



## CEP Atlantic Communications Council Membership Bulletin July, 2007

### **TENTATIVE COLLECTIVE AGREEMENT RENEWAL**

As all members should already know, early in June the union and the company entered into discussions to explore the possibility of extending the current collective agreement. On June 21, 2007 a Memorandum of Agreement was signed, which is posted on the CEPACC website at [www.cepacc.ca](http://www.cepacc.ca). The Council Executive believes that with the impending takeover/sale/merger of BCE Inc and great uncertainty in the industry this is the best way to provide our members with some stability into the next few years. Ratification meetings will commence in all provinces on July 10, 2007 with the ballots being counted in Halifax on the afternoon of July 26, 2007. The results will be posted as soon as they are known. All details of the meeting schedule were not complete at time of publishing, however below are the dates and locations of meetings. Your local will post venues and times when they are finalized. Members may cast their ballot in any of the four provinces. If a member votes outside their home province, they will be asked for Aliant ID and will be required to sign a form at the ratification meeting.

**Members MUST attend a ratification meeting to cast a ballot and proxy voting will not be permitted.**

#### **Newfoundland and Labrador**

Tues, July 10<sup>th</sup> – Grand Falls – 5:00pm  
Tues, July 10<sup>th</sup> – Gander – Hotel Gander – Salon C- 8:00pm  
Wed, July 11<sup>th</sup> – Clarenville – 7:30pm  
Thurs, July 12<sup>th</sup> – Marystown – Hotel Marystown – 7:30pm  
Mon, July 16<sup>th</sup> – Corner Brook – 7:30pm  
Tues, July 17<sup>th</sup> – Port Aux Basques – 5:00pm  
Tues, July 17<sup>th</sup> – Stephenville – 8:00pm  
Wed, July 18<sup>th</sup> – Plum Point – Plum Point Motel – 7:30  
Thurs, July 19<sup>th</sup> – Bay Roberts – Fong’s Motel - 7:30pm  
Sun, July 22<sup>nd</sup> – Goose Bay – Hotel North, Room 125 - 7:30pm  
Mon, July 23<sup>rd</sup> – Lab City – 7:30pm  
Wed, July 25<sup>th</sup> – St. John’s – Holiday Inn - 9:00am; 1:00pm; 7:30pm

#### **Nova Scotia**

Tues, July 10<sup>th</sup> – Kentville – Gloosecap Curling Club – 6:00pm  
Wed, July 11<sup>th</sup> – Digby – Fire Hall, 4:00pm  
Wed, July 11<sup>th</sup> – Yarmouth – Rodd Colony – 6:30pm  
Thurs, July 12<sup>th</sup> – Bridgewater – Wandlyn Inn – 6:00pm  
Mon, July 16<sup>th</sup> – Halifax – Multi Purpose Centre/Forum – 6:00pm  
Tues, July 17<sup>th</sup> – Port Hawkesbury – Maritime Inn – 6:00pm  
Wed, July 18<sup>th</sup> – Sydney – Delta Sydney – 6:30pm  
Mon, July 23<sup>rd</sup> – Amherst – Wandlyn Inn – 5:00pm  
Tues, July 24<sup>th</sup> – Truro – Glengarry Inn – 4:00pm  
Tues, July 24<sup>th</sup> – New Glasgow – Museum of Industry – 6:30pm  
Wed, July 25<sup>th</sup> – Halifax – Multi-Purpose Centre/Forum – 7:00pm

#### **XWAVE**

Meetings continue with respect to the new xwave/Aliant employees entering our Bargaining Unit. Conference calls are presently taking place with all of the affected employees to discuss our progress with the negotiation of their terms and conditions of employment. Talks continue and we hope to have an agreement soon.

In regards to our application to the CIRB around the remainder of the Xwave employees and whether they are in the scope of the bargaining unit; we are waiting for dates to continue mediation.

#### **BIENNIAL COUNCIL LOCALS MEETING**

The 1<sup>st</sup> Biennial Council Locals Meeting took place in Memramcook, NB on May 11 – 12, 2007. The purpose of the meeting was to exchange ideas and make policy recommendations to the Council Executive Board and the National Union., provide a forum for member Locals to share information, coordinate activities and build on solidarity with one another, to assist all Locals in participating in the affairs of the Council., to elect the Chair, Vice-Chair, Treasurer and Recording Secretary of the Council Executive Board and to amend the Bylaws. Attending were 20 delegates from the four Atlantic Locals, 6 Executive Board members, 4 resolution committee members and a number of guests. There were a total of 13 resolutions submitted and debated.

#### **New Brunswick**

Tues, July 10<sup>th</sup> - Miramichi  
Wed, July 11<sup>th</sup> - Bathurst  
Thurs, July 12<sup>th</sup> – Shippagan/Tracadie  
Mon, July 16<sup>th</sup> - Campbellton  
Tues, July 17<sup>th</sup> - Edmundston  
Wed, July 18<sup>th</sup> - Woodstock  
Thurs, July 19<sup>th</sup> - Fredericton  
Mon, July 23<sup>rd</sup> – Saint John  
Tues, July 24<sup>th</sup> - Moncton

#### **Prince Edward Island**

Tues, July 10<sup>th</sup> - Charlottetown  
Wed, July 11<sup>th</sup> - Summerside

Changes made to the CEPACC By-laws were mostly clean up of the language plus a resolution was passed to make the CEPACC policies amendable by delegates attending the Council Locals Meeting. Penny Fawcett was re-elected as Chairperson, Phil Briffett was acclaimed as Vice-Chair, Mary Croke was acclaimed as Recording Secretary and Joyclin Coates was acclaimed as Treasurer. Guest speakers included, Peter Murdoch CEP VP Media who spoke on the burning issue of Foreign Ownership in the Media and Telecommunications sectors, Michel Boudreau from the NB Federation of Labour, Donald LeBlanc, Mayor Village of Memramcook, Ervan Cronk, CEP VP Atlantic Region reported on the activities in the Region and Karen Lewis, Secretary Local 410/Chairperson National Young Workers Committee challenged the delegates present to motivate and engage young workers to get involved in their locals. By all accounts, it was a very successful 1<sup>st</sup> meeting of the Council Locals. Planning for the 2009 meeting has already begun.

### **JOB EVALUATION/PAY EQUITY**

The Job Evaluation Committee met in Moncton on June 21, 2007 to choose a job evaluation tool and to discuss a plan to move forward. Watson/Wyatt (WW) was chosen over the Hay system for a number of reasons. WW is geared more toward evaluating bargaining unit jobs and it is compatible with the 'Aiken' pay equity tool which is recommended by the federal government for performing pay equity studies. Two committees must be set up, the Steering Committee which is a higher level committee to oversee the entire process and the Working Committee which, as the name suggests, will be working on the ground floor gathering data so that they may start evaluating all 35 bargaining unit classifications at Bell Aliant. A date is currently being scheduled, hopefully early August, for the Steering Committee to meet with the WW representative to discuss training and the best process for moving forward. We understand that there is frustration amongst the membership on the length of time it has taken to get this committee active. We feel it too! Once we meet with WW, there will be a plan in place to get things moving in the fall. There is a lot of work to be done and we will keep you posted as we progress.

### **PAPERLESS BILLING**

Over the past few weeks, the company issued a bulletin pertaining to their desire to get all employees on paperless billing. Initially, they were tying acceptance of paperless billing to the employee's right in the collective agreement to negotiated concessions on Bell Aliant products and services. The union informed the company that we were fully prepared to take this issue on as the company has no right to remove a member's concession if they choose not to accept paperless billing. On July 4<sup>th</sup>, every employee will be transitioned to paperless billing. If you wish to switch back to paper billing, you may do so by accessing [aliant.net](http://aliant.net) without losing any employee concessions. Any member who has a problem reverting back to paper billing, please let a steward or executive officer of your local know.

### **BULLYING IN THE WORKPLACE**

Bullying in the workplace is commonplace in the media as it pertains to the school system but bullies 'grow up' and enter the workplace. More attention is being paid amongst many governments, organizations and employers to this increasing problem. Reports from our stewards indicate a certain element of bullying in our workplace as the membership becomes more aware by seeking guidance and reassurance. Reported activities have had some real resolution and favourable outcomes. There are Bell Aliant policies on bullying, harassment and violence in the workplace. You will find these policies on Gateway under HR, on the blue side panel on the left, click 'Harassment', then 'People Protection Policies'. Bell Aliant's policy defines bullying as "persistent, unwelcome acts of aggression, intimidation, humiliation and/or manipulation by one or more persons against another." It also addresses bullying of customers, consequences, disciplinary action and consequences for false accusation.

**The harassment officers for Bell Aliant are: Lee Nicholas-Pattillo and Jennifer Shannon.**

Reports from the Canada Safety Council's website, [www.safety-council.org/info/OSH/bullies.html](http://www.safety-council.org/info/OSH/bullies.html) states bullying as far more commonplace than what is generally recognized as sexual harassment and racial discrimination. The cost to the workplace is huge. It is estimated that bullied employees waste 10%-50% of their time defending themselves, seeking support and stress related absence. Statistics show that over 80% of bullies are bosses but some are co-workers or higher ranking employees in the company. The bully tends to be insecure, have poor social skills and little empathy. Their insecurity is directed outwards to target others with criticism or fault finding over trivial matters and trying to generally degrade capable people around them. Organizations which do not deal with bullying will see costs to the bottom line through higher absenteeism and reduced commitment.

**What to do?** Tell a steward or a manager. Don't let your manager blame you by saying "don't take it personally", which shifts the onus away from the bully and onto the victim. ([www.galtglobalreview.com/careers/words.htm](http://www.galtglobalreview.com/careers/words.htm) - When Words Hurt May 2, 2007). Don't stay a victim! Tell the person that their behavior is unacceptable and ask for them to stop. A steward can be there when you do this or a manager who will work with you. We recommend that you keep a factual documentation which shows the form of harassment. Report it to a steward or higher management and if ignored, go higher.

In solidarity,

Penny Fawcett, Chairperson  
Noel Pauley

Phil Briffett, Vice Chairperson  
Chuck Rouse

Joyclin Coates, Treasurer  
Mary Croke, Recording Secretary