



Communications, Energy and Paperworkers Union of Canada
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Ontario Region

February 15, 2012

To Telco Locals in Ontario Important Message Regarding Expertech

On February 7th, CEP members at Expertech rejected the company offer by 91.7%. We have not yet given the 72-hour notice of strike; therefore, we are not in a legal strike position.

The Canada Labour Code provides for important protections for employees in the event of a strike or lockout. The Canada Labour Code states; that it is an unfair labour practice for an employer to suspend, discharge or impose any financial or other penalty on an employee if that individual refuses to perform some or all of the duties of another employee who is participating in a strike or lockout.

Should you encounter issues based on your refusal to perform duties of another employee who is participating in a strike or lockout, be sure to advise your local executive.

In addition to the rights under the Canada Labour Code, members are also expected to abide by the responsibilities set out in our National Constitution. These responsibilities include the prohibition of engaging in acts, which tend to hinder the execution of a properly recognized and authorized labour dispute conducted by the Communications, Energy and Paperworkers Union of Canada.

Attached is an excerpt from the Bell Canada Craft and Services Employees collective agreement, which identifies the work of Expertech Network Installation Craft and Services Employees.

Please be sure to contact your Local Executive and/or your National Representative should you have any questions related to the rights and responsibilities in the event there is a strike or lockout.

In solidarity,

Barb Dolan,
Administrative Vice President.

lmc/cope-343

Attach.

cc: National Reps Servicing Telco Locals

EXPERTECH NETWORK INSTALLATION
MEMORANDUM OF AGREEMENT BETWEEN

BELL CANADA

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

2. The business and operations of Expertech Network Installation, as set out in Attachment A to this Memorandum, will be independent from those of Bell Canada, and the employees represented by the Union in Expertech Network Installation's bargaining unit will be entirely separate from the employees and bargaining units of Bell Canada.

IN WITNESS WHEREOF, we have signed at Ottawa on this 5th day of June 2008.

Bell Canada, hereinafter designated as the "Company"

and

Communications, Energy and Paperworkers Union of Canada representing Craft and Services employees, hereinafter designated as the "Union".

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

The Company having created a subsidiary company hereinafter designated as "Expertech Network Installation", the above parties hereby agree as follows:

1. Expertech Network Installation will be subject to federal jurisdiction for purposes of labour relations.

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ATTACHMENT A

The operations of Expertech Network Installation includes the work associated with the installation, splicing, rearrangement, removal and verification (including: testing, systems line up and commissioning) for the following network elements:

- Central office switching equipment, power supply, distribution cabling, racking, protection and similar equipment;
- Remote electronic devices such as DMSU's, RCU's, RLM's and equipment of similar functionality;
- Company and customer premises located electronic devices such as OPS, ATM's DVACS and equipment of similar functionality, including the associated customer premises cable, racking, wiring and power distribution cabling;
- Cable, including copper and FOTS, and the associated racking, hardware and structures plus any necessary multiplex interface equipment;
- Tower, antenna, wave guide, network and associated hardware forming part of a radio transmission facility.