



INFORMATION BULLETIN FOR BELL ALIANT CRAFT & SERVICES MEMBERS

September 18, 2013

Today, Bell Aliant has sent letters to eligible employees offering a limited Retirement Incentive Offer. As you may recall, the Bargaining Team was asked to discuss the possibility of a retirement offer with the Company in the spring of 2013. At that time, the Company was not interested in such an offer unless there were concessions. The bargaining team refused to discuss that. Last week at our Labour Management meeting, the Company proposed a limited Retirement Offer that did not include opening up the Collective Agreement. The Union agreed to the terms of the offer and they are as follows:

- All employees eligible to retire (age 55 and 85 points) before December 31, 2013 received an email (178 employees).
- The number of employees eligible to retire will be limited to the 80 most senior employees who apply.
- Employees will not all leave by the end of this year – there will be 30 by end of 2013, 30 by end of 2014 and 20 by March 31, 2015. Seniority will not be the deciding factor on when you will be able to leave – this will depend on business needs, skill sets, etc.
- There will be a \$200 credit for eligible employees to visit a financial planner.
- Applications must be made to Terry Deighton by 5 p.m. October 18, 2013.
- If you are one of the 80 approved you will be told November 1, 2013 and at that time your departure date will be confirmed.
- Once you apply, the application is irrevocable.
- You will receive a lump sum equal to one year's salary at straight time wages.
- Employees will not be given a paper copy of their pension estimates – they must use the online tools on this website www.benefits-avantages.hroffice.com along with their 2012 pension statement.

If members have questions, please have them contact their Local Bell Aliant steward or National Representative.

In solidarity

Dave Hicks
Brent MacMillan
Drew Wickens
Maureen Dawson, National Representative