



CEPACC

CEP Atlantic Communications Council

Membership Bulletin

September, 2008

Welcome Members from Former xwave



Last fall, the union and company signed a memorandum of agreement to bring approximately 160 former xwave workers into the bargaining unit.

However, the Council still maintained that there were more positions within this group that could be considered within scope and we were prepared to file an application to the Canadian Industrial Relations Board (CIRB). But before doing that, the Council and Company agreed to enter into mediation to determine if more jobs in the former xwave could be considered bargaining unit work. Through this process, the Council and Company settled on 33 more positions coming into the scope of the union. The employees in these positions were informed on May 15, 2008 that they would become union members. Before a meeting between the union and company in July to discuss terms and conditions, discussions were held in June between the respective Council Executive and affected new members in each province. The next meeting between the company and union is scheduled for Sept 19th in Charlottetown.

WELCOME NEW CEP MEMBERS!!!

Employment Equity Survey

Many members are asking about this latest survey the company has sent out. If you haven't already, you will receive an e-mail from Mike Roberts, VP Human Resources, asking you to complete the four questions and to self identify if you are one (or more) of the four designated equity seeking groups of women, aboriginal people, visible minorities and persons with disabilities. As a major employer who is federally regulated, the company is required to submit to the federal government a report on employment equity. This is just a method of collecting the data required to submit that report.

Collective Agreement Reached at Bell

The technicians at Bell Canada in Ontario and Quebec have accepted the company's latest offer by 59%. Previously, Bell had made two offers to the union both of which were rejected by the membership. The employer demanded many concessions from the start but some of those were eliminated in the third offer. The new agreement has a 5 year term which ensures job security, small wage increases, reclassification of 50% part time status to permanent status and improvement in holidays that may be taken over the summer. The offer, in its entirety, can be viewed at www.cep.ca on the

"Ontario" Region website under 'Bell's new Collective Agreement'.

Bullying / Harassment Workshop

Bullying and harassment are on the rise in workplaces across the country. There have been issues of bullying and harassment in our own workplace where the Union had to get involved. To better enable members of the Council Executive to deal with such situations and ensure the rights of ALL our members are protected and represented, we will be attending a workshop on bullying and harassment that is presented by the Bell Aliant HR Group. We are looking for a date sometime this Fall.



Duty to Accommodate Seminar

Members of the Council Executive and other local executive members attended a one day seminar on the company's duty to accommodate. We now have a much better understanding of both the company's and union's obligation under federal law. The information obtained, will greatly help the union when dealing with difficult cases of accommodation.

CEP National Convention



The Biennial CEP National Convention is being held in Montreal from Oct 26-30/08. All Locals within the Council will be sending delegates to this very important event as determined by the individual local's by-laws. Phil Briffett, President Local 410 is running for the Administrative Vice-President position. Penny Fawcett, President of Local 2289, Noel Pauley, President Local 401 and Mary Croke, VP Local 410 are each reoffering for 1 of 4 Rank & File Executive Board positions. Karen Lewis, Secretary, Local 410 is running for 1 of 2 positions on the National Women's Committee. We hope to win most of these positions in order to maintain good representation, at the National level, from the Communications sector in the Atlantic Region.

In solidarity,
Penny Fawcett
Noel Pauley
Joyclin Coates

Phil Briffett
Chuck Rouse
Mary Croke