



# CEPACC MEMBERSHIP BULLETIN

## MARCH 2011

### Common Interest Forum (CIF)

The Council and the company continue to meet each month at the Common Interest Forum (CIF). Implementation of the new collective agreement is still a major focus. Combination & Community Technicians are now working in their new classifications, the Sales Incentive Plan is in full swing, internal and external postings have gone up for the CST Resource Pool and work on Remote Call Monitoring is ongoing. We have started to discuss and look for 'Options' to address attendance and work/life balance issues. For more information, please refer to a joint Common Interest Forum update, soon to be posted on Connexion.

### Claiming Medical/Dental on Your Taxes

If you paid premiums towards your medical, dental, and Group Assured Access, you will see your contributions on line 85 of your T4. The T4's were recently sent to all employees. If you wish to submit your co-pays for prescriptions, dental, vision care, etc you can access the Medavie Blue Cross website <https://www.medavie.bluecross.ca>, go to the 'For Card Holder/Member Services' then go to the Log-In Screen and follow the instructions. Once you are logged in, click on the Statements tab and then click on Claims. You can change the Claims Statement Search to reflect your personal data. Once you 'search', you will see all claims and the amount that was excluded from payment. You can include this excluded amount on your income tax, as long as you did not receive payment from another source (i.e. spouses's plan or your HSA account). If you have any questions, you can call the Bell Aliant Employee Service Centre at 1-877-351-4100 or e-mail [people@bellaliant.ca](mailto:people@bellaliant.ca) or contact Medavie Blue Cross at 1-800-667-4511.

In solidarity,  
Penny Fawcett, Chairperson  
Phil Briffett, Vice-Chairperson  
Bobby MacDonald

### CEPACC Biennial Council Locals Meeting

This year the Council Locals Meeting will take place in Rocky Harbour, NL on June 10 & 11. The meeting is attended by delegates from each Local in CEPACC. The delegates will debate and vote on proposed CEPACC by-law changes, elect a Chairperson and Vice-Chairperson from the Local President's and elect a Recording Secretary and a Treasurer. Any member in good standing of a member Local may run for the offices of Recording Secretary and Treasurer if they are in attendance or, if they are absent, they can signify in writing their willingness to accept nomination. This can be given to any delegate from your local. The term for all offices is 2 years. If you wish to submit a proposed by-law change, please contact a member of the Council Executive before March 14, 2011. A copy of the Council By-laws can be found on the CEPACC website [www.cepacc.ca](http://www.cepacc.ca).

### Performance Improvement Plan (PIP)

The term PIP will be familiar to most of you. This Plan is designed to assist members who are not achieving all the goals that are set out in the performance review. The manager is to provide coaching and assistance to those members with a view to bring them to a level that gives them at least an "Achieves All" on their performance review. The Council has been involved in most of the PIP meetings that have taken place. We want to ensure that the manager is doing their job by following-up and providing support to the member. However, we aren't sure that we have been notified of all PIP meetings. **If any member is asked to meet with the manager for a PIP, please ensure that you have your steward with you.** It is important to have a steward present at these meetings to ensure that the manager does everything they are suppose to do to help the member achieve the desired performance results.

Lynn Briggs  
Mary Croke, Recording Secretary  
Joyclin Coates, Treasurer