

CEP MULTI-EMPLOYER PENSION INFORMATION

Unionized employees of Naylor Publications, and subsequently Aequor Technologies, are members of the CEP Multi-Employer Pension Plan (referred to as “the Plan”.)

Annually, members receive a statement from Aon Consulting in Toronto, the company that administers the Plan on behalf of CEP.

The layoffs at Naylor/Aequor will be occurring over a period of time, and until such time as you are laid off, contributions will continue to be made to the Plan on your behalf. When your employment ceases, the employer is required to submit a Notice of Termination to Aon, at which time Aon will prepare a package that contains your options and they will send it to you by mail. Please ensure that your employer has a record of your current address.

All members should apply for their benefits at the time of their termination, regardless of what their intent is. **Requesting to see the package does not obligate you to retire.** To accept retirement benefits, you must complete the package and indicate your options for payment and send the information back to Aon. If you want to see your options only but have no intention of retiring, you may apply for benefits, but do not send the information back to Aon.

Aon suggests that you wait until you leave your employment to apply for benefits to ensure they are accounting for all of your contributions to the end of your employment. The options may include applying for your pension, leaving your contributions with Aon as an inactive member, or transferring your contributions to a different locked-in RRSP vehicle. The options you have may depend on your age and the amount of your contributions, in that there are different rules for small pensions versus larger pensions.

However, if you are nearing normal retirement age at the time of your lay-off, you may certainly contact Aon any time for an estimate of the benefits you will be entitled to, to allow you to better assess your options. Requests for information are generally processed within one – two weeks.

The Aon Consulting pension representative looking after the Naylor/Aequor members is:

Cheron Chiu at 1-416-542-5627

If you still have concerns, please contact Cindy Garofalo at the CEP 191 Union office at 949-2773.