



**ROYAL CANADIAN MOUNTED POLICE VETERANS'  
ASSOCIATION NATIONAL COUNCIL MEETING  
ST. JOHN'S  
FRIDAY, MAY 20TH, 2011 @ 0900hrs.  
MINUTES**

CALL TO ORDER @ 0900hrs President Tim Hoban called the meeting to order.

0900-1000 - President Hoban opened the meeting and welcomed everyone to AGM 2011.

1. Wayne Turpin, Chair of the AGM 2011 Committee addressed the assembly on some general housekeeping issues (bus to the C.O.'s Luncheon, kiosks featuring items for sale and rooms that will be used for hospitality (Gathering Place and President's Reception). Turpin stated that this National Police Week and our AGM coincides with many planned functions in St. John's and this is the 60<sup>th</sup> year of Policing in NL. George Powell addressed the meeting and informed us on the procedures for the Church Parade on Sunday morning where will march from the Sheraton Hotel across the street to the Anglican Church.
2. President Hoban stated that this meeting would feature a round table brainstorming discussion on topics - Financial situation of the RCMP Veterans' Association, planning for National Strategies, best use of resources, and forward planning meetings to strengthen partnerships with Royal Canadian Legion (RCL), FSNA and the Staff Relations Representative Program (SRRP) personnel of the RCMP. Hoban stated that resolutions will not be discussed per say at this meeting to eliminate duplication at the AGM tomorrow.

Hoban stated that the Veterans' Affairs Canada, Ombudsman, Mr. Guy Parent was not included in our meeting as he confirmed very late on his availability and our agenda was already filled to capacity. Hoban stated that he plans to keep up the continued contact and future meetings with VAC. Hoban read a memo from VAC Ombudsman, Guy Parent giving us our best wishes (Attached as Appendix "A").

Before the general discussion began, President Hoban reminded the members of his constant advocacy during the past year and referred to his recent Newsletter of April 2011. Hoban emphasized that the National Executive has focused on partnerships with RCL, FSNA, VAC Ombudsman, RCMP Chief Human Resources for pensions and benefits and other businesses that may give benefits and discounts to our membership. In particular Hoban reminded everyone that the BOD meet approx 4 – 5 times /year and communicate these meetings through email fan outs and postings on the National Website. Hoban stated that he has been trying to forward a Newsletter on a Quarterly basis keeping the membership up to date on ongoing issues (VIP, Attendance Allowance, Marriage after 60, Spousal Pensions, dental and health insurance).

Hoban encourages the Divisions to inform their members via their newsletters, fan outs and to check our website to view the results of internal and external meetings. Many times throughout the year the Secretary has observed that members are unaware of the National Website.

Issues discussed:

a) **Finances:**

There has been no increase in the National dues for almost 10 years. We need to prepare for anticipated move from the Force to get out of the Benefit Trust Fund. We have our own fund, but should be more self sustaining. Non-profit organization and can issue tax receipts. Some monies can also be dedicated to a local emergency for Veterans and Presidential obligation for travel to attend meetings.

Several times the Association had received money from the Quarterly to help balance our budgets. Cal Small stated that we must look at increasing our per capita dues as the cost of living has gone up over the past 10 years and we have yet to reflect this in our yearly per capita dues and we have never allowed increases due to inflation. We need to be careful as at the moment Ms. Jennifer Elliott, Administrative Assistant in the Veterans Office at Ottawa is paid fully by the RCMP. If we lose Jennifer next year we will have to again look at hiring someone part time to assist Bill Gidley in the operations of the RCMP Veterans' Office. The RCMP has been very good to the Association and we get many services at the RCMP HQ for no cost at all.

Mufti, acting Treasurer, stated that he is doing a complete review of the RCMP Veteran's finances and still does not have all the financial documents and accounts from the past Treasurer, John Religa. However, Mufti stated that he is looking at ways and means to streamline the financial process and be able to send out timely financial updates to the membership throughout the year. However, Mufti just cannot state clearly what our financial situation is at this time.

One of the reasons the National is putting forth a Resolution for an \$8.00 increase in the per capita dues is we have to plan ahead for the possibilities that the RCMP could take back our Administrative Assistant at any time as this position is paid fully by the Force. Then we would have to look at budgeting to pay for someone to again come into the Veterans' Office at HQ part time. The Force gives us a lot of things free and they are very good to us but we must plan ahead for the eventuality that we will have pay for office space and other supplies.

b) **Not-for-Profit Organization with Charity status:**

Calgary Division asked if we have charitable organization status. Maz MUFTI addressed the question. We are a not-for-profit Organization and do have a charitable status. The BTF does have charitable status as well; however this will require quarterly audits by Revenue Canada. Mufti stated that this will require extensive research by the BOD as there are many requirements to administrate a charity and is subject to audit. Bob Kells offered a viable solution in that if charitable receipts could be a method of generating funds for the BTF. Kells stated that we need to be careful as donations just made to the RCMP Veterans' Association probably will not get you a tax receipt. Larry Power stated that the dues are not a charitable donation and any other donation would have to be made legally into the BFT and held in the BFT and then used for a charitable purpose. Rick Morris identified that any donations must go into a trust account and cannot be placed in the General Fund. Governor, Clare Dent attended a FBI vets meetings, and stated that their society is extremely rich organization. What is required is a charitable tax number.

Don Day, Ottawa Division stated that they have an ongoing project in relation to donations to Beechwood Cemetery, and what was required was a paper trail wherein the donations were made to the Beechwood Cemetery and in turn receipt was issued by the Beechwood Cemetery to each individual. George Savage gave the Nova Scotia procedure. Kells identified that what is required is a procedure and it could be an opportunity for the Veterans' Association to gain more donations to the BTF and may increase our membership. This may require an amendment to the Constitution.

Maz Mufti stated that a lot of work comes into play as Revenue Canada requires the Charities monitor, report and are subject to a constant audit. The bottom line is that the RCMP Veterans' Association does have a tax number from Revenue Canada but research will need to take place to ensure that we understand that any future process we initiate is legal. This will be given to the Finance Committee to review and report back to the Divisions in due course.

#### **Emergency Fund:**

President Hoban felt that if we are able to increase the per capita dues we then should be able to establish an emergency fund where a portion of the per capita dues could be placed in the fund to assistance RCMP members and Veterans immediately when natural disasters (fires and floods) strike.

#### **d) Meetings with Chairs of other GOC Committees:**

Hoban addressed this as a separate issue but this is completely linked to “Finances” and much in line with the overall RCMP Veterans' Association per capita dues being sufficient to carry out National Strategies. It is very important that the President be part of many ongoing meetings with RCL, FSNA, VAC Ombudsman's and other Government Departments as quite often the talking head of Departments are represented by these other organizations. At this time, it is difficult to budget for President Hoban to travel to these meetings due to distance and the cost of travel is quite high. Two days of meeting were arranged in October 2010 for Hoban to attend meetings in Ottawa with FSNA, VAC Ombudsman and Royal Canadian Legion. Hoban was able to meet with the National Operations Committee (Religa, Small, Geddes and Gidley) during this time as well and this proved to be efficient and effective use of time and resources.

#### **e) Resolutions:**

After discussion Larry Power stated that resolutions should be received by December 31st for presentation to the AGM. This will in turn give the Constitution/Bylaw and Resolutions Committee sufficient time to review the resolutions and network with the Divisions to clarify, improve or make a decision that the resolution will not be presented at the AGM. At the moment resolutions can be submitted by the 15<sup>th</sup> March and quite often arrive later than that date. This does not give the Committee or Divisions sufficient time to review the resolutions with their Executives and Membership as some Divisions only meet once / month or every two (2) months. Agenda items and resolutions to be received by 31<sup>st</sup> December will come in to effect through the Secretaries Notice of the AGM 2012 issued on the 1<sup>st</sup> December, 2011.

**f) Timely Reporting to Membership:**

Reports to the Divisions will be forwarded after each BOD meeting as they are now being forwarded. The Secretary stated that he has advised Divisions to check the National Website as all BOD meetings are uploaded on the website as well as being fanned out to all Divisions. Members are also updated several times throughout the year via the President's Newsletter and this letter contains our ongoing issues. The Presidents and Delegates are encouraged to promote the use of our website and put our reports in their respective newsletters and on their own websites so that all members are in the loop.

**g) Discounts for Membership:**

Hoban stated that travel discounts with Via Rail and Marine Atlantic are being pursued at this time and letters have been written to these businesses and respective Ministries outlining the reason why RCMP Veterans deserve these discounts. Hoban stated that we may have to review these requests due to the recent Federal Election as copies of these letters went to Minister's in charge of these Departments prior to the election.

Rick Morris continues to work on gaining discounts and benefits for members. Morris encourages members to contact him with suggestions and advice on new opportunities.

**h) Life Members paying dues:**

Life members' dues – only one Division as far as everyone knew (Prince Albert) collects dues from Life members. Prince George and Georgian Bay Divisions were not present. It was felt that we require a universal definition of Life members – perhaps a reduced fee could be assessed to these persons belonging to Division RCMP Veterans' Associations?) Larry Power stated this was debated several years ago at past AGM 2006 and the present policy allows the Divisions latitude to apply rules and regulations to determine giving Life Membership to their members and if they wish to change them dues or not. Ken Salt, Shuswap wondered why we are trying to reinvent the definition of Life Membership if this was agreed upon already. National Membership Committee should look at this. Dave LeBlanc, Chair of the Membership Committee will review guidelines with his Committee and may consider preparing a resolution on Life Membership for AGM 2012.

**i) Membership: National issue**

Dave LeBlanc made a presentation in relation to membership fees being deducted from our pension cheques on an annual basis. LeBlanc is looking for volunteers to assist in standardizing the collection of annual dues. The biggest problem is that most of the 30 Divisions charge different rates for annual membership and this makes it almost impossible to implement any system of deductions from source. We have been advised that there would be a cost to administrate deductions from pension cheques so we must be mindful of extra fees assessed and

whether this is the best way to go as FSNA finds that they must continually monitor automatic deductions and it requires resources to manage and is not as easy to collect dues as it may appear. LeBlanc asked the delegates to think about ways and means that we can have a common dues assessment that will allow us to collect per capita dues as a set amount from everyone throughout the year. This then would be a better and more efficient manner in how the Divisions collect dues and then send in the per capita dues assessments to National. If the RCMP could deduct a set amount from pensioners it would make it easier to get the dues payments and maybe more members would join if there was an easier process. However, there is a cost of administering this type of payment and it is not free or that easy to manage and requires someone to administer and we do not have a budget to be able to do this.

**j) Timing of AGM's (every 2<sup>nd</sup> Year):**

A resolution will be presented tomorrow in relation to this topic. The problem that the National Executive and Divisions are facing is the cost of putting on AGMs and attending the AGMs. The Constitution would have to be amended. This is an onerous undertaking just trying to have a video/teleconference of National Executive, Governors and 30 Division Presidents. President Hoban stated that we have until 2017 to be able to make changes and it will take time to make all the changes necessary to implement this plan.

A general discussion ensued and several members stated it would be chaotic, unmanageable and really not that cost effective to hold a video/teleconference and it may be expensive just to get people into necessary locations to attend the meeting. This would eliminate all the other people who come to attend the annual meetings along with their spouses, friends and associates to have a good time and continue with fraternal relationships. John Coupland, Thunder Bay Division, stated that AGMs are not just for us but they are for the majority of people who come to renew old relationships and keep in touch with RCMP Veterans' Association issues. Jan Wolynski, Manitoba Division stated that he has worked for several large companies and they are now discontinuing video conference meetings as they find anything over 30 minutes unmanageable.

We now have a convention, which by chance includes the AGM (comments by Larry Power); if we go to some other format it will kill the organization. Dick Hawkshaw, Vancouver Division stated that the AGM should be more social and less focussed on meetings and their Cruise AGM 2012 is focused in that direction. Lengthy discussion ensued with input from many Divisions and Governors stating that annual meetings are a must and the AGMs must be more social.

**k) AGM future focus to shorter business meeting:**

The National Executive has been changing the agendas and the focus this year and requests the input of the membership on future AGM formats. Dick Hawkshaw stated that we need to reduce the time of the AGM's to no more than three (3) hours and reduce our business meeting to focus on issues of old business, voting and nominations. Hawkshaw stated that through electronic updates, communication and on line voting we could reduce our meeting times and focus far more on the social aspect of this annual get together. AGM 2012 will definitely be focused this way for the one week cruise from Vancouver to Alaska return. Several Divisions stated we need to be far more fine tuned and focused with a tighter agenda. Bob Kells stated that many of the Resolutions are premature and irrelevant and better management of resolutions can reduce time. Kells stated the resolution being introduced on this topic tomorrow should have been worded more as an exploratory initiative rather than the resolution as stated; as we do not know at this time as to the cost of future meetings held every two years. Rene Charbonneau, Montreal, stated that we should consider having one or two Divisions speak to the AGM on initiatives from

specific Divisions that may be opportunities for other Divisions to implement and increase membership and interest in the RCMP Veterans' Association.

10:00 - 10:30 Coffee Break

Continued debate on above issues a- l.

**11:30 -1:30 – Lunch** (C.O. “B” Division at “B” Division HQ) - National Executive, Governors and Delegates only).

This was an excellent luncheon and A/C Bill Smith was thanked for hosting this excellent get together.

**13:30- 14:15 – Presentation Royal Canadian Legion**

**Presentation by Pierre Allard, Service Branch Director, Service Officers, Dominion Command Royal Canadian Legion (RCL). (Introduced by Cal Small).**

Allard supplied everyone with an information booklet and gave a Power point presentation based on the handout.

**Legion Mission Statement:** Our mission is to serve Veterans, which includes currently serving military and RCMP members, and their families, to promote Remembrance and to serve our Communities and our Country.

RCMP Veterans are eligible for a number of benefits under the Pension Act. The Legion has historically, and will continue to offer representational services when requested, in applying for VAC benefits.

The RCMP formed the First Provost Company in the Canadian Military, which allows RCMP members to join the Legion as Ordinary Members.

**Advocacy:**

- RCL advocates for RCMP
- VIP for RCMP (Assistance Allowance (AA))
- Elimination of CPP offset at age 65
- RCL ready to embrace other advocacy issues
- Spousal pension benefits for members married after age 60
- Increased spousal pension benefits to 70%
- RCMP Veteran member on VRAB (Veteran's Review Appeal Board)
- Special benefits such as 25% VIA Rail reduction

**Benefits of Closer Links:**

- Better focused advocacy goals (NB: RCMP VA has created a close working relationship for the past two years).
- Visibility for RCMP in Legion advocacy to Parliamentary and Senate Committees
- Network of Legion Branches across Canada for meetings and social events
- Opportunities to train RCMP VA members with Legion Command Service Officers (Ottawa) when space available (NB: three (3) RCMP Veterans have been trained in Ottawa in 2010 – Bob Kells, Fred Lyle and Dale Lively.)

Allard answered some questions on advocacy and in conclusion stated that there may be a chance to train more RCMP Veterans this year (possibly in June 2011). Allard will advise our National Executive if any positions become available.

Cal Small thanked Pierre for his presentation and gave him a 125<sup>th</sup> Anniversary Coin and Jewel Box.

A short presentation was given by RCMP Vet/WW II Frank Christian. He requested that our Divisions assist the Legion with the annual Poppy Fund as it is very important in raising funds that support Veterans.

**14:15 – 1500 - Presentation by Federal Superannuates National Association (FSNA)  
Alex Geddes introduced Sylvia Ceacero, Gary Oberg, and Les Chipperfield – F.S.N.A.**

As an organization, Chipperfield said, they have no power, they do have influence. Recent changes to the Health Care/Dental plan. CPP, Superannuation, Dental Plan.

We had no say in CPP in the amount of contributions or benefits. Government have rules and we have no alternatives to the present situation. Superannuation, an Act of Parliament, nothing is sacred, but the Government can make changes as they see fit. There are 1,000 people per day retiring every day for the next 20 years. We have a defined benefit plan, and the Government may institute a defined payment plan. In the U.S.A. there is movement to withdraw benefits from pensioners. The Federal Government has full control, and can be changed at any time. A new health care plan is presently under negotiation, and we have no indication where it will end.

Gary Oberg stated FSNA is an advocacy group and we have planned research strategies when we advocate on behalf of the membership. The more members, the greater the influence. Bill C-78 \$30,000,000.00 disappeared from the pension plan. This has been taken to court and just recently we were granted leave to appeal to the Supreme Court of Canada. Hopefully we will be successful and regain the lost funds. FSNA represent all pensioners. The Memorandum of Understanding (MOU) is supposed to be a 75/25% split, negotiations continue. FSNA provides protection when travelling abroad and from a show of hands almost all members in attendance are members of FSNA and enjoy the MEDOC travel insurance coverage.

Sylvia Ceacero, Executive Director F.S.N.A., situated in Ottawa, has a Staff of 16, 5 short at present. FSNA is an Advocacy association. They have an annual conference similar to our AGM. They have 76 resolutions presently under negotiations at their AGM. RCMP concerns – immediate indexation of pensions, regardless of 85 factor; marriage after 60 (on list of topics for the past 12 years); loss of health care plan upon death of pensioner, must re-apply within 30 days to re-instate benefits. Caecero stated that she is willing to work with the RCMP Veterans' Association on recruiting of membership as she has some expertise in this area and is offering her services when she can to work with us.

A general discussion with questions and answers from the floor was conducted on the above issues. Tim Hoban stated that he has been invited to attend the Annual Dinner on the 28<sup>th</sup> June in Ottawa.

Geddes presented gifts of 125<sup>th</sup> Anniversary Coin and Jewel Box to each FSNA representative and thanked them for their informative presentation.

**15:00 - 16:00 - Presentation by Staff Relations Representative Program (SRRP).**

S.R.R. Presentation – Brian Roach and Abe Townsend were introduced to the membership by President Tim Hoban.

There are 42 Reps across the country. 11 Reps in B.C. – 2 full time Reps one in one in staffing.

Important items – Labour relations – Div Rep program started in 1974, and has grown to its present state. G. Deslile took the matter to the Supreme Court - Fraser case at the Supreme Court validating our status as an organization. Small groups are not supported by the membership in large. All Divisions with the exception of “C” Division passed a referendum supporting the Div Rep Program. The majority of the members do support the system. The Rep Program serves Canadians with high approval rating.

Present state of affairs. Little has changed since the inception of the program. Presently about 2/3 of the members have 5 years or less service. Pay is the main concern of the members today, as it was in the past. The potential loss of severance pay, etc are not of large concern to the members, however they are a long way from pension. The Force is not a public service; we have danger ever present in our workplace every day.

Pay raise reduced from 2.5% to 1.5% by the Government. The Div Reps requested that the Commissioner advocate with the Federal government to reinstate the 2.5% raise. We have experts who can lobby with the politicians. Resistance within the government is high. Letter campaign was started by writing “personal” letters to their respective MPs, but the response by the Government was a standardized response. The present government advocates fairness, and the PM is aware of all the internal workings of the Government as PM is in control!

The program is working, and the Reps seem positive in their approach. They may be a little strong in their approach, and trying to strong arm Government! Advocating to have the best 5 years reduced to the best 3 years. Sick leave should not be on the table. If there is a change it will open the door for abuse!

VIP strategic planning is required. Many will benefit, VAC, in the opinion of the SRR’s, treats us like a poor cousin, they may be coming along, but still long way to go. Pay increases may result in cuts in other benefits. Be careful what you ask for! Union dues are not the answer!

Questions from the floor:

Where is our common goal? VIP will be put forward under a different name, but it will become a reality.

The Div Reps may be a good avenue for recruitment, they know who is retiring and leaving the Force. They are in a good position to have these people become members of the Vets and make our membership stronger.

Attendance Allowance was explained by Clare DENT who is a recipient.

Geddes thanks the SSR’s and presented gifts of 125<sup>th</sup> Anniversary Coin and Jewel Box to Roach and Townsend.

**16:00 – 1630 - Vancouver AGM 2012 presentation by Dick Hawkshaw, Tom Quilley, Chair AGM 2012 Committee and Rhonda Thibault, Expedia CruiseShipCenters.**

AGM 2012: Excellent Video shown of the Celebrity Cruise to Alaska from the 27<sup>th</sup> May to the 3<sup>rd</sup> of June 2012. Proposed itinerary for cruise attached as Appendix `B`.

1635: Meeting adjourned by President Hoban.

Alex Geddes  
National Secretary  
RCMP Veterans' Association  
alexgeddes@rogers.com  
[www.rcmpvetsnational.ca](http://www.rcmpvetsnational.ca)

APPENDIX “A”

Greetings from Veterans Ombudsman Guy Parent  
to the RCMP Veterans’ Association Annual General Meeting  
Sheraton Hotel, St. John's, NL  
May 19-22, 2011

Fellow Veterans,

On the occasion of the 125th Anniversary of the RCMP Veterans’ Association, I would like to wish you a productive and successful Annual General Meeting in beautiful, historic St. John’s.

Your association is important not only to your Veterans; it is important also to the collaborative effort underway to advance the resolution of key Veterans’ issues.

For example, the “One Veteran” principle has wide support in the Veterans’ community and needs to become a Veterans Affairs Canada reality. The focus should be on whether one has served in the Canadian Forces or the Royal Canadian Mounted Police, rather than “where” and when” that service occurred. Application of this principle would simplify processes, resulting in better service to Veterans and lower costs.

In support of this effort, I have chosen “One Veteran” as the theme to guide both me and the Office of the Veterans Ombudsman. In coming months, I will be working closely with Veterans’ associations and advocacy groups to encourage them to consolidate their efforts to achieve this important goal of fairness for Veterans and their families. Your help is needed; you can be an agent of change.

In closing, I want to assure you that I intend to continue to work hard to strengthen my relationship with both the RCMP Veterans’ Association and the Force so that the Office of the Veterans Ombudsman can best address your concerns and needs, along with being aware of your interest in the Veteran’s Independence Program, and post discharge programs in relation to transition, peer & family support, case management and long term care.

Best wishes,

Guy Parent

APPENDIX `B`

## **RCMP Veterans' Association – Vancouver Division AGM 2012 Proposed Agenda**

---

As of October 15, 2010 – will be updated as more info is available

### Day 1 Embarkation

Meet + Greet – airport/pier/on board

Vancouver Pipe Band at the pier for sail away 5pm

Registration – Card Room #1 2pm – 4pm

Registration continued - Hemisphere Lounge with cash bar 8pm – 10pm

### Day 2 At Sea Cruising Inside Passage

Opening Ceremony / Welcome Aboard! Theatre 9:00am – 10am

Note: Port & Shopping Talk will continue at 10am in the Theatre for those who want to stay.

AGM (approx 300 guests) Crystal Room 1pm – 4pm

Special Event for Spouses 1pm – 4pm (proposed lunch & galley tour)

4:30 – 5:30 Cocktail Party (drinks & appies) – Main Show Lounge

(sponsored by Celebrity Cruises)

Formal Dinner – 6pm

Private Function - dancing/entertainment etc – Hemisphere Lounge 8 - midnight

### Day 3 9 -10AM Ladies Aux – Mini AGM (tbc)

Special Events 10am – 2pm (troop reunions, etc) Card Rooms 1 & 2

Special Event 1:30 – 2:30 Dan Lemieux – St. Roch (tbc)

Port Day – Icy Strait Point 3pm – 10pm

### Day 4 Cruising Hubbard Glacier 10:30am – 2:30pm

Formal Dinner 6pm followed by Evening Entertainment

### Day 5 Port Day – Juneau 7:30am – 8:30pm

Special Event for Vets in Port (tbc)

### Day 6 Church Service 9 – 10AM in Presentation Theatre (tbc)

Special Events 10am – 2pm (troop reunions, etc) Card Rooms 1 & 2

Port Day Ketchikan 2:30pm – 8:30pm

### Day 7 Farewell Lunch (tbc)

Card Room or Lounge 2 – 3pm – AGM 2012 (Sask) host presentation (tbc)

Cocktail Party (drinks) / Closing Ceremony – Main Show Lounge 5:00 – 6pm

(sponsored by Expedia CruiseShipCenters)

### Day 8 Disembark

Both Card Rooms will be available for us on sea days for scheduling of Troop Reunions and other Special Events

Presentation Theatre (capacity 150) can be used for various events (church service, Dan's presentation, etc) however we will need to book in advance – tbc