



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

March 12, 2010

**Via Email**

[alarocque@bellsolutionstech.ca](mailto:alarocque@bellsolutionstech.ca)

Mr. Alain Larocque  
Director, Bell Technical Solutions  
75, rue J. - A. Bombardier, Suite 200  
Boucherville QC J4B 8P1

Dear Mr. Larocque:

I have been contacted in relation to an extremely serious concern in Ottawa. It relates to the issues that are presently before Arbitrator Herman concerning the Home Dispatch Policy.

I am advised that at a crew meeting on or about March 11, 2010, one of the BTS Managers, in Ottawa, advised employees that if any employee filed a grievance concerning the Home Dispatch Policy or any grievance that made reference to Home Dispatch, he had been instructed to immediately take the individual's truck away and park it at the shop.

The employees were further told that the Employer would immediately begin a disciplinary process against the employee even if they were one minute late. The disciplinary process would commence at a one day suspension and then a three day suspension, and it was implied that the next step would be termination. It is my understanding that the Local President, James Fling, verified this with the Manager.

These actions are an outrageous contravention of the rights of employees under the *Canada Labour Code* and the Collective Agreement. The Home Dispatch Policy is an issue that is proceeding before an arbitrator at present. I was not at the first hearing date, but it is my understanding that the arbitration is scheduled to proceed for several more days this year.

Please confirm in writing that BTS will immediately withdraw these outrageous threats and permit employees to exercise their rights under the Collective Agreement. The CEP will proceed before the Canada Industrial Relations Board with an Application for an Interim Order if BTS continues down this reckless and illegal course.

Yours truly,

Barb Dolan,  
Administrative Vice President,  
CEP Ontario Region.

BD:lmc/cope-343

cc: National Representatives servicing BTS  
BTS Local Presidents and Unit Chairs