



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

Ontario Region

November 28, 2008

TO: Bell Ontario Local Officers

RE: New Article 24

Sisters and Brothers,

Attached please find a bulletin for Bell Craft and Services members that is being distributed today.

As you will see from the bulletin, we are required to conduct a ratification procedure. The original deadline to complete the process of enhancing the job posting procedure was December 31, 2008 but Bell has agreed to extend that process by one month. The deadline for the ratification is now January 29, 2009.

Full details of the changes to Article 24 will be provided as follows.

1. Today a bulletin announcing that we have reached agreement on a new job posting procedure.
2. On Monday, December 1 a second bulletin will be distributed that highlights the enhancements in the new procedure.
3. Hopefully by December 5 the complete signed language will be distributed to local officers.
4. At OCC on December 10 the Joint Transition Committee (Kathy Reid, Ray Mortimer, Sean Howes) will explain in full detail the new job posting procedure to local officers. This will include a power-point presentation and a detailed written description of the procedure.
5. Also at OCC a package including ballots and other materials will be provided to all locals to conduct the ratification vote locally. Hopefully the voting can take place during regular local meetings in January 2009.
6. All voting must be completed, and all ballots returned in time for the counting of the ballots on January 29, 2009.

Thanks for your assistance.

In solidarity

Sean Howes,
National Representative.

SH:lmc/cope-343

cc: Barb Dolan, Richard Chaumont, National Reps servicing Bell locals





New Job Posting Procedure for Bell Technicians

In June, 2008, as part of the new collective agreement, CEP and Bell Canada agreed to work together to enhance the job posting procedure.

Our mandate was to create, on a “win-win” basis, a better procedure; one that fairly respects the seniority of CEP members and the needs of the Company.

On November 27, after several weeks of discussions, the Joint Transition Committee agreed to a new job posting procedure.

The new procedure meets the Union’s goal of creating a fair procedure; one where both seniority and qualifications are properly balanced and respected.

Because the new procedure entails some changes to the language of the collective agreement, members will have the opportunity to vote, by secret ballot, on the proposed changes.

Should those changes, which the Union supports, be rejected, the procedure included as part of the current Collective Agreement will come into effect.

Local unions across Ontario and Quebec will be scheduling membership meetings over the next several weeks to review the new job posting procedure and to conduct membership votes.

The ballots will be counted and the results announced on January 29, 2009.

Please watch your CEP bulletin boards for details of the meeting in your Local.

The CEP Joint Transition Committee:

Kathy Reid, Ray Mortimer, Rene Jean, Alain Paradis, Sean Howes, Richard Chaumont.

**November 28, 2008
ps/cope:343**