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**IN THE MATTER OF** the *Pension Benefits Act*, R.S.O.  
1990, c. P.8, (the "*PBA*");

**AND IN THE MATTER OF** a Notice of Intended Decision of  
the Superintendent of Financial Services to consent, under  
section 78(1) of the *PBA*, to a payment out of the pension  
fund for the **Retirement Plan for Hourly-Rated Bargaining  
Employees of Colgate Palmolive Canada Inc.**,  
Registration Number 505875.

**TO:** Colgate-Palmolive Canada Inc.  
Two Morneau Shepell Centre, 5<sup>th</sup> Floor  
895 Don Mills Road  
Toronto ON M3C 1W3

**Attention: Kathy Conneely**

**Applicant and Employer**

**AND TO:** Canadian Benefits Law  
66 Wellington Street West  
PO Box 1159  
Toronto ON M5K 1P2

**Attention: J. David Vincent**

**Counsel for the Employer**

**AND TO:** Sack Goldblatt Mitchell LLP  
1100-20 Dundas Street West  
Toronto ON M5G 2G8

**Attention: Doug LeFaive**

**Counsel for the PWU Members**

### **NOTICE OF INTENDED DECISION**

**I INTEND TO CONSENT**, under section 78(1) of the *PBA*, to the payment out of the  
pension fund for the **Retirement Plan for Hourly-Rated Bargaining Employees of  
Colgate-Palmolive Canada Inc.**, Registration Number 505875 (the "*Plan*"), to **Colgate-  
Palmolive Canada Inc.**, in the amount of \$275,000, as at September 30, 2014, plus  
adjustments to the actual date of payment.

Si vous désirez recevoir cet avis en français, veuillez envoyer votre demande immédiatement à: Adjointe, audiences, Greffe, Commission des services financiers de l'Ontario, 5160 rue Yonge, boîte 85, Toronto ON M2N 6L9.

**YOU ARE ENTITLED TO A HEARING** by the Financial Services Tribunal (the Tribunal) pursuant to section 89(6) of the PBA. **A hearing before the Tribunal about this Notice of Intended Decision may be requested by completing the enclosed Request for Hearing (Form 1) and submitting it to the Tribunal within thirty (30) days after this Notice of Intended Decision is served on you.**<sup>1</sup>

Additional copies of the enclosed Form 1 can be obtained by visiting the Tribunal's website at [www.fstontario.ca](http://www.fstontario.ca).

**If a Request for Hearing (Form 1) is submitted to the Tribunal within thirty (30) days after this Notice of Intended Decision is served on you**, subsection 89(8) and 89(9) of the PBA provide that the Tribunal shall appoint a time for and hold a hearing, and by order may direct the Superintendent of Financial Services (Superintendent) to make or refrain from making the intended decision indicated in this notice and to take such action as the Tribunal considers the Superintendent ought to take in accordance with the PBA and the regulations, and for such purposes, the Tribunal may substitute its opinion for that of the Superintendent.

**IF NO WRITTEN REQUEST FOR A HEARING IS MADE within thirty (30) days after this Notice is served on you, TAKE NOTICE THAT the Superintendent will carry out the ORDER pursuant to section 89(7) of the PBA.**

A completed Request for Hearing form must be received by the Tribunal within 30 days of this Notice is served on you. The Request for Hearing form may be mailed, faxed or delivered to:

Financial Services Tribunal  
5160 Yonge Street  
14th Floor  
Toronto, Ontario  
M2N 6L9

Attention: The Registrar

Fax: 416-226-7750

The hearing before the Tribunal will proceed in accordance with the Rules of Practice and Procedures for Proceedings before the Financial Services Tribunal made under the authority of the Statutory Powers Procedure Act, R.S.O. 1990, c.S.22. Those Rules are available at the website of the Tribunal: [www.fstontario.ca](http://www.fstontario.ca). Alternatively, a copy can be obtained by telephoning the Registrar of the Tribunal at 416-590-7294, or toll free at 1-800-668-0128 ext 7294.

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<sup>1</sup> NOTE - Pursuant to section 112 of the PBA any Notice, Order or other document is sufficiently given, served or delivered if delivered personally or sent by regular mail and any document sent by regular mail shall be deemed to be given, served or delivered on the fifth day after the date of mailing.

**I INTEND TO MAKE THE CONSENT** effective only after the Applicant satisfies me that any payments pursuant to the Surplus Sharing Agreement to which the members, former members and any other persons are entitled, have been paid, purchased or otherwise provided for.

**REASONS FOR THE DECISION:**

1. Colgate-Palmolive Canada Inc. is the employer and administrator as defined in the Plan (the "Employer").
2. The Plan was partially wound up effective October 2, 1992.
3. As indicated in the report provided with the Employer's application for payment of surplus as at September 30, 2014, the surplus in the Plan was estimated at \$550,000.
4. The Plan provides for payment of surplus to the Employer on wind up of the Plan.
5. The applicant discloses that by written agreement made by the Employer and 80% of the affected PWU Members, as defined in the Surplus Sharing Agreement, the surplus related to the affected PWU Members in the Plan at the date of payment, after adjustment for investment earnings and expenses, is to be distributed:
  - a) 50% to the Employer; and
  - b) 50% to the affected PWU Members.
6. The application appears to comply with sections 78, 79(3) and all other applicable requirements under the *PBA* and Regulation 909, R.R.O 1990, as amended.
7. Such further and other reasons as may come to my attention.

**DATED** at Toronto, Ontario, this *8<sup>th</sup>* day of *October*, 2015.

  
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Lester J. Wong  
Deputy Superintendent, Pensions  
By delegated authority from the  
Superintendent of Financial Services

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