



MESSAGE TO ALL CEP MEMBERS FROM YOUR UNION EXECUTIVE:

July 8, 2013

As many of you already know, TEAM members are currently attempting to bargain a revised collective agreement with MTS. The TEAM membership has recently given its union a strong strike mandate. In accordance with federal law, TEAM will be in a strike or lockout position on July 16<sup>th</sup>, 2013. The Company has given notice to TEAM it will terminate its current collective agreement as of July 17<sup>th</sup>, 2013.

We anticipate that MTS Directors will be asking members of CEP and IBEW to take on the duties of our striking brothers and sisters at TEAM. It is important that you be well informed of your legal rights in the event you are approached to do the work of a union member on strike or lockout.

The Canada Labour Code is the legislation which governs what happens in the case of a strike or lockout at a federally regulated company, including MTS. It is clear, under the Code, that the company cannot,

“suspend, discharge or impose any financial or other penalty on an employee, or take any other disciplinary action against an employee, by reason of their refusal to perform all or some of the duties and responsibilities of another employee who is participating in a (legal) strike or subject to a lockout”.

In other words, MTS cannot demand your assistance to defeat the strike efforts of other MTS employees. To do so would be an Unfair Labour Practice which could lead to serious penalties against the company under the Code.

Over the past few years, CEP has worked closely with IBEW and TEAM on a number of issues such as pension, benefits and company policy matters. As members of CEP, you will soon be in a similar position to TEAM members since our collective agreement expires December 19<sup>th</sup>, 2013. Therefore, bargaining with the company will likely commence in the fall, with similar challenges to what TEAM members are currently facing.

We would ask that you give serious consideration to your legal right to refuse to perform work normally done by TEAM members in the event of a strike or lockout. If you have any questions or concerns, please call the CEP office at 988-1408.

Diane Shaver,

CEP Local 7, President