

# **TEAM-IFPTE Local 161**

## **Collective Agreement Termination Information Sheet**

### **Termination Notice**

On June 14<sup>th</sup> the Company served notice that it will terminate the TEAM Collective Agreement on September 11, 2010 and may implement unilateral changes to the terms and conditions of employment.

### **What does this mean?**

If we have not reached a Collective Agreement by this date, the Company can implement unilateral changes to the terms and conditions of our employment and will be in a position to lock us out of the workplace.

Benefits and securities TEAM members have fought for over the past twenty-five years and that we now take for granted, could be eliminated or reduced. The current proposals from the Company are to reduce your wages and benefits as follows:

- Elimination of Personal Leave Days
- A wage freeze for the first two years
- Reduced overtime rate
- No guarantee of future pension accrual
- Reduced VRIP payouts

Further, on termination of the Collective Agreement, dues revenues would be interrupted. A prolonged dispute could impair our ability to continue with the Pension Lawsuit currently before the Appeals Court.

Terminating the Collective Agreement could also impact TEAM's ability to represent its members on the Joint Benefits Committee and the Pension Committee.

Once terminated, the Company may attempt to force us into agreeing to an inferior Collective Agreement; one with no PLDs, reduced wages and reduced benefits.

### **Has a Telco ever terminated a Collective Agreement?**

Yes. In 2005 TELUS terminated the agreement of the Telecommunications Workers Union, representing 13,700 employees. The Company had been in difficult negotiations since November 1, 2000. Federal Mediation and Conciliation Services were called in on February 10, 2005. On April 25, 2005, the company implemented a soft lockout which included:

- Suspension of personal days off
- Cancellation of payment for first day of sickness
- Suspension of wage progression increases
- Suspension of increases in vacation entitlement
- Suspension of grievance and arbitration activities

### **What can I do to help?**

Actively participate in initiatives to help the Company understand that we do care about the benefits we have today.