



**Communications, Energy and Paperworkers Union of Canada
Syndicat canadien des communications, de l'énergie et du papier**

Ontario Region

February 4, 2008

Via Email and Regular Mail

pbujold@transervice.com

Pierre Bujold, Vice President
Transervice Lease Co.
9000 Ray-Lawson
Anjou, QC H1J 1K8

Pierre,

RE: BELL CANADA POLICY RE POLICE CLEARANCE CONSENT FORM

To summarize our January 30th, 2008 discussion, the Company has adopted Bell Canada's Policy that continued employment at Transervice is reliant upon completing a 'Police Clearance Consent Form'. In addition, the Company asserted that failure to comply with this 'Policy' could either result in Bell Canada revoking or not renewing an employee's identification/access card. The Company also stated that employees are not required to complete the 'Credit Check' portion of the form. It is on this matter alone that we are in agreement.

As stated, the Union strongly objects to the invocation of the 'Policy' by the Company as it jeopardizes our members' rights to earn a living. This 'Policy' is not a reasonable exercise of management rights, lacks merit and is therefore in breach of the collective agreement, including but not limited to statutory provisions such as the 'Personal Information Protection and Electronic Documents Act (PIPEDA).

It is the Union's position that discipline of any nature resulting from conducting criminal checks for employees that have complied with this demand will be grieved; discipline resulting from employees refusing to complete the 'Police Clearance Form' will be grieved, and finally, that the Company rescind the 'Policy' immediately and provide written notification to the Union of its intent to do so.

I can be contacted at 905-678-0800 Ext. 235 to discuss the above matter.

Yours truly,

K. L. Beemer

Kim L. Beemer, *rep*
National Representative

KLB:lmc/cope-343

cc: John Edwards, Administrative Vice-President, National Representatives Servicing Transervice