Pat is working on Pickleball for members.
 - c. Concert end of January hosted by Lynn Johnston.
 - d. Looking for a host for an event in March.
- l. Newsletter - Marilyn Klein
 - a. Newsletter to come out Nov 28. Attempting to use our new branding, buy may go out in page format. Please put reports in form for members. Any more obituaries?
 - b. The designer recommended a well-designed newsletter email, with more details available by linking to the website.
 - c. Susan will update donation form.
 - d. What about 30 members who don't have email? Heather has 313 and Stewart has 330. Possibility of sending out more frequent bulletins.
 - e. We need a membership drive to get up to 800.
- C. Pension Advisory Committee – Randy Barkhouse (See report)
 - a. After multiple acrimonious years, the enhancement for the Canada Pension will go to the Board for approval and will mean a small increment to pensions as of January 1, 2024.
 - b. With integration of CPP, employee payments will go down from 2% to 1.1%. If already retired, no effect. Nancy Beth is trying to get a report out before holiday and before pension payments to explain to current employees.
 - c. Communication to employees will be challenging. CPP2.0 on Youtube has an explanation that is easy to understand. Pat will send link to Stewart for posting.
- D. Membership – Heather Schellinck

- a. 788 current members including 2 honorary. Few not paid. 330 website subscribers.
 - E. Seniors' College Association of NS – Nancy Pitts
 - a. Fall semester courses wrapped up and plans in final stages for courses beginning end of January 2024. ADRP involved in setting up SCANS. SCANS will continue with online courses, hybrid, and in-person. Popular fall offerings included International Law and How it Applies to Armed Conflict, Part ii; Mahone Bay presentation was sold out; Medical Assistance in Dying presentation.
 - F. CURAC Later Life Learning Committee – Susan Holmes
 - a. A few online learning opportunities are coming through the Later Life Learning Committee. Stewart posts these on our website.
 - G. RTO Update – Susan Holmes
 - a. Retirement Planning Workshop held at the Westin with a focus on finances. Susan attended.
 - b. Renaming to reflect the national focus; actively recruiting with a focus on benefit plan.
6. New Business
- A. Prep for December GM
 - i. Ed will be in attendance.
 - ii. Recruiting Board members
 - 1. Heather will mention in her report at the GM.
 - 2. Before we had someone not on the Board who recruited people.
 - iii. Decision on location or Zoom for meeting Dec 12 and in 2024.
 - 1. General Meeting for 1 hour from 1 – 2.
 - 2. Social starting 2:30, table topics that require lengthy discussion.
 - iv. Social at Old Ashburn.
 - v. Announcement of brand identity with banner and logo on slides.
 - vi. Reports for Newsletter, Nov 21 deadline.
 - vii. Powerpt slides for meeting (2 slides) to Susan by December 1.

7. Adjournment 4:04

Next Meeting: GM December 12, 2023

Respectfully submitted,

Susan Holmes
ADRP Secretary