



# CEPACC MEMBERSHIP BULLETIN

## February, 2010



### Common Interest Forum (CIF)– Issues Request Form



Last Fall, the Council asked members to complete “Issues Request Forms” which was your opportunity to tell the CEPACC Executive what you would like to see added or changed in the collective agreement. The Council Executive, along with key union representation from all 4 locals attended a caucus in October to review the Request Forms and formulate an agenda to take to the company. The CIF is currently discussing many of those and other issues. As most of you will remember, the CIF was mandated as part of the extension to the collective agreement in 2007. The Forum meets for at least 2 days each month except August. It is comprised of the 6 Council Executive, 2 CEP National Representatives, 6 Senior Company Vice Presidents and 2 HR managers. It is facilitated by 2 mediator/conciliators from the Federal Mediation & Conciliation Services (FMCS). We discuss collective agreement and other issues with a view to arrive at mutually agreeable solutions. There can not be any changes to the collective agreement unless it is approved by a ratification vote of the membership.

### 8th National Women’s Conference

The 8th National Women’s Conference was held in Ottawa from Nov 8 – 10, 2009. Each Local sent delegates based on rules set out in their respective local by-laws. The theme was ‘**Breaking Down Barriers...Building Equality!**’ Two workshops were designed for all participants: ‘**CEP Confronts Harassment and Bullying**’ and ‘**Economic Crisis – We’re Not Taking This Sitting Down**’. The other two workshops were for women only. They were ‘**Taking on Harassment and Bullying**’ & ‘**Finding Our Voices**’. Reports from those who attended indicate that it was a very worthwhile and successful event. It is very important that the women of our locals understand the issues so that they are better equipped to defend women’s rights both in the workplace and in the larger political arena.



### Upcoming CEP National Union Events



#### CEP Telco Conference

There is a Telco Conference planned for June 16 – 18, 2010 in Montreal. The Council Executive will be attending and, as well, each Local will be sending delegates according to their local by-laws. This conference will be attended by delegates from all Telco’s represented by CEP across the country to discuss issues of common interest or concern.

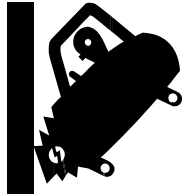
#### CEP National Convention

The biennial CEP convention will be taking place from Sept 19 – 23, 2010 in Toronto. As per the national constitution, locals are entitled to a set number of delegates based on membership numbers. Each local in CEPACC will send delegates according to their local by-laws. At the convention the “Woman of Distinction Award” will be presented. The purpose is to recognize rank & file women whose outstanding activities and achievements have contributed to the advancement of women or women’s issues in CEP, the broader labour movement &/or the community during the past two years. Details and nomination forms are available at [www.cep.ca](http://www.cep.ca) under ‘Women’s Committee’. Click ‘DO YOU KNOW AN AMAZING WOMAN?’

### OH&S - Right to Refuse

#### Winter Driving

We want to remind anyone who drives as part of their job about your rights when it comes to winter driving. When there is a major storm, many members wait to see if the company gives the direction to take the vehicles off the road. But sometimes, we as individuals have to take care of our own safety. **Every member has the right to refuse work that they have reasonable grounds to believe is dangerous to their health or safety or to that of another person at the workplace. If you don’t feel safe driving your company vehicle during a major storm then you have the right to refuse to drive.** You must notify your supervisor that you do not feel safe driving in dangerous conditions and **YOU** are taking your vehicle off the road. The supervisor will have to investigate the situation and follow the rules under the Canada Labour Code. For more detailed information talk to your safety representative. **“No job is so important and no service is so urgent, that we cannot take time to perform our work safely”.**



#### Working Alone

With all the recent re-organizations in the company there may now be more situations where members will be working alone. Some members may not have an issue with that but others may feel uncomfortable or nervous depending on their circumstance. If you feel unsafe or fearful working by yourself, you should talk to your supervisor who should try to address the situation. If there isn’t a solution that makes you feel better, you should talk to your union steward.

### In Memoriam

**John Morrell:** It was with deep sadness that we heard of the death of union member, John Morrell on Nov 11, 2009 after a courageous battle with cancer. John was a CST and worked out of the Belvedere office in Charlottetown. John was a very dedicated, conscientious employee and a very loyal friend to all who knew him. He will be fondly remembered and greatly missed. John’s wife, Cathy Morrell is a BSR at Belvedere Ave., Charlottetown and is the VP Queen’s County for Local 401. Deepest sympathy is extended to Cathy, their son Zachary and their family.

In solidarity,

Penny Fawcett, Chairperson  
Phil Briffett, Vice-Chairperson  
Noel Pauley  
Chuck Rouse  
Mary Croke, Recording Secretary  
Joyclin Coates, Treasurer