

# UNION NEWS

Communications, Energy & Paperworkers Local 410

May 2008

Edited by Secretary Karen Lewis

## **Family Fun Day!!!**

Invite from Karen Lewis, secretary & CLC campaigns coordinator -NL

On June 21, the Canadian Labour Congress and the NL Federation of Labour will host: Child's Play: A free family Fun Day and BBQ, complete with food, fun, face painting, bouncy castles, games, and lots more. As part of the CLC's ongoing campaign on Women's Economic Equality, and to celebrate the first day of summer- this event will focus on the issue of Early Learning and Child Care-complete with a report of how governments are doing.

This Family Fun Day is very similar to the event that was held for us when we were on strike in 2004; please bring your families for a fun filled afternoon that will also show our support for the CLC and the campaign.

**What: Family Fun Day**

**Where: Shrine Club (530 Topsail Rd next to Burger King)**

**When: Sat June 21**

**Time: 1-4 pm**

## **Job Evaluation**

*From president Phil Briffett*

Hi Sisters and Brothers! 2008 is already proving to be even busier than 2007. Two of the

items occupying my time are Job Evaluation and FMCS. Both of those are being done jointly by the union and the company. All decisions for both of these are done by consensus including communications.

### **The Joint Job Evaluation Project**

began in 2007. Watson Wyatt Worldwide was selected to provide consulting services and to help us customize their suite of tools for the evaluation of unionized jobs in Atlantic Canada. The Job Evaluation Steering Committee (JESC) established a structure of working committees that will allow a joint approach at all steps of this project. An equal number of representatives from the Company and the Council have committed to work together to complete this significant project.

#### **Accomplishments to Date:**

**Job Evaluation Plan** - this tool will determine the ranking of jobs based on the four primary elements used to the value of the job - Skill, Responsibility, Effort and Working Conditions.

**Job Fact Sheet** - this tool provides a standardized format which will allow for complete and accurate collection of data needed to describe unionized jobs based on current content and requirements.

**Guide to Completing the Job Fact Sheet** - provides complete instructions to those selected to complete a Job Fact Sheet for a unionized position. The distribution and completion of these fact sheets is scheduled to begin this coming fall.

### **The Federal Mediation and Conciliation Services**

{FMCS} is being pursued as a part of the negotiated extension to our collective agreement {page194}. To date approximately 50 union representatives {council and local union officers and stewards} and 50 company representatives {senior executives and managers} have been trained by Sheri King and Barney Dobbin, who are mediators with FMCS. The CEPACC executive and senior company executives have now progressed to the Common Interest Forum {CIF}. To see our first communication follows this link.

<http://www.cepacc.ca/CIFBulletin.pdf>

### **SDB Concerns**

*Message from VP Mary Croke*

Most of you probably believe that when you go off sick for an extended period, it is a given that you will be approved for SDB as long as you have the

proper documentation from your physician. **Well that's not the case!** Over the past couple of years, the Local has been dealing with many cases where SDB benefits are being denied to our members despite the attending physician's advise that an individual is not ready to return to work. That means the member must make a decision on whether to return to work without their doctors approval or be off with no pay. That is not a good place to be! Grievances are filed and we deal with those on an individual basis. The best advice we can give to all of you is.....**if you are unfortunate enough to have to avail of SDB, keep a detail diary of all conversations with Health & Wellness and with your own physician.** This information could prove to be invaluable if you are forced to file a grievance. Even if SDB is being approved for you in the beginning and there are no problems, keep track of discussions, names, dates, times etc because your SDB status could change at anytime.

### ***Benefits Enrollment***

The annual Benefits re-enrollment has been completed. For the information of members There was an increase in Health and Dental premiums but they are still below the national average increases for similar programs. The company covers half of the increase to the 80% health and dental option prices. Group H&D Benefits mean that the premiums paid must cover the "experience of the group" which is all claims

made plus the administration fees charged by Blue Cross.

The premiums for life insurance and LTD are either unchanged or reduced by as much as 10%, AD&D premiums are reduced by 20%.

### ***Retirements***

Congrats to Sister Linda Noah, Brother Jim Quinlan & Sister Doreen Beaubien, who have all recently retired. All three members were presented with our Local's retirement gift- a CEP watch, in thanks for their years of service & solidarity. We wish them a long & happy retirement.

### ***New Stewards***

We have recently conducted comprehensive steward training and are pleased to welcome the following members as Stewards of Local 410: James Blackwood, Marystown Unit, Adele Jackman & Wanda Percy; MPS Geoff Baker, Jason Green & Lee Pearce; Fort William Bld, and Don Matthews: Higgins Line.

A comprehensive list of our trained stewards is available on our website at [www.ceplocal410.com](http://www.ceplocal410.com)

### ***Goose Bay Sub-Local is active!!!***

The entire Local 410 executive board is very please to announce that we once again have an active sub-local in Goose Bay. Members in that sub-local have elected (by acclamation) Brother Travis Marshal: Sub-Local chair, and Brother Shane White: Sub-Local secretary. We expect that they will hold a membership

meeting in that sub-local very soon, and the meeting notice will be posted in the work centers and on our website.

### ***O'Leary Ave OS&H***

We wanted to let all members know that once again, there is a joint OS&H committee in place at our work center at O'Leary Avenue! Sister Janet Boland is serving as our non-management Co-Chair, and Brothers Kevin Blundon and Jeff Reynolds are serving as our union reps on that committee.

### ***CEP National Convention***

Nominations are now being accepted for the Election of Delegates for Local 410 to the 2008 CEP National Convention. This year convention will be held in Montreal October 26-30. We will be electing **FOUR** delegates , **all delegates will be nominated and elected from the general membership, and is open to members in all Sub-Locals and Units.** As per Local 410 By-Laws Phil Briffett & Bridget Rowe will be the first and second delegates representing Local 410. Mary Croke will be attending as National Rank & File member and Karen Lewis as National Young Workers Committee Member. This Convention will be a very active and interesting one for our local delegates. Karen Lewis will be running for National Women's Committee, Mary Croke will be seeking re-election for Rank & File Board Member and Phil Briffett will be running for Administrative Vice-President Atlantic Region.