



TO: Telco Locals in Ontario
FROM: Sean Howes, National Representative
RE: PRB Grievances
DATE: April 16, 2007

Sisters and Brothers:

In 2004 CEP lost an arbitration when the Arbitrator decided that the grievance should have been filed as a Union grievance rather than an individual grievance because the matter at issue had bargaining unit wide implications.

Since that time CEP has ensured that this would not reoccur and whenever we have disputes with Bell with such wide implications, we file both Union Policy grievances and individual grievances.

Bell has consistently claimed the individual grievances as invalid whenever we process such individual grievances, citing the Arbitrator's decision. However, Bell has never denied individuals the right to file individual grievances.

In a letter dated April 11, 2007 Raynald Wilson, Bell IR Director, informed CEP that in the case of PRB grievances, no grievance time would be granted for individual members to file grievances relating to the removal of post-retirement benefits.

This denial of members rights must not go unchallenged.

All members could be seriously affected by Bell's takeaway of PRBs. All members have the right to be heard.

If members are denied the right to file grievances, it is recommended that individual grievances be filed on that denial of grievance time (Articles 5, 8 and 14).

If this time is also denied, rest assured we will find other creative methods of ensuring our members are able to exercise their rights and to have their voices heard.

Solidarity works!

cc: John Edwards, Administrative VP
Telco Staff
M. Ouimet, Administrative VP, Quebec
R. Chaumont, Telco Staff, Quebec

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