



**Telecommunications Employees  
Association of Manitoba Inc.  
TEAM-IFPTE LOCAL 161**



200 – 1 Wesley Avenue, Winnipeg, Manitoba R3C 4C6

Tel: (204) 984-9470

Fax: (204) 231-2809

MTS Internal Mail: B2000

Email: [team@teamunion.mb.ca](mailto:team@teamunion.mb.ca)

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March 31, 2016

Dear Former TEAM Members,

In the coming days or weeks you may be contacted by MTS, asking if you would be willing to work at MTS during a strike or lockout. Please say "no".

Until last week, TEAM and MTS were in normal negotiations for renewal of the Collective Agreement. After only eight meetings, however, and with no discussion of monetary issues, MTS suddenly applied for a federal conciliator. Why? Given that Jay Forbes was the president of Bell Aliant during a protracted five-month strike, we believe MTS's apparent eagerness to start the clock may be a signal that it is preparing for a strike or lockout this summer.

In every TEAM contract negotiation since the inception of our Union, we have avoided work disruptions, and we want to do so again. By refusing to scab for MTS during a strike or lockout, you play a vital role in bringing about a quick resolution of the dispute, and you strengthen the goodwill between former and current employees.

After the Collective Agreement is settled you will have TEAM's full support if you then choose to work for MTS in the future.

Yours sincerely,

A handwritten signature in black ink that reads "Misty Hughes-Newman".

Misty Hughes-Newman  
President, TEAM-IFPTE Local 161