

## **RTANL Executive Report to BGM 2021 by Albert Legge**

As I look back over the past two years and reflect on all the changes that have occurred I stop and think “Who would ever believe the changes that have befallen us during this unprecedented turn of events that plunged the whole world into a pandemic and its related lockdowns?” We have changed from enjoying unlimited social gatherings to mere household gatherings, restricted contact and unrelenting mask-wearing and hand-sanitizing that will prevail for months to come as we face an uncertain future. The good news is, we are all fairly safe and protected as long as we practice all the public health guidelines and exercise all the safe practices outlined for us. We can also be thankful that we have found creative ways, thanks to today’s technology and social media, to try and carry on the business of our Association and maintain widespread contact and communication with our members. On behalf of all RTANL members I would like to extend our sincere thanks to our province’s Public Health System lead by Dr. Janice Fitzgerald for the exceptional work they have been doing to help keep us healthy and safe by arranging for our protection and the procurement and efficient distribution of a vaccine.

When I started out as president on October 4, 2018, I made a pledge ‘to improve and expand our membership and make the membership in RTANL more relevant and meaningful for all members especially through better communication’. The onset of COVID 19 created a more acute focus in that direction but our leadership helped the cause by encouraging members to access more of the Association’s business through wireless communication - signing up to receive our Newsletter online and using emails and other social mechanisms to communicate more efficiently.

Later in October, Vice-President, Sharon Penney and I, attended the ECRTO Conference in Charlottetown. This involved Retired Teachers from the four Atlantic Provinces and Quebec who meet every 2 years and alternate between provinces. RTANL hosted the last conference in 2018 and Quebec was scheduled to host in 2020 but like many other conferences this was cancelled due to COVID 19. A report of the ECRTO Conference appeared in our December 2018 Newsletter. At the Conference our provincial delegates got the opportunity to report on each of their Associations’ activities and share information that would be beneficial to the region as a whole. There were also presentations from health experts, group insurance representatives and other seniors-related topics.

On November 20, 2018 I presided over my first Provincial Executive Meeting in Gander. Several issues were addressed such as updating the Constitution/By-Laws, updating the Executive Handbook, assigning new members and duties to the various Standing and Ad Hoc Committees, wording changes to the RTF Constitution, and future BGM’s and ways to increase attendance. A decision was made to publish current reports from ACER-CART, ECRTO, Political Action, Group Insurance Managers’ Reports and other reports (as deemed necessary) in our Newsletter. A motion to investigate the cost of hiring an Executive Director or Office Manager arising from BGM 2018 has become a priority focus by executive to be presented at BGM 2021. It was also

decided to place a notice in the Newsletter regarding Driver's License and Registration Renewals being conducted online as no reminders will be issued unless you notify them by email. Executive also decided to take future meetings, to more remote areas of the province to help Executive Members and Regular Members become better acquainted and help raise the profile of the Association.

In the fall of 2018 through the work of our Boundaries' Committee (later called the Parameter's Committee) we saw the creation of a Regional with the retired teachers in the Clarenville area, encouraged by our Committee led by Beverly Fisher, Deborah Lewis-Clarke and Don Carter. Through the efforts of Linda Thistle and her committee members an executive was formed and members were signed up to form their very own Regional Association as part of Central Division. After several months of collecting memberships, organizing activities and establishing social communication networks, the Clarenville Regional applied to the Provincial Executive to become a Division and at the May 2, 2019 Meeting approval was given for the Regional to become RTANL's 8th Division and they named it the Tri Bay Division. This development saw the growth in their active membership nearly double in the space of a few months and became an example to other divisions in the efficiency of their communication network. Under the leadership of Cathy Bailey-Reid and her energetic executive the new division is destined to prosper and grow.

In January 2019 a slight fee increase (\$0.25 per pay period), which was approved by the 2018 BGM came into effect. This change was necessary due to some declining balances in our finances but with some increased savings due to our Newsletter being published online and some other cost-cutting measures, we were able to keep the increase to a minimum.

On March 27, 2019 I represented RTANL at a Seniors' Round Table hosted by Churence Rogers, MP and Bernadette Jordan, Minister Rural Economic Development. The discussions focused on how government programs can be better utilized to help seniors in rural areas. In my presentation I emphasized how RTANL and ACER-CART were working diligently for such things as better pension protection, universal Pharmacare and better care for seniors who wished to stay in their own homes, as well as better services for Long-Term Care.

During April of 2019, our Table Officers met with the Executive of the Clarenville Regional and assisted them in their efforts to set up their new Division. On April 15, I received a telephone call from Seniors' Minister, Hon. Filomena Tassi. She called to thank me for the great work I was doing advocating on behalf of seniors and pensioners here in our area and throughout the province as well as nationally through our association with ACER-CART.

In April, as part of NLTA's BGM, I attended, by invitation, the NLTA Presidents' Dinner at the Sheraton Hotel on April 24. On April 25, I delivered my address to the BGM on behalf of RTANL and my remarks were well received.

Our Spring Executive Meeting was held at the Vancor Motel in Milltown-Head of Bay D'Espoir from April 30 - May 2 with the main meeting on May 1. Our Executive hosted a luncheon

“Meet-and-Greet” with members of the Coast Of Bays Division which provided us the opportunity to meet and socialize with their executive and some of their active members.

On June 6-8, 2019 Sharon Penney and I attended the ACER-CART AGM and represented RTANL as director and alternate which is usually an annual event for our association. Besides presentation of our annual reports and the election of the executive some other highlights were as follows: presentation of an e-petition on pension security in the House of Commons; meeting with MP Churence Rogers, MP for Bonavista-Burin-Trinity and Committee Member on the Parliamentary Seniors’ Committee; Presentation on Seniors’ Issues for the 2019 Federal Election; Presentation by Seniors’ Minister, Philomena Tassi; ACER-CART Committee Reports; Presentation by Johnson Insurance on group insurance issues; ACER-CART Priorities for 2019-2020; Banquet and Presentation of certificates to members who finished their terms of office. We as RTANL delegates were very pleased and honoured to represent our members at this annual event. Reports for the ACER-Cart Presentation and the AGM Report were published in the Newsletter.

On October 15 - 17, 2019 we held our Fall Executive Meeting at Gander. The following is a recap of the meeting. Executive welcomed Member-at-Large, Patricia Parsons as the elected replacement for outgoing Past-President, Doreen Noseworthy whose term of office expired that month. Our Treasurer, Clayton Rice reported that due to some imposed fiscal restraints, and having the RTF Board in the same division, our financial position was slowly improving. This trend should continue as the fee increase continues to take effect. Executive also expressed plans to hold a meet-and-greet with our NLTA counterparts as soon as the opportunity arises. The deadline for Biennial Awards nomination was May 30, 2020. On the political action front, an all-candidates forum was held at the Marine Institute, moderated by Ed Hancock, to question the politicians in attendance on pension security issues and other relevant matters relating to seniors. Tom Kendell reported that existing copies of **Tales Told by Teachers** volumes 1 & 2 are declining gradually province-wide. A report on the ACER-CART AGM was presented by Sharon Penney and appeared in the Newsletter. Secretary Don White guided the executive through the process of updating the Executive Handbook. Vice-President Sharon Penney gave a preliminary report on the costs of hiring an executive director, or office manager, as well as renting office space. Sharon agreed to do a presentation for discussion for the May 2020 Executive Meeting and for presentation at BGM 2020. The Group Insurance report by trustee member, Sharon Penney, revealed that the plan was stable and that the Health Premiums would rise due to a steep rise in paramedical claims and the extra costs of more modern drugs known as biologicals. Beverley Fisher reported that everything was going well with the new Tri-Bay Division and that her next assignment was to meet with a group of retired teachers in Stephenville who were interested in forming a Regional there. Executive then felt that there was a need to draw up specific guidelines for forming Regionals and establish time lines for a Regional to transition to a Division. For Divisions and individuals who wished to place information on the website, Executive decided that any requests for items to be placed on the website should be submitted to Secretary, Don White, instead of directly to Michelle LaMarche at NLTA. This would be the accepted procedure and would be announced to all Divisions. For Divisions who inquired about archiving older materials, it was decided to advise all Divisions to maintain financial records for seven years and to keep records of all minutes, including motions, and keep a record of Constitutions and By-Laws. Plans were put in place for BGM 2020 as follows: The theme decided upon was “**Retirement : Setting a New Course**”. The Reunion fee

was reduced to \$30.00 per person and further plans would be made by the host, Western Division Executive and Provincial Executive prior to and on the two to three days prior to and immediately before BGM. Provincial Executive was very pleased to take some time away from our meeting to hold a discussion with Central Division Executive and later host a dinner “Meet-and Greet” with their Executive. This is a practice which has become a regular occurrence whenever and wherever Provincial Executive meets in any of our 8 Divisions. RTF Chairperson Geraldine Wall gave a verbal report of activities in Western Division re the Foundation. At the last meeting/luncheon, \$30,000.00 had been distributed to various charities for children bringing the grand total since 1987 to over \$400,000.00. All Provincial Executive members congratulated the RTF team on another successful year and the exceptional media coverage which certainly highlighted the work of the Foundation. In his Nonagenarian Report, Secretary, Don White reported that the sending of all birthday cards had been done up to the end of October. If any Executive members know of retired teachers who should be added to this list, please inform Don. An updated list will shortly be forwarded to all Executive members. Don also reported that the December Newsletter is a work in progress and articles are welcomed. Regarding the request from the Teachers Pension Plan Corporation, Executive recommends that all Members complete and submit the Beneficiary Form to the Corporation. The Retired Teachers Foundation (RTF) will not be holding an election of officers at BGM. Central Division will be asked to select members from their Division to make up the RTF Board of Directors until next BGM. The duties of our current Treasurer, Clayton Rice, were determined to be very cumbersome and time consuming for one person to handle. As a result Secretary, Don White, took over the tasks of Honour Roll and the In Memoriam list and Vice President, Sharon Penney and Member-at-Large, Patricia Parsons took on the tasks of Address Changes, Changes to the Data Base and New Members. As a further cost-saving measure it was decided to ask Executive Members to represent RTANL President at various Division Functions instead of relying on the President to travel long distances with overnight stays when he/she can be represented by the closest Executive Member. Also, Executive further decided on a motion, to invite Division Presidents to meet with Provincial Executive on the day prior to BGM to help make the meeting with Division Presidents more convenient. Executive also felt that there would be further discussion on the future format of BGM's at our May 2020 meeting. In preparation for BGM, President, Albert Legge will invite Members from the divisions to form a nominating Committee which will appear in the December Newsletter. The site of the next Executive Meeting was set for Clarenville, in the Tri-Bay Division.

On November 5, 2019 I attended the Newfoundland Public Pensioners Association AGM at Holiday Inn, St. John's and brought greetings on behalf of RTANL. I also took part in their business discussions on November 6th and shared in the presentations and discussions.

I attended the Con Tri Division Christmas Banquet on November 26, 2019 and brought greetings on behalf of Provincial Executive. I also accepted a donation to the RTF from the Treasurer of Con Tri and forwarded it to the RTF.

On February 4, 2020 I joined with Secretary, Don White, and Treasurer, Clayton Rice, as we hosted several of our local NLTA Staff to a luncheon at Merlo's Inferno Restaurant. The occasion gave us an opportunity to thank NLTA President, Dean Ingram and his staff for all their assistance and cooperation they display in all that they do for us at RTANL.

On February 17, 2020 I was contacted by NLTA President to ask our members to take an active part in The Newfoundland Teacher's Association Post Card Campaign – Class Size and Composition. I emailed Executive Members, Division Presidents and asked to have members contacted to take part in the campaign. The post cards were submitted to the various schools and returned to NLTA to be sent to the Department of Education.

On March 11, I submitted my RTANL performance report to Marg Urquhart of ECERTO and to ACER-CART outlining our plans for spring and summer.

In the aftermath of one of the worst snowstorms in our history with its resulting lockdowns and province-wide impacts following the January 17th “Snowmageddon”, our lives became even more seriously impacted with the March 11th Covid 19 pandemic and resulting lockdown. The effects of the pandemic protocols led to immediate cancellation of all division, provincial, and national events involving RTANL, including ACER-CART and ECERTO events. All face-to-face gatherings were put on hold and all planned events were either postponed or re scheduled to take place in a new digital format like Zoom. with other business conducted through email contact. We were rapidly immersed into the digital age as a means of conducting all our RTANL affairs. From that date, on all fronts, all our meetings and events would be held in a digital format, like Zoom, for the foreseeable future.

On March 17, 2020 I received an email from Marg Urquhart about the sweeping changes resulting to the responses by our national and provincial authorities surrounding COVID-19. Replies were received from Bill Berryman, Alyson Hillier, June McNairn and me outlining our concerns and actions.

On March 20, 2020 I received an email from ACER-CART President, Bill Berryman, cancelling the ACER-CART AGM in Ottawa and scheduling the meeting for a conference call on June 5th at 12:30 NL time with reports to be submitted by May 15, 2020.

On April 15, 2020 we held a Table Officers’ meeting to prepare for our first attempt at an Executive Zoom meeting scheduled for May 5th, 2020.

In my report to ACER-CART on the effects of Covid 19 on our organization on April 17, 2020 I disclosed that the following suggestions were emailed to Division Presidents: (a) members continue to communicate through telephone calls, email, texting, etc. We encourage members to join our email network, (b) our Newsletter will continue but only by online publication, (c) Division Presidents are encouraged to meet and stay in touch by Zoom, (d) all Divisions are advised to postpone all planned face-to-face gatherings, and (e) encourage all members to follow all Government guidelines

Our very first Provincial Executive Zoom meeting convened on May 5, 2020 at 1:30 pm with all members in attendance. Except for a few of us who were in dire need of some emergency “hair care” the meeting proceeded normally and the following major points emerged: On motion it was decided to cancel the 16th RTANL BGM and Reunion scheduled for October 6-8, 2020 at Corner Brook. All arrangements that had been made to date would be cancelled by written notification. Secretary, Don White arranged to post the cancellation notice on our website. It was

agreed that the draw for the Foundation sale of tickets would go ahead as scheduled in October and Chairperson, Geraldine Wall would arrange that at their directors meeting later in May. Some discussion took place on a possible format change for future BGM's that was presented by Vice-President Sharon Penney and Executive Members were asked to peruse this presentation for further discussion at the October Executive Meeting. It was decided that the Biennial Awards Committee would continue its work with all the applications being forwarded to Chair, Sharon Penney. The Nominating Committee, chaired by Don Case, would be informed to continue as usual (with a possible date change) until a decision to re-schedule the BGM was made. On motion it was then proposed and carried, that since the October 2020 BGM/Reunion has been cancelled, the present Provincial Executive shall hold office until another BGM can be safely held and a new Executive is elected. Since our present by-laws do not address situations such as the present Covid-19 pandemic, we need to make the necessary changes at our next BGM. The June Newsletter is on schedule and would contain as much information as we have available regarding the recent changes regarding BGM and other relevant matters. With the current lockdown it may not be possible to send out the hard copies as NLTA staff are working from home. Sharon Penney presented a report on the cost of hiring an Office/Executive Manager and the report was set for discussion at our October 2020 meeting. Sharon Penney is also representing the RTANL on the MUN Faculty of Education 100th Anniversary Celebrations along with Karen Goodnough and meetings are planned but the event is being delayed due to Covid 19. There were certain concerns expressed by members regarding the charging of extra dispensing fees for long term prescriptions and members are advised to check with their pharmacies. Health Insurance Premiums saw an increase of 16% over last year and Trustee Member Sharon Penney explained why the increase was so high this year. The report details are usually carried in the Newsletter. Marie-Beth Wright has been offered the opportunity to submit a series of accounts in our Newsletter on her research into the pathways and experiences of teachers in the province from 1945 - 1969. Her first article is due to be published in the June Newsletter.

Member-at-Large, Beverly Fisher suggested that the name of the Committee on which she publishes regular reports be changed from the current 'Benefits Committee'. Beverly also highlighted the fact that it was unfortunate that the Covid-19 pandemic had put a "hold " on our "Boundaries" meetings just when the momentum was building. The next Executive Meeting was set for October, 2020.

On June 5, 2020 Vice-President, Sharon Penney and I attended (via Zoom) the ACER-CART AGM. On behalf of RTANL I presented my report under the following headings: Federal Concerns, Provincial Concerns, Main RTANL Activities since Last ACER-CART AGM and Other Pertinent Information. My full report is printed in the December 2020 Newsletter. The report from the ACER-CART AGM was compiled by Sharon Penney and it is also printed in the December 2020 Newsletter. Both these reports illustrate the extent that RTANL members are represented provincially and nationally and the benefits we all share by being part of this national organization. This annual event is attended by the RTANL President, as Director, and Vice-President, as Alternate. Since the pandemic all AGM's are being held virtually.

On September 30, 2020, due to cancellation of the BGM, I met with Vice President, Sharon Penney to open the envelope to reveal the Biennial Award winner for 2020. ( Don White). We also discussed the reports and other items to include as we planned for the upcoming Executive

Zoom Meeting on October 13. It was not decided when the award would be presented because of the limit on the size of indoor groups. Don would be advised of his award at the upcoming Executive Meeting. We plan to present the award whenever we can arrange a suitable gathering.

On October 13, 2020 the Fall Executive Meeting convened (via Zoom) at 1:30 pm with all executive members present. The Treasurer's Report indicated that generally revenues were up and, as a result of the pandemic restrictions on meetings and travel, expenses were down. As a result we were able to approve the sum of \$20,000.00 be placed in a GIC and Executive voted to donate the sum of \$4000.00 to the Retired Teachers' Foundation. An audit of the Financial Report would be done in time for the BGM. The RTF executive was able to hold two face-to-face meetings while practising social distancing as they completed their yearly agendas. The RTF report is published in the Newsletter. RTF Chair, Geraldine Wall was thanked by Executive for all the work completed by the board under such conditions imposed by the pandemic. In answer to a request from one of the Division Presidents, all Division presidents were further advised to conduct all meetings virtually and to follow all Provincial Health guidelines.

For our BGM, directions to the Nominating Committee were given as follows: Nominations should be sought for FOUR Table Officers namely: President, Vice President, Treasurer, Secretary, PLUS a number of Members-At-Large. The Committee would also seek **(from Central Division as previously decided)** Directors for the Retired Teachers' Foundation. The

Nominating Committee's Report should be forwarded to the Provincial President by March 19, 2020. **The deadline for Resolutions to the May 21, 2021 BGM is March 19, 2021. There will be no Resolutions from the floor. Such Resolutions shall be forwarded to the RTANL President.** A preliminary report was presented by Vice-President Sharon Penney on the hiring of an Office Assistant/Manager. The report would be finalized and prepared for presentation to BGM at the March Executive Meeting. Regarding the 100<sup>th</sup> Anniversary Celebrations of MUN Faculty of Education, the events planned have been postponed until the spring of 2022. Updates and details on these events would appear in the Newsletter. Marie-Beth Wright has submitted her first instalment for the December Newsletter. The Retired Teachers' Foundation would continue after BGM with a new board consisting of FIVE members from Central Division. By-Law changes will be passed at next BGM to reflect all new changes. Further RTANL By-Law changes in response to Covid 19 are being prepared for publication in the December Newsletter and will be passed at the May BGM. The Honour Roll will appear in the December Newsletter and be included in the BGM information package. Birthday cards are sent to all nonagenarian members (90+) as their birthdays occur. We are asking all members to contact Secretary, Don White, of any member approaching the age of 90, with their name, address and date of birth. Reports from the Coalition on political action issues and from our Group Insurance Trustees were presented and all relevant details are published in the Newsletter and on the website. The Benefits Committee was renamed the **Benefits and Wellness Committee** and it is headed up by Member-at-Large, Beverly Fisher. The sale of Tales Told By Teachers is continuing and the numbers available are gradually dwindling. A couple of new Guidelines were reworded: Financial Guidelines for Divisions deleted the words "*paid to Divisions who will remit 50% to the Provincial Treasurer*", and Guidelines for Regionals Becoming a Division on motion was changed to add "*that all newly formed Regionals remain as Regionals for a year before making a request to the Provincial Executive for Division status*". Due to increasing issues with the Treasurer's computer shutting down it was passed on motion "That a new laptop be

purchased for the Treasurer”. It was further decided to make available to Division Presidents and other members, information regarding proper protocol for Zoom Meetings. This information would be made available prior to each meeting. The next Executive Meeting was set for March 25th, 2021 (via Zoom).

On October 15, 2021 I, along with Treasurer, Clayton Rice, attended the NLPSPA AGM by ZOOM. Vice-President Sharon Penney was also registered but was unable to attend due to a personal family emergency. After discussions following that meeting it was felt that RTANL Executive should look at the possibility of holding our upcoming BGM in similar fashion. We discovered that there was available a digital services company who could assist us in hosting the BGM. Clayton and I made a few inquiries over the next few months.

Around mid November we were contacted by NLTA regarding their upcoming Pre-Retirement Seminars which would also be presented virtually over five different meetings between November 2020 and January 2021. Some inquiries were made and it was discovered that due to the change to virtual format, regional meetings would not take place and it could no longer be left to the Divisions to do the presentations. As a result the Table Officers put together a comprehensive presentation through a series of emails and then presented the newly minted presentation at each of the Pre-Retirement Seminars. The Pre-Retirement Presentation was then adopted for use for succeeding years and would be updated should any changes occur. It was also felt that the Table Officers would take over this role for future seminars to maintain a degree of consistency, especially if the seminars continue online.

During January and into February our Table Officers held a few telephone and email communications regarding the format of our BGM. We were still a little unsure of the format put forward at our Fall Executive Meeting and we felt that it would benefit more of our members if we could open the registration to more of our members. We approached a digital services company and inquired about the numbers of participants that could be accommodated at a Zoom meeting. When we discovered that a meeting could be arranged with up to 100 or more in attendance we asked the company to submit a proposal. We scheduled a Table Officers Zoom Meeting for February 25 and prior to the meeting we received a proposal from Newfound Marketing advising us that they would be able to co-host our BGM. The proposal was then ratified by Executive by a unanimous vote, thereby enabling us to open our BGM registration to all RTANL Members. In the ensuing days we developed a revised BGM Registration form and, with the assistance of Michelle LaMarche at NLTA, we were able to send the registration form to as many of our members as could be reached by sending emails to all Division Presidents, emailing them to the newsletter list, placing the registration form on the RTANL website and sending hard copies to all members who opted for direct mail contact. The registration process would take place by emailing the information to NLTA and copies going to the Table Officers.

On January 26th, Vice-President Sharon Penny and I attended a Zoom Meeting of ECERTO Members of ACER-CART in which we updated the progress of RTANL and discussed a Health Survey on vaccinations available to seniors. Reports from other members were also presented as a lead-up to the ACER-CART March teleconference. Meeting host, Marg Urquhart, emailed a report of the meeting to all members on March 9th.

These past few weeks have consisted of a steady stream of email messages, telephone calls and Zoom meetings as the Executive has been putting together the materials and agenda for the 16th Biennial General Meeting on May 13th to be held virtually. The workload has been very time-consuming, and at times, stressful, for us on the Executive Board. I would like to add that, besides all of our Executive Meetings, Table Officers' Meetings and the other routine business items associated with RTANL on a daily and monthly basis, I have personally handled in excess of one thousand pieces of correspondence in the form of emails and telephone calls, during my term of office. My full report is available on our website under "Publications". I have summarized my report as follows:

In summary I would like to highlight the following accomplishments of the past two years:

1. We have increased email distribution of the newsletter and expanded circulation as more members submit their email addresses.
2. We have updated our website and made it more relevant and user-friendly for our members.
3. We have improved member access by requesting members to submit their email contact information as we continue to place more important announcements and updates on the website.
4. We have continued to make the website, along with the Newsletter, the primary means by which we exchange information.
5. We have encouraged Divisions to increase their social media presence to their members as a means of improving communication with their members.
6. We have greatly increased the amount of electronic communication between executive members, members of the divisions, and all RTANL members as well as with ACER-CART and ECRTO. Additionally we have improved communications with our coalition partners and other seniors' groups. For the past year we are grateful that we have the electronic communication systems in place which have enabled us to respond to the needs of our members throughout the lockdown.
7. We have maintained liaison with our national organization, ACER-CART, as well as our regional committee, ECRTO, as we advocate for improvements for our retired teacher-members, nationally, regionally and provincially. We meet with ACER-CART at their BGM the first week of June on a yearly basis. This past year, 2020 the meeting was held virtually and the 2121 meeting will also be held virtually. The ECRTO Committee meets once every 2 years, usually in the fall but the 2020 meeting was delayed and held virtually in March of 2021.
8. Through our association with the Coalition we have advocated for improved benefits for our members on a provincial level and also federally through face-to-face meetings and town-hall meetings, with our local MHA's and MP's, to make them aware of the concerns of our members throughout the province. Two Executive Members attend all Coalition Meetings and they keep us informed of all issues that affect the benefits that seniors receive and are entitled to receive.
9. We have compiled a comprehensive report for use at NLTA sponsored Pre-Retirement Seminars. When the NLTA decided to do their Pre-Retirement Seminars in November 2020 to January 2021 virtually, the Table Officers were caught off guard because usually these presentations were done by a number of branch presidents at face-to-face meetings. After several email exchanges and several hours of research we were able to put together a

complete presentation which can now be presented by any member who chooses to do the presentation. This also ensures that the same information is presented at all such seminars. The presentation can also be used for future PR Seminars. We will need to ensure that as many newly retired teachers as possible are encouraged to join our Association and it is through these seminars that we are able to connect with retiring teachers who will go on to become members.

10. With recent improvements to our website, we are now in the position to make much more information and services available through our website than ever before and the opportunities now exist for our membership to be better informed than ever on the activities and benefits available through RTANL. If there is one silver lining to the pandemic, it is that our Executive, Division Presidents, and so many of our members, were able, through available technology, and a lot of creativity, to carry on the business of our Association and continue to provide whatever services we could to our RTANL Members.
11. In addition to all the meetings (at all levels), invitations to attend other functions and represent RTANL, I have dealt with at least 1000 pieces of correspondence in the form of emails, letters, telephone calls, etc., as we conducted the business of RTANL on a daily, weekly and monthly basis.
12. Finally, the latest challenge we have had to face was to change the format of our BGM from a face-to-face meeting (with a reunion), to a strictly on-line membership meeting with a digital services agency to assist us. The added advantage of this setup is the fact that the meeting can be made available to our entire membership and any member is able to join the meeting by pre-registering and using a computer or other device with access to the internet. It is our hope that the new format is a success!
13. One of my last official duties for RTANL was to compose a letter to the Prime Minister of Canada requesting that government act speedily to introduce a National Seniors' Strategy to address the urgent issues facing seniors today. At the suggestion of our national association, ACER-CART, who spearheaded this campaign, copies were sent to our provincial premier, Mr. Furey, and all RTANL Members. Members were also encouraged to write their own letters to support this important cause.

'Thank You' to the staff at the NLTA who have given us so much support over the years. Your continued service and support will always be a blessing to RTANL and be very much appreciated.

I would like to extend my sincere thanks to the Executive Members with whom I have worked over the past four and a half years, (this last two and a half as President). I can honestly say that the teamwork shown by the executive has been top-notch. Even though we have faced a number of challenges, and for the past year, the uncertainties of the pandemic, I am honoured to say that I could not have found a more cooperative group of professional people who I am now proud to call my friends. For those of you who have decided to continue to serve the Association, I commend you and offer you my best wishes. I would also like to extend my sincere thanks and appreciation to all the RTANL members whom I have had the honour to serve and represent. Thank you to everyone and the Best of Luck to the new executive.