



CEP TELCO UPDATE

BELL ALIANT

In Memory of Frank Grenon, Local 37 Sudbury Cable Repair Technician

Sadly on September 16th, 2008 Brother Grenon sustained a fall in the course of his work and later passed away while being transferred to the hospital in Sudbury. CEP Sisters and Brothers offer their condolences to Brother Grenon's wife Rachel and their family.

BARC Labour Relations Committee meeting held September 18, 2008 at the Ontario Region Office. The following matters were discussed:

❑ **BARC Collective Agreements** are at the printers and will be distributed shortly. In the interim, electronic copies of the new CA were sent to all Locals servicing BARC and National Staff on September 18th, 2008.

❑ **New Job Posting Procedure (JPP)**, We are addressing problems with the electronic notification of available postings. It is agreed that all members should receive postings and this has not been happening. In addition, members on STD lose access to email, which would prohibit them from receiving postings as well as reviewing benefit entitlements. The Employer is working to remedy this problem with Bell Canada. If your Local is experiencing problems with the JPP application please notify your Local National Representative so they can forward the details to National Rep Kim Beemer and she will follow-up with BARC Labour Relations General Manager, Robert Mailhot.

❑ **Electronic Health & Safety Modules:** Time to complete these modules must be scheduled by the Employer during the technician's workday. If it is cancelled due to workload etc. it must be rescheduled. The Employer provided the union with statistics ensuring us that the module H&S calendar is up-to-date and members are receiving training in a timely manner. We also provided additional means of reinforcing training beyond electronic communication and the Employer is reviewing our recommendations. Finally, until the December OCC, National Representative Keith McMillan will assist with BARC H&S concerns.

BELL CLERICAL

❑ **Collective Agreement Expires June 2009.** The locals are in the process of collecting bargaining proposals, and meetings are underway to elect delegates to the Bargaining Caucus in February 2009. The Bargaining Committee will be elected at Caucus from those delegates in attendance. Negotiations are expected to commence in March 2009 and completed prior to the June expiry.

BELL CRAFT & SERVICES

❑ **Joint Transition Committee.** To date we have had nine days of meetings with the Employer to discuss the current 912B Transfer and Job Posting System along with the proposed new Job Posting System scheduled to begin in January 2009. We are working together with the intent of coming up with a win-win agreement. The new language of Articles 22 & 24 was ratified along with the Collective Agreement and we are jointly trying to work out the new procedures surrounding the filling of job postings, selection order and selection criteria. This is no easy feat as the current system is complicated and our goal is to try and simplify the process and make it easier to understand for all concerned. We have a lot more work to do before our deadline to make the necessary changes to the systems that will support the new job posting process. We are guardedly optimistic that we can achieve our goals to satisfy both sides involved and achieve a win-win solution.

BELL MOBILITY

❑ **Organizing Drive:** Dissatisfied Bell Mobility employees contacted CEP, and in response, we have launched an organizing drive covering approximately 2,000 employees at the Creebank Bell Mobility location in Mississauga.

BELL SALES

❑ **Collective Bargaining:** Proposals have been ratified by both Ontario and Quebec and have been exchanged with the Employer October 6, 2008 and the next meeting is scheduled for October 15th. Further updates will be available at www.cep.ca

BELL TECHNICAL SOLUTIONS

❑ **CEP continues to fight for Federal Jurisdiction of the bargaining unit.** Our application is in front of the Canada Industrial Relations Board. We are waiting on the Employer's response to the CIRB.

❑ **Collective Agreement Expires May 2009.** Notice to the Employer will be sent in January 2009. It is our intent to complete negotiations prior to the May expiry date. Shortly, locals will be receiving proposal forms from the Ontario Region office. We are targeting for a Bargaining Caucus slated for mid-January. Details to follow.

EXPERTECH ASSOCIATES

❑ **The Joint Appeal Committee** (Job Titles) will be meeting on November 5th to update the job profile for Associate Regional Support, based on common job data gathered from across Ontario & Quebec. After the Committee completes its work on this occupation, then it will

turn to the Associate Sales & Service Support occupation and to one other individual job description that were appealed.

Following the return of CSC work from Bell to Expertech and other recent changes, group grievances are being filed in Ontario regarding Expertech's distribution of Associates' work. The grievances allege that Salary Group C employees are performing work of Salary Group B and that Resource Managers are performing the work of Salary Group A and B.

EXPERTECH CRAFT & SERVICES

□ **Memorandum Rejected.** In July, Expertech C&S members rejected a proposed Memorandum of Agreement covering Job Descriptions, reclassifications and other items. The Union advised Expertech that the rejection was caused by serious dissatisfaction with the Class system and its wage rates. Expertech has stated that the Class system will remain, although the door is open, in appropriate forums, for further discussions on how to improve the situation for existing Expertech C&S employees. The Union and Expertech both have common ground on the job descriptions that formed part of the proposed, but rejected, MOA. As a first step, both sides are currently working towards a limited MOA that would contain job descriptions and clarify the Table-Basic Job Descriptions, page 114 of the Collective Agreement. Such a MOA would not include any changes to the Collective Agreement and hence would not require membership ratification.

PROGISTIX

□ **Layoffs:** Due to the loss of the Pitney Bowes work in the third quarter of 2008, Progistix was forced to declare a surplus at the Driver Rd location. This triggered Article 11 of the Progistix Collective Agreement with bumping taking place in Toronto and Brampton. This ultimately resulted in over 30 CEP members being laid off. While the bumping process went according to the Collective Agreement, there is a fundamental disagreement between the Union and the Company regarding how the recall process will work. The Union has filed a policy grievance under Article 11 on the recall process, in order to protect the interests of our members on the recall list.

TRANSERVICE

□ **Collective Agreement Review** slated for November 17th and 18th in Montreal. Transervice Memorandum #12: *"The Agreement will be revised, by mutual consent, to reflect appropriate and proper conditions for the Business and Fleet Service Operations"*. Both the Ontario and Quebec Region CEP elected delegates will meet with the Employer to ensure that all applicable language from the existing Bell Agreement, along with the changes agreed to in your "Memorandum" are incorporated into your new CA. In addition, we will update such articles as the 912 process, health & safety, work locations and stewards etc. to reflect Fleet Service conditions. Note: your Collective Agreement expires November 20th, 2012. This "review" is an exercise to establish a Transervice Collective Agreement independent of the existing Bell Agreement. Any updates to articles as cited

above, will be subject to the members' final approval. Once we complete the review we will notify the membership of ratification dates.

□ **Benefits:** Last week the Employer sent out a Benefit Overview to the membership. Item #3 of their document RE **Short-Term Disability** incorrectly referenced a \$2,000 maximum or the EI maximum benefit amount whichever is greater. For clarity, the document should have cited this as a weekly maximum. When contacted, the Employer acknowledged the oversight and stated that the Sun Life Booklet clearly references the STD payment as weekly. Having said that, I would double check the booklet for accuracy.

□ **Employee Savings & Discount Plans:** EVP Michel Ouimet and I thoroughly reviewed our notes on this matter. In addition, discussions with Dennis Schneider, Transervice VP were held, regarding the miscommunication sent out from their Human Resources Department November 2007 and February 2008 on the application of this benefit, it is understood between the parties that the monies paid out in the Memorandum replaces i.e. are in lieu of the previous ESP & DP benefit applications under the Bell Collective Agreement. Memorandum #9 states:

"Annually, in the first pay period of June, \$900, in lieu of Bell's ESP and Discount Plan, will be added to the employee's salary with the intent of his applying it to the DC pension plan, transferring it to a personal RRSP or retaining it as additional income. Additionally, \$675 will be received in the first pay period of December, 2007 for the period March 1st through November 30th, 2007 in lieu of Bell's ESP and Discount Plan".

The Discount Plan (DP) is however reinstated to retirees i.e. former Bell Employees entitled to Post Retirement Benefits (PRB's), whether they continue to work for Transervice or not. The reinstatement of these monies is paid by Bell Canada not Transervice. **In conclusion, CEP grievances filed to date seeking double payment which is contrary to the above application must be withdrawn.**

□ **Snail Mail:** We have had challenges distributing Union information to your workplaces. We have verified addresses with the Employer, and still mail is being returned to our office. National Rep Kim Beemer has asked some garages to assign a point person to generate contact lists with members' home addresses, telephone numbers and emails. To date we have not received any information. Please take some time to collect this information and send it to Kim either by email to kbeemer@cep.ca or to 5915 Airport Road, Suite 510, Mississauga ON L4V 1T1. We need your help to improve Union communications. We must ensure that our members are informed and up-to-date.

□ **Forced Transfers:** Grievances filed by Bell Mechanics prior to being forced transferred to Transervice are now scheduled for arbitration on March 5, 2009 before Arbitrator Michel Picher.

Work Safe!

In solidarity,

John Edwards
Administrative Vice President

October 9, 2008
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