



EXPERTECH

CLERICAL AND ASSOCIATED EMPLOYEES

BARGAINING BULLETIN # 8

December 20th, 2010

The Union and the Company met in negotiations on December 15th, 16th and 17th – at least the Union thought it was negotiations...

On Friday, December 17th, the Company began to outline what they perceive as the framework of an offer that they believe the Associates would accept.

It is the unanimous view of your Union Bargaining Committee that this framework of offer is insulting. The Company has **not** listened to your issues that the Union has brought to this table.

The Company's framework of offer **shows inferior treatment** to this bargaining unit by refusing to provide equal provisions to Expertech Craft & Services, with regard to pay in lieu of vacation and simultaneous translation during bargaining.

The Company's framework has **not** included progress on important items such as job posting, layoff/recall rights for Temporary employees, minimum guarantees of hours of work for all part time employees and assignment of additional hours to RPTs and TPTs by seniority.

The Company's framework of offer **goes backwards** in several areas including the probationary period, promotional pay treatment, work/family balance (hours of work), guarantee of hours for Temporary Part Time employees, seasonal leave and TPT rights to apply for jobs.

This framework of offer does not yet include a wage offer – but the Company is talking cost constraints and, if the above framework of offer is an indication – it does not look as if the Company will be meeting your legitimate needs.

The Union has offered four dates of negotiation in January 2011.

The Union has emphasized to the Company that they need to listen to your Union Bargaining Committee and that Bell Canada, the primary owner of Expertech, needs to re-think how they value the work of the Expertech Associates and must not discount the determination of the members of this bargaining unit to achieve a respectable settlement.

The Union takes the opportunity of this bulletin to wish you and your families a happy holiday season – be safe in all your travels and activities.

Your CEP Bargaining Committee,
Stephanie Brownlee
Louise Singer
Janice McClelland, National Representative
Alain Portelance, National Representative

Note: CEP National Representative Maureen Dawson is assisting the Union Bargaining Committee as a resource person.

PLEASE POST AND DISTRIBUTE