



Post Retirement Benefit Committee Bell Canada - Clerical and Associated

Sisters and Brothers,

The Post Retirement Benefit (PRB) Committee have finished our work and wish to report our findings to you. As a reminder, the mandate of the committee was to find a solution for our members with regards to their PRB as well as funding options.

History

- Committee was formed as a result of a Memorandum of Agreement (MOA) from the Clerical negotiations in 2009.
- We reported that we've met with many Companies such as SSQ (*Services de santé du Québec*), Industrial Alliance, Blue Cross and Desjardins where we received presentations and price quotations on their products services for single and family coverage.
- We reported that we experience challenges with a single solution because of the different provinces and the laws that govern their healthcare plans; particularly RAMQ in Quebec.
- We reported that we have gone through legal opinions on how to reach a common solution for our members in Ontario and Quebec.
- We reported that we have determined that Ontario is eligible for a group plan.

Recommendation

- Group healthcare plan to age 65, fully paid by the retiree which will be available to Ontario members retiring on or after January 1, 2017. Details on cost would depend on the market and will be made available closer to that date.
- Group tax free savings account (TFSA) which will be available to all members. This will allow members to save money for future health care costs. The TFSA will complement other saving options currently available such as the Employees' Savings Plan, Group RSP, Defined Contribution pension arrangement, Canada Savings Bonds and the credit unions.

Updates will be available through your local and on the Ontario Region website at <http://www.cep.ca> as well as the Quebec Region website at www.scepquebec.qc.ca.

In solidarity,

Karen Abel-Kay – Committee Member (Ontario)

John O'Dell – National Representative (Ontario)

Jean-Stéphane Mayer – Committee Member (Quebec)

Olivier Carrière – National Representative (Quebec)

April 30, 2012

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