

**TEAM-IFPTE LOCAL 161**  
**FAQ**  
**Termination of the Collective Agreement**  
April 23, 2013

**Termination Notice**

On April 18<sup>th</sup> MTS served [notice](#) that it will terminate our Collective Agreement on July 17<sup>th</sup>, 2013 and may implement unilateral changes to the terms and conditions of employment.

**What does this mean?**

If we do not have a revised Collective Agreement by July 17<sup>th</sup>, MTS can impose unilateral changes to the terms and conditions of our employment. For example, after four years of difficult negotiations, TELUS terminated the agreement of the Telecommunications Workers Union. TELUS then implemented a soft lockout which included:

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

**Why would MTS threaten to terminate our collective agreement?**

We don't know, but suspect that they believe TEAM members are those least likely to take job action. It is a pressure tactic that may make members more fearful and more willing to accept a poor monetary offer and concessions.

**Is terminating a Collective Agreement normal behaviour?**

No. It is generally used as a tool of last resort, even after a strike or lockout has begun.

**Has MTS threatened to terminate IBEW or CEP's collective agreements?**

No, they haven't. This pressure tactic seems to be reserved exclusively for us!

**How does this affect conciliation?**

It doesn't affect the conciliation process. It does however put additional pressure on our negotiating committee and on members.

**When is the soonest we could be in lockout/strike position?**

Our current estimate is the week of July 15<sup>th</sup>, 2013 i.e. 60 days of conciliation plus a 21 day cooling off period. The Conciliator will advise us of the precise date.

**When are we meeting with the Conciliator?**

May 2<sup>nd</sup> & 3<sup>rd</sup> and June 3<sup>rd</sup> to June 5<sup>th</sup>. We will be asking for additional dates through the Conciliator.