

November 19, 2008

***Electronic Mail***

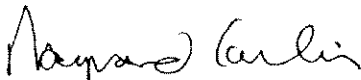
Pension Review Panel  
C/O Nova Scotia Labour and Workforce Development  
Policy Division  
PO Box 697  
Halifax, N.S.  
B3J 2T8

Dear Panel Members:

***Communications Energy & Paperworkers Union of Canada, Local 576***

Enclosed is correspondence from CEP, Local 576 with its thoughts on its pension meeting.

Yours truly,

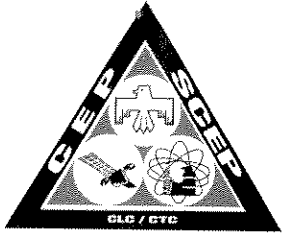


Raymond F. Larkin.  
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RFL/jan

Enc.

c.c. Ms. Delta Hartt.



**Communications, Energy and Paperworkers Union of Canada**

**Local Union 576**

Nov. 10/ 2008

Ray Larkin  
Pink & Larkin  
1583 Hollis St.  
Halifax N.S.

Re: Pensions

Dear Mr. Larkin,

The members of C.E.P. Local 576 all work at CKF Inc. Hantsport N.S. While many companies these day are doing cut backs and lay offs, our company is still going strong and growing. Our numbers have increased from 160 members to 230 members in the last 2 years.

This coming year, 2009, we will be negotiating a new contract. While I know very little about pensions, I am familiar with negotiating improvements through our contract.

Before we make any decision on changes to our pension plan, we always find out the status of the fund. In our last negotiations, 3 years ago, we had a surplus, but I realise this will not always be the case.

I must say that I do not agree with any changes that would limit our ability to negotiate improvements to our plan. All of the good things about our pension plan were achieved by the members, now, and those who came before us, giving up raises or other benefits, to put the money towards our plan.

I believe that any change that would prevent our ability to negotiate, would be a step backwards, harmful, and an insult to those who gave so much for us to have a good pension plan.

I do believe that companies should be made accountable for promises they make, but when we negotiate a contract, if they can't meet their obligations, they shouldn't agree to it. Once the contract is signed by both parties, we all should have to live with the contract.

Yours Truly

Delta Hartt  
President  
C.E.P. Local 576