



INFORMATION BULLETIN TO EXPERTECH CEP CRAFT & SERVICES MEMBERS

On December 3, 2007, CEP received the arbitration award from Arbitrator Surdykowski regarding:

- whether the 44 Technicians who retired in April 2006 had the right to participate in the award that Surdykowski ordered in July 2007.
- Whether the 5 Technicians who were actively employed within the eligibility period but who had left employment, other than under the Workforce Adjustment and Severance Agreement in April 2006, were also eligible to the VER as ordered to be provided to Expertech Technicians by arbitrator Surdykowski in his arbitration awards of December 2006 and January 2007.

Surdykowski's arbitration award of December 3, 2007 reiterates that the 44 Technicians are not required to return the \$27,000 lump sum payment that they received under the Workforce Adjustment and Severance Agreement and that they are entitled to participate in the VER remedy ordered.

Surdykowski, in his award of December 3, 2007, also declares that the 5 additional employees are entitled to participate in the remedy if they met the VER eligibility requirements as of December 31, 2004 and orders Expertech to make the same VER offer to them as was made to other Expertech Craft & Services employees, under his previous arbitration awards.

CEP has discussed the implementation of this latest arbitration award on this matter with Expertech and understands the following for all 49 Technicians: (Note: This implementation follows the same rules that applied to the Technicians who retired with the VER following the ratification of the current Collective Agreement.)

- An employee's eligibility to the VER is determined if the employee meets the VER eligibility criteria as of December 31, 2004.
- The basic pension is calculated as of the retirement date.
- The pension enhancement due to the VER is calculated based upon the salary and seniority as of December 31, 2004.

Implementation Timeframe for Affected Former Employees:

February 3, 2008, BCECS (Bell Canada Enterprises Corporate Services) will transfer the revised pension information to Morneau Sobecko (the pension administrator).

In February 2008, affected employees will receive a statement of their revised entitlement.

February 29, 2008 will be the first revised pension payment with a lump sum retroactivity payment retroactive to the date that the employee retired.

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