

Comparison of Different Employee Groups Where Working Income Pre Disability or Retirement Was \$50,000	Long Term Disabled Employee		Survivor	Retiree	Retiree
	Employer Paid to 50%	Employee Paid Optional Added to 70%	Not in Ontario	Not in Ontario	In Ontario
Working Income Before	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
% Benefit Relative to Working Income	50%	70%	36%	60%	60%
Health & Welfare Trust / Pension Fund Funding % on Income	26%	26%	64%	64%	87%
Medical and Dental Benefits Funding %	5%	5%	17%	17%	17%
Income and Medical and Dental Funding %	20%	22%	58%	60%	81%
Bankruptcy Cash Settlement Ratio %	15%	15%	15%	15%	15%
H & WT / Pension Fund and Bankruptcy Cash Settlement %	32%	34%	64%	66%	84%
Income All Sources and M & D Benefits Before	\$29,500	\$39,500	\$26,004	\$38,004	\$38,004
Medical and Dental Costs Before	\$4,500	\$4,500	\$1,800	\$1,800	\$1,800
Effective Income Net of Medical and Dental Costs Before	\$25,000	\$35,000	\$24,204	\$36,204	\$36,204
Medical and Dental Benefits Nortel Before	\$4,500	\$4,500	\$1,800	\$1,800	\$1,800
Income All Sources Before	\$25,000	\$35,000	\$24,204	\$36,204	\$36,204
Guaranteed Income Supplement	\$0	\$0	\$0	\$0	\$0
Old Age Security	\$0	\$0	\$6,204	\$6,204	\$6,204
CPP First Payer	\$13,521	\$13,521	\$6,726	\$11,210	\$11,210
Income Nortel Before	\$11,479	\$21,479	\$11,274	\$18,790	\$18,790
Income All Sources and M & D Benefits After	\$18,646	\$22,356	\$21,851	\$30,984	\$34,656
Medical and Dental Costs After	\$4,500	\$4,500	\$1,800	\$1,800	\$1,800
Effective Income Net of Medical and Dental Costs After	\$14,146	\$17,856	\$20,051	\$29,184	\$32,856
Medical and Dental Benefits Nortel After	\$866	\$866	\$530	\$530	\$530
Income All Sources After	\$17,780	\$21,490	\$21,321	\$30,454	\$34,126
Guaranteed Income Supplement	\$0	\$0	\$567	\$0	\$0
Old Age Security	\$0	\$0	\$6,204	\$6,204	\$6,204
CPP First Payer	\$13,521	\$13,521	\$6,726	\$11,210	\$11,210
Income Nortel After	\$4,259	\$7,969	\$7,824	\$13,040	\$16,712
% Reduction Nortel Income and M & D Benefits	-68%	-66%	-36%	-34%	-16%
% Reduction Effective Income Net of M & D Costs	-43%	-49%	-17%	-19%	-9%

* Assign Proposed Retiree & LTD Life HWT Settlement to Medical and Dental Benefits Funding

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