

TEAM Pay and Benefits Committee Report

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Health and Insurance Plans

- **JBC Meeting:** The last Joint Benefits Committee meeting was held on May 3, 2010. The next meeting has not yet been scheduled.

- **Blue Cross Plans**

- Rates increased on July 2nd. These new rates are shown below:

Type of Benefit	Per Month	
	Single	Family
Ambulance & Semi-Private Hospital Benefits Only.	\$1.20	\$2.90
Extended Health Benefits (includes Ambulance & Semi-Private Hospital Benefits).	\$26.85	\$74.00

- A JBC bulletin about this increase, and improvements in the Extended Health Plan was sent to all employees.
 - On June 21st, employees not already in the Blue Cross were provided with another opportunity to participate.
 - Blue Cross plan members who's circumstances change such that they no longer meet the requirement for qualification as a 'family', can switch to the single plan.

When all dependants no longer qualify, the plan member needs to complete a Blue Cross Notice of Change form and submit it to Human Resources.

- **Dental Plan**

- At the last JBC meeting it was announced that Brenda McInnes had informed Jim Cooper that the plan had a significant surplus, and that we should all take a contribution holiday to burn up the surplus.
 - IBEW and CEP have the Dental Plan referenced in their respective CBAs, and both have repeatedly asked to meet with the Company regarding the use of this surplus. No date has yet been set.

MTS DB Pension Plan (Bob Linsdell)

- **Pension Formula**

- See my DB Pension Committee report for the status of this matter.
- I will be consulting with legal counsel about next steps now that the Company is refusing to make a move until the appeal process has been concluded.

- **Pension Lawsuit**

- Revised Appeal Timelines:
 - Oct 8, 2010 – Plaintiffs, except for CEP, file cross-appeal factum.
 - Oct 15, 2010 – CEP files cross-appeal factum.
 - Oct 29, 2010 – Plaintiffs, except CEP, file reply factum.
 - Nov 5, 2010 – CEP files reply factum.
 - Nov 12, 2010 – MTS files reply factum to cross-appeal of all plaintiffs.
 - Dec 13-15, '10 – Appeal hearing.
- MTS' appeal factum has been received. It is 151 pages in length and is available on request (file size is 6MB).
- As per Justice Bryk's direction, the employee and retiree representatives met and reviewed one possible implementation solution. <Confidential item>
- Justice Bryk was satisfied with the progress the plaintiffs had made on the implementation.
- Despite stating at trial that the amount owing to pension plan members was \$100 million (\$43 million plus interest), the Company is now saying that the total amount owing is only \$94 million; a reduction to plan members of \$6 million. In light of this, a court hearing on the calculation of interest looks necessary.
- Brian Meronek is proposing that we bring in <Confidential> to support our position on the true amount of the claim. This will be an added cost, and I have requested an estimate. It should be remembered that \$6 million is what is in dispute here.
- <Confidential item>