



CEP Atlantic Communications Council Membership Bulletin June, 2006

Aliant Shareholders Meeting Report



Penny Fawcett (NS), Lisa Martin (NB), Wayne Walsh (NL) and Noel Pauley (PE) representing the Council and the four locals, attended the Shareholders Meeting in St. John's, NL on May 17, 2006. As expected, the new Income Trust was passed by a large majority. The company reports that it is going to be great for all involved, including our members. Noel asked how bringing the Bell employees into the Trust would affect the liability on our pension fund and the distributions on the units. Our interpretation of their answer was that they have taken it all into account and not to worry. Lisa commented to the Board of Directors about the anxiety the transition to the Trust was causing our members. Mr. Forbes said there would be no job loss and again not to worry. Two other questions were asked by long time Shareholders of Aliant and subsequently its predecessor companies. Jay Forbes explained that although it has been an excellent place to work for the last five years and the Trust is going to be wonderful he said it is time for him to move on. When your leader jumps ship just before a big change like this, it doesn't exactly leave a warm and fuzzy feeling with those left behind. We believe there will be a lot of changes, just like when we went from the four predecessor companies to Aliant. The union and members were told back then that there would be no change and 'not to worry'. It wasn't long after that, we saw BIG changes.

Your council continues to follow the process closely and we will do all we can to minimize the negative effects. On June 14th, the Presidents of the Atlantic locals are meeting in Ottawa with the Ontario and Quebec local presidents who are also affected by this change. We will update you on that meeting in the next bulletin.

Workplace Change

The Workplace Change Committee continues to work diligently to find permanent placement for employees affected by Workplace Change. Regular meetings are held to discuss progress being made and various other issues arising from the process.

Telco Bargaining

On June 15th, there will be another CEP Telco Conference held in Ottawa to discuss the future direction of bargaining. We will include an update once this meeting takes place.

Several 'Special Meetings' are taking place throughout the Atlantic Provinces to discuss options for bargaining and the role other CEP Locals will play in maintaining the integrity of our Collective Agreements.

Part-Time Employees

At our last Aliant Joint Consultative meeting we asked the company to look into movement from PT to FT per Article 30.04 (b). The Council suspects that there may have been some employees missed/errors made, and the company is now conducting an investigation. We hope to have this issue resolved in the next few weeks.

ESSP

As Aliant continues moving forward in the transition to a Trust Company, we have been asked a lot of questions regarding the Employee Stock Savings Plan as outlined in the Collective Agreement Article 29.11. While we have not had formal communication from them, we have asked the company what will be happening with our plan. We anticipate information as we get closer to converting to the Trust and will let you know when that takes place.

Acting Management

At our last Aliant Joint Consultative meeting we asked that Acting Managers not be permitted to coach, develop, administer PPA's or have access to employee's personal files. It is clear in the company's mind that Acting employees fulfill their assignment in the full capacity of a Manager. We vehemently disagree with this and want to WARN employees that Acting Managers DO have access to your personal file but remember they are bound by the Privacy Act. Should a breach of your privacy occur, contact your union representative.

Foreign Ownership



The following is an excerpt from a CEP National publication.

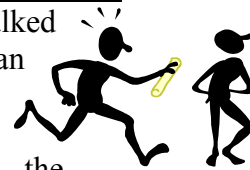
How Would You Like to Work for AT&T?

“The prospect of American or other foreign ownership of our telecommunications industry is not only frightening to most Canadians...it is a real and growing threat. Currently, Canadian law limits foreign investment in our telephone and broadcasting systems to 47%. But there are indications that the Harper government in Ottawa is anxious to change that

policy. CEP has fought successfully for several years to preserve Canadian control of our telephone and broadcast industries and polling we have done shows that almost $\frac{3}{4}$ of Canadians support our position. We think allowing foreign takeovers will cost Canadian jobs and we have no intention of quietly accepting what happened to Bell South workers earlier this year when AT&T bought that company – 10,000 jobs were cut!! We know we are in for a battle that will require the active support of every CEP member, as well as our families and friends. We are not alone! We have strong allies in the cultural community and the entire Canadian labour movement is behind us. Our intention is to post regular updates in *The Activist*, CEP's new on-line publication for leaders and members. Check out the latest issue at www.cep.ca.”

A Workers Right to Refuse

Last month, we talked about **when** you can exercise your right to refuse. Now we'll tell you the **procedure** that you must follow according to the Canada Labour Code when you want to exercise that right.



Step 1.

- ✓ Report at once your refusal to your immediate supervisor
- ✓ Your supervisor must investigate the circumstances of the refusal and if he/she must take immediate action to protect employees from the hazard. (This could include eliminating the hazard/exposure or stopping the process) Until then, the worker should be in a safe place. A report of the action taken must be given to the Workplace Health and Safety Committee or Representative.
- ✓ If the supervisor does not agree there is a danger or does not take

A Workers Right to Refuse (cont'd)

adequate steps to resolve the danger, you can continue to refuse. You must immediately report the circumstances to the employer and to the Workplace Committee or Representative.

Step 2

- ✓ The employer must immediately start an investigation in the presence of the worker and a worker representative from the Workplace Committee or the Workplace Representative. (Where there is no Committee or Representative the worker can select another worker to be present.)
- ✓ If a group of workers are refusing, they can all be present or appoint one of them to represent them during the investigation.

Step 3

- ✓ If the employer does not agree that there is a danger or does not take adequate steps to resolve the danger, workers can continue to refuse. The employer must inform a Health and Safety Officer of the continued refusal.
- ✓ The employer must inform the Workplace Committee or Representative of a continued refusal.
- ✓ Workers should stay in a safe place until the Health and safety Officer has arrived and completed an investigation. The employer may reassign workers to another job that they are qualified to do.

Step 4

- ✓ The Health and Safety Officer must without delay investigate the refusal.

The investigation must be conducted in the presence of the following:

- A worker member of the Workplace Committee or
 - The Workplace Representative
 - The worker refusing or their designate
 - The employer
- ✓ When the investigation is done, the Officer shall immediately give a written copy of the decision to the worker and the employer.
 - ✓ If the Officer concludes that a danger exists she/he shall issue a direction to the employer and the worker can continue to refuse until the employer has complied with the direction.
 - ✓ If the Officer concludes that no danger exists, the worker must stop the refusal.

In the last few years, there have been a number of instances where members exercised their right to refuse and the Health & Safety Committee was involved. It is good to know that if you believe that doing a particular job could put you in harms way, that you have the support of your union and the law.

CEPACC Website

You can now link into the CEPACC Website directly from Gateway as per the collective agreement. The Council website provides links to local and national websites, collective agreement, council by-laws and bulletins.



In solidarity,
Penny Fawcett
Noel Pauley
Chuck Rouse
Wayne Walsh
Joyclin Coates
Mary Croke