



CEP Atlantic Communications Council (CEPACC) Membership Bulletin February, 2006

Since our last membership bulletin in November, there has been a lot of activity within the bargaining unit at Aliant. We would like to update you on what has been happening.

Workplace Change

As you may know, on November 10th, the Local Presidents were presented with a 120-day Notice that Trouble Resolution would be outsourced to a “trusted external vendor”. This would mean that 129 Aliant Help Desk Representatives would need permanent placement in new positions as per Article 12 of our Collective Agreement. Since then the Workplace Change Committee has been working hard to find permanent roles for all affected employees.

In Nova Scotia, to date approximately 21 employees have accepted positions through job postings and a number of employees have accepted the remaining 35 Help Desk positions that are being left in Trouble Resolution. In Newfoundland & Labrador, there were 8 members affected by the Workplace Change. At this time, we can report that placement has been found for 2 of the 3 employees in the Corner Brook area but we are still working with the company to accommodate the third employee. The 4 Helpdesk Representatives will be offered CSR positions at the Fort William Building and one other employee from Donovan’s has been placed in the role of Logistics Technician. On PEI, there were two 120-day notices (Art. 12). One on those was for the System Representative II members in the Summerside Center of Excellence. These members have accepted positions as CSR's (2 in Charlottetown and the remainder in Summerside). The second notice was for the two remaining Operators who were working in the System Representative I classification. Those members are currently being trained into Network Representative I positions in Charlottetown. In New Brunswick, we have been able to place a number of members both within the Trouble Resolution group (the 25 positions remaining with Moncton), as well as, 3 members received BSR positions at Alma Street, 1 member within the Facilities Representative classification at Mapleton Road, 1 member to a CST position in Miramichi, and 1 member to a Administrative Representative in Fredericton. There were also many members who accepted CSR positions and will be located for the most part within the same chair and location as their former Help Desk Representative job. The last meetings to discuss Workplace Change issues were held in St. John’s in January. The next meetings are scheduled in Halifax in February.

It is important for all members to familiarize themselves with Article 12, particularly with the language around Workplace Change. These notices affect every member, maybe not directly, however they do affect you through the process of holding job postings and placing these employees. As a part of the “toolbox” in Article 12, the committee has agreed to hold any job postings in order to help find permanent placement for the affected employees. What that means is that those affected employees who meet the Standard Entry Level Qualifications will have the opportunity to accept these positions before they are posted. While this may not seem fair to those members waiting for particular postings, please remember that you will be afforded the same opportunities should you be faced with Workplace Change. **It is important to remember that Aliant is making these changes, not your Union, and that we are working hard on your behalf to help those who need our help at this particularly difficult time.**

If you have questions about the process in Article 12, ask your Shop Stewards or Local Executive. If they are unable to answer your questions, they will find you the answer.

It is essential that you become more aware of what is in your Collective Agreement. Don't wait until you are faced with one of these announcements then scramble to get educated. We each have a responsibility to ourselves and each other to arm ourselves with knowledge and prepare for the coming changes that Aliant is planning.

Operator Services

In the past week, Aliant made another announcement that Operator Services in New Glasgow would outsource Directory Assistance to Nordia of Quebec. The New Glasgow office will not be closing, just changing their hours of work. With this news, it is important that our members familiarize themselves with Article 4.07, Contracting out of Work. NB and NF will continue with 24/7 operation, but the fact of the matter is, that if they are contracting out work within that group, there are jobs within that group that are not being replenished with Full Time members.

Post Employment Benefits

On January 12, Council executives were given a presentation from Hugh Payton on Post Employment Benefits. We were presented with the same documents that were mailed out to each employee's home. Post employment benefits are not part of the collective agreement. The company has full control over your health, dental, life insurances etc after you retire. Should you have any questions regarding these benefits, please contact OPEBs@aliant.ca

CEP National Rank & File Board Member

The CEP National Executive Board is comprised of full time paid officers as well as rank & file members who are elected at convention from local unions across the country. Recently, a vacancy occurred on the National Board from the Atlantic Region, which caused the call of the alternates who are also elected at convention. Mary Croke, Council Recording Secretary from Local 410 is the first alternate and will therefore fill this vacancy and serve on the National Executive Board until the next convention in October, 2006. The first meeting of 2006 was held in Ottawa from January 16 – 19. The Council had two representatives at this meeting as Noel Pauley was called up to replace another Atlantic Region Board member who had other pressing local commitments.

Telco Conference

CEP held a Telco Conference from January 25 – 27 in Montreal. Attending this conference were CEP communication locals from across the country. There were 21 Council representatives who attended and participated in this conference. There was discussion around common issues facing the locals and how to best deal with them and the companies.

With everything that is happening, this is a great time for you to become more involved in your Local. Talk to your steward or local executive member about becoming an active member.

In solidarity,

Penny Fawcett, Chairperson

Wayne Walsh

Joyclin Coates, Treasurer

Noel Pauley, Vice Chairperson

Chuck Rouse

Mary Croke, Recording Secretary