



Communications, Energy and Paperworkers Union of Canada  
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Ontario Region

March 30, 2011

**TO: Bell Canada CEP Local Presidents**

**RE: Post-Retirement Benefits**

Some of your members at Bell may have recently received a bulletin from Bell regarding notification of their retirement date.

The bulletin indicates that members are required to provide 90 days of notice before their retirement date.

They may have interpreted this to mean that in order to retire before post-retirement benefits begin to be reduced, starting in January 2012, that they must provide notice to retire before October 1, 2011.

If you are questioned about this, you may want to provide the following information:

1. In discussions with Bell, it has been clarified that employees may give notice to retire any time before December 31, 2011 in order to be able to retire on that date, and thereby protect their full PRB entitlements.

The 90-day period is intended simply as a guideline to ensure that all paperwork is completed in time to prevent a delay in receiving their first pension cheque in January 2012 as intended, and to provide for a smooth transition to retirement.

2. The arbitration regarding PRBs is continuing, with three more days of hearings scheduled between now and September 1, 2011. We expect that the case will conclude by that time and that the arbitrator will issue an award within approximately one month of the conclusion. The arbitrator appreciates that it is important for all parties that we have an answer to this critical issue before the end of 2011, and has agreed that there will be no delays in his decision.

In Solidarity,

Sean Howes  
National Representative

SH:lmc/cope-343

cc: Barb Dolan-Administrative VP, Alain Portelance-National Representative, Ontario National Reps servicing Bell