



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

Ontario Region

Wednesday, February 6, 2008

Via Email and Regular Mail
pbujold@transervice.com

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

Dear Pierre,

Re: Grievance# CEP 2008-01 National Policy Grievance

Please find attached the Union's Policy Grievance on Transervice's invocation of Bell Canada's Policy on Police Clearance Consent Forms.

The Company is in violation of the Collective Agreement, specifically but not limited to Articles 1, 2, 8, and any other Article or statutory provision. The Union also relies on the doctrine of estoppel with respect to the implementation of this Policy.

The Union is seeking the immediate withdrawal of the Policy.

I look forward to establishing a mutually agreeable time to discuss this grievance.

Should you have any questions, please contact me.

Yours truly,

John Edwards,
Administrative Vice-President.

cc: Kim L. Beemer, National Representative
All National Representatives Servicing Transervice

Attach.

mps/cope343





GRIEVANCE/COMPLAINT

CEP 2008 - 01 TRANSERVICE

COMMUNICATIONS, ENERGY & PAPERWORKERS UNION OF CANADA, LOCAL _____

- Bell Canada
- Expertech
- Nexacor
- Progistix

NAME OF GRIEVOR(S) CEP - NATIONAL POLICY GRIEVANCE

P.I.N. _____

OCCUPATION OF GRIEVOR(S) _____

DEPARTMENT _____

LEVEL 1 MANAGER'S NAME _____

ADDRESS _____

DATE OF THE EVENT GIVING RISE TO THE GRIEVANCE OR COMPLAINT: JANUARY 30, 2008

NATURE OF THE GRIEVANCE OR COMPLAINT (INCLUDING LOSS OR DETRIMENT SUFFERED):

On the above date, Transervice informed the Union of their decision to invoke Bell Canada's Policy: Police Clearance Consent Form, on all employees.

FOR GRIEVANCES, STATE CONTRACT CLAUSE(S) ALLEGED TO HAVE BEEN VIOLATED:

The Company is in violation of the Collective Agreement, specifically but not limited to Articles, 1, 2, 8 and any other Article or statutory provision. The Union also relies on the doctrine of estoppel with respect to the implementation of this policy.

SETTLEMENT DESIRED:

The Union is seeking the immediate withdrawal of the Policy.

UNION STEWARD: John Edwards, Administrative Vice-President, CEP Ontario Region

SIGNATURE OF GRIEVOR(S) _____

DATE February 6, 2008

MANAGERS SIGNATURE UPON RECEIPT _____

DATE _____

STEP 1:

DATE LEVEL II MANAGER ADVISED OF GRIEVANCE: _____

DATE DECISION RENDERED: _____

UNION REP.: _____

MANAGEMENT REP.: _____

STEP 2:

DATE LEVEL III MANAGER ADVISED OF GRIEVANCE: _____

DATE DECISION RENDERED: _____

MANAGEMENT STATEMENT OF POSITION: _____

UNION REP.: _____

MANAGEMENT REP.: _____

DISPOSITION OF THE GRIEVANCE OR COMPLAINT AFTER STEP 2: _____

REFER TO STEP 3

OTHER (PLEASE PROVIDE DETAILS): _____

WHITE COPY FOR MANAGEMENT — PINK COPY AND YELLOW COPY FOR UNION — GOLD COPY FOR GRIEVOR