



**CEPACC MEMBERSHIP BULLETIN
MAY 7TH, 2009**

**GROUP ASSURED ACCESS
&
SAFETY BOOT/SHOE ALLOWANCE & PER DIEM AMOUNTS**

This is a follow-up to the announcement on Connexion today from Karen Sheriff about the Group Assured Access Plan.

Through the voices of individual members, employees and the Council, the company acknowledged the concerns of employees relating to post retirement benefits. Over the past year, the Council has had several discussions with the company through the Common Interest Forum (CIF) about the changes to Other Post Employment Benefits (OPEB's). Subsequently, an agreement was reached with Blue Cross on a new product designed for Bell Aliant to provide a group assured access plan. This new plan will allow **ALL** employees, including those with pre-existing conditions, access to benefits when they retire. Having had countless conversations with members on this issue, the Council Executive is pleased with the results of these efforts.

The company is able to implement this plan for non-bargaining unit employees but the Council Executive could not unilaterally agree to initiate it for bargaining unit members. A ratification vote to gain membership approval on the Group Assured Access Plan for bargaining unit employees will be taking place in all Atlantic Provinces with first meetings taking place on Tuesday, May 19th. Voting will be concluded by June 30th. If accepted, there will be a reasonable cost involved that **ALL** employees will pay for the Group Assured Access Plan. More details, including cost of premiums, will be posted prior to and will be presented at membership meetings.

In addition to voting on the new Group Assured Access Plan, the vote will also include improvements to the Safety Boot/Shoe Allowance and Per Diem amounts. Discussions on both of these issues were also part of the CIF process and require changes to the collective agreement. As you know, any amendments to the collective agreement must have membership approval before they can be implemented.

The schedule of meetings for the Atlantic Provinces will be posted very soon when all arrangements have been finalized.

See you at the meetings.
In solidarity,

Penny Fawcett
Noel Pauley
Mary Croke

Phil Briffett
Chuck Rouse
Joyclin Coates