



Communications, Energy and Paperworkers Union of Canada
5915 Airport Road, Suite 510
Mississauga ON L4V 1T1
Tel: 905-678-0800 Fax: 905-678-7868

Ontario Region

August 18, 2011

To: CEP Locals in Ontario with Transervice Members

Brothers and Sisters,

In light of an ongoing series of emails being sent out to Ontario Transervice members via company and personal emails providing only a personal opinion along with inaccurate statements and omissions of fact, I am sending this memo to clarify the subject matter.

On July 21st in Ontario, I, along with your Ontario Committee members Brother Dave Cox and Brother Chris Nascimento, met with the Employer to discuss what they had identified as a Manpower Adjustment Plan. The Plan the Employer had presented to CEP initially involved members taking mandatory unpaid time of up to 18 days. The Employer was told that this would not be acceptable and discussion continued regarding methods of voluntary unpaid time that the members may or may not choose to participate in. One of the potential options that could have been put to the members for a ratification vote was that all employees in Ontario go to a workweek consisting of 4x9 = 36 hours + an additional mandatory 2.5 unpaid days. The number of unpaid days in this option has continued to rise and was last at 5.5 days. The option of solely the 4x9 day workweek, as put to members in these emails has never been an option that was agreeable to the Employer; the Employer's options to date have always included unpaid days for all employees in Ontario and Quebec.

This option, along with other items was discussed with the Telco Locals in Ontario having Transervice members via a conference call August 4th, 2011 at 10:30 a.m., a call that included Local Executives and rank and file members from the Transervice unit. Before the call was completed all participants were invited to ask questions and/or make any comments pertaining to the situation at Transervice. At the end of the call all parties had formed a consensus, and it was decided that we not continue our discussions for voluntary time off and that the Employer should follow the Collective Agreement. On the call, Locals were advised to communicate with their members that should they have any questions to direct questions to their Locals to keep up to date on things as opposed to getting information from the Employer, or other inaccurate sources.

Having no Agreement ratified in Ontario related to Voluntary Time Off or reduced hours of work, the Employer notified CEP on August 9th, 2011 that they would be following the Collective Agreement and in accordance with Article 18 reduce the working hours to 37.5 per week. On August 11th, 2011, I spoke to Pierre Bujold and during that conversation he advised me that he was getting mixed messages from Ontario and that he was being called directly by members with questions and needed some clarification. I advised Mr. Bujold that he should not be having these types of conversations with the members and should be directing them back to their Locals. He agreed and confirmed that course of action.

The aforementioned emails, apparently being the driving force behind the mixed messages Mr. Bujold was referring to, have and continue to undermine the normal processes that we follow when dealing with the Employer.

It was identified to Pierre Bujold on that call as it was on the August 4th, 2011 call with the Locals that should the Employer choose to proceed with Article 11 of the Collective Agreement, CEP in accordance with the article would meet with the Employer to attempt to reach some form of an agreement to avoid lay-offs. At no time has CEP promoted the evoking of Article 11 as has been suggested or is implied. We are currently following a course of action that was determined by consensus, a consensus that included the entire Ontario Committee and the Ontario Locals. Unfortunately, that course of action has been undermined, as a result, the previously identified emails have done nothing but confuse the issue and the membership across the Province.

One such email on August 18th had indicated that our Brothers and Sisters in Quebec have an agreement with the Employer to implement strategies to avoid lay-offs. This is an untrue statement. Following their meeting today with Pierre Bujold, I spoke with the Chair of the Quebec Committee, and they have not come to any final decision and I will be having further discussions with the Quebec Chair this week. We have and continue to share the information that the Employer discusses with both provinces. Any plan in either province is subject to the ratification of the membership. At any time, if the Employer chose to apply Article 11, this would re-ignite some of these earlier discussions held, in a different context, under different terms. The Ontario and Quebec Committees are continuing to work together and to suggest they are not is simply untrue.

Having said all that, please be advised that the Employer notified CEP Ontario Region today, August 18th, 2011, that they would be proceeding with a Plan of Temporary Lay-offs as per Article 11.04 of the Collective Agreement that would take place August 29th, 2011 until December 31st, 2011. I would like to also advise you that I have put a call in for Pierre Bujold regarding the notice, as it is in direct violation of Article 11.01 a), 11.01 b) and 11.02 of the Collective Agreement. A National Policy Grievance will be filed should the Employer fail to provide an immediate correction to the violations. Your National Union would encourage Locals whose members are affected by this announcement to proceed in a similar manner in representing members at Transervice.

The National Union will continue to act in the interest of the membership and to ensure that your rights under the Collective Agreement are respected, and will do everything possible to avoid the lay-off of CEP members.

Should you have any questions please contact your Local Executive.

In solidarity,



Shawn Cowan
National Representative
CEP Ontario Region