



**Communications, Energy and Paperworkers Union of Canada
Syndicat canadien des communications, de l'énergie et du papier**

Ontario Region

May 4, 2009

Via Facsimile Only 905 629-3485

Mr. Paul Robert
Director - Labour Relations
Bell Canada
5115 Creebank Rd., Fl. 2 West
MISSISSAUGA ON L4W 5R1

Dear Mr. Robert,

Re: Video Surveillance of Bell Canada Technicians

It has come to the attention of the CEP that Bell has recently engaged in video surveillance of technicians. The CEP understands that cameras were secretly installed in the technicians' vehicles and monitored their actions during their working hours.

These actions have been undertaken without any advance notice to the Union or to affected employees. Such a course of conduct is morally repugnant. It is also destructive of labour relations and employee morale.

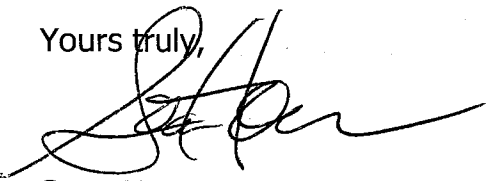
The actions undertaken by Bell Canada are a violation of the Collective Agreement, contrary to established jurisprudence, and also a violation of the Personal Information Protection and Electronic Documents Act.

The CEP is writing to request that Bell Canada forthwith provide full disclosure of the extent to which it has conducted electronic surveillance of employees. The CEP requests that Bell confirm in writing and provide full particulars with respect to all individuals who have been placed under surveillance, the duration of the surveillance, and the reasons for the initiation of the surveillance.

The CEP looks forward to receiving your response with respect to these issues. The CEP is considering initiating a complaint with the Privacy Commissioner in connection with this matter, and a failure to respond will certainly encourage the CEP to do so.

Finally, this letter will confirm that the CEP reserves all its rights to challenge the admissibility of any surveillance evidence in any arbitration involving any employees it represents.

Yours truly,


Sean Howes,
National Representative

SH:ps

cc: Barb Dolan, Administrative Vice-President; Bell Locals