

UNION NEWS

Communications, Energy & Paperworkers Local 410

September 12, 2007

Edited by Secretary Karen Lewis

Happy Labour Day!

*Message from the Local
410 Executive Board*

On behalf of Local executive officers Phil Briffett, Mary Croke, Karen Lewis & Bridget Rowe, and your Sub-local & Unit Chairs Floyd Francis, Woody Bessey, Terry Hoddinott, Trevor Sweeny, Edgar Courtney, Keith Fillier, Pat Mahoney & Mike Williams we'd like to sincerely wish all of our members a very happy (albeit belated) Labour Day. We hope that you had some time to spend relaxing with family and friends. Solidarity Forever Sisters & Brothers!!!

Our Collective Agreement Ratified!

*Message from President
Phil Briffett*

As you are aware we just ratified an extension to our collective agreement. We did this without making any concessions and it provides us with four additional years of relative stability, modest wage increases, the return of the service lost during the 2004 strike and another method to help us to resolve conflicts that arise due to interpretation of contract language. Members in Atlantic Canada employed at Bell-Aliant who voted, were

74.7% in favor of the agreement.

We are still involved in talks with the company to bring approx. 160 X-Wave workers {about 50 in NL} into the union. We are hoping to meet again in late September. We are hopeful that meeting will conclude the discussions or bring us very close to a final resolution.

While traveling around the province to do the ratification it became obvious that there is much confusion about post retirement benefits. This is in part because of the changes at Bell, not Bell-Aliant, slated for 2012 and 2017. To find information about post retirement benefits at Bell-Aliant go to Gateway, click on HR, then Hr home page, at the top, click on Your Benefits and in the drop down box, Other Post Employment Benefits. The post employment benefits are explained there. If you have any questions about your own benefits use the HR contact information to contact the HR group.

410 Steward School

Message from VP Mary Croke

On May 25 – 27, 2007 the Local offered Steward Level I and Local Officer I training courses to all our stewards.

Both courses took place at the NAPE Building where our Local office is located. The Steward Level I course was attended by new stewards who haven't had previous training and was facilitated by Karen Lewis, our Local Secretary. The Local Officer I course was offered to our more experienced stewards and officers and was facilitated by Chuck Shewfelt, our National Representative.

Since then, a few more members have come forward to express an interest in becoming stewards & officers and we will examine how /when new stewards will be trained. We get them trained within a reasonable amount of time.

We believe our school was a success & on behalf of all members we'd like to thank those who gave up their weekend to attend; it is because of their dedication that we have qualified Union stewards and officers available to service our membership in all areas of the province.

Office Staffing

Members are advised that the Local 410 office once again has a full time office administrator! We are cost sharing with Local 2121 (the offshore Local who shares our office space), and we

must say it's nice to have someone supporting members in an administrative capacity once again. **Welcome aboard Cathy!!!**

New OS&H Members needed!!!

*Message from secretary
Karen Lewis*

"No job is so important and no service is so urgent that we cannot take time to perform our work safely."

These are the words printed on the back of our collective agreement and they highlight our dedication to Occupational Health & Safety. We have a number of local OS&H committees throughout the province which strive to ensure that OS&H is at the forefront of everything we do & we need new members to serve as members and alternates on the OS&H committees at **Mount Pearl Square** and the **Fort William Building**. Interested members are asked to please contact a member of your executive before the end of September.

We NEED Stewards in our Call Centers.

*Message from secretary
Karen Lewis*

Our call centers are tough environments to work in; pressures of the queue, KPI's, sales targets, call monitoring and the work schedules put a lot of pressure on our CSR's, BSR's & Telesales Reps. We receive a lot of questions, & concerns about problems from call center members and we are need more Stewards: particularly in the residential, mobility, business and telesales queues.

As Mary mentioned in her message we do have some

members who have come forward so we are looking at providing steward training in the near future. If you might be interested in becoming a steward please talk to a member of your executive.

AIL Insurance

Once again CEP Local 410 has availed of the services of AIL Canada; a division of American Income Life, specializing in providing supplemental benefits for association members, including unions & their families, and working with other similar organizations.

First chartered in 1924, AIL now works with over 20,000 organizations and has nearly 3 million clients. Currently, AIL covers members of organizations worldwide, with over 16 billion dollars in supplemental benefits in force. AIL is a worldwide supporter of associations members and their goals and initiatives.

AIL is rated A+ Superior for claims paying ability by A.M. Best Co, a leading independent provider of insurer ratings. AIL is also one of the largest providers of supplemental benefit programs, successful because they offer programs for partnering associations, & most importantly to you our members. They offer a program of benefits not normally available from group benefits-visit their web site at www.ailcanada.com

We Remember Sister Bev Hickey

On Aug 4th we said goodbye to a dear co-worker, a friend and an inspiration; Sister Bev Hickey lost her courageous

battle with cancer. So many of us worked with Bev, even more of us called her a friend and all of us who knew her will always remember her smile and her outlook on life-she will be dearly missed, and our thoughts are with her family & friends.

Grievance Update

We are preparing for a step three grievance meeting with the company on September 27th. We wanted to give you an update on the types of grievances that we have filed; We currently have 3 grievances on SDB denials, 3 on letters of discipline, 2 on classification flexibility, 2 on the SELQ's, 1 on lost time for a specialist appointment, 1 on a schedule change while on vacation.

We have also filed three policy grievances; 1 on the Overtime meal break and meal allowances, 1 on Regatta day scheduling and one on the recent decision to remove new mobility plans from the employee concession plan.

We will update members as to the outcome of this step three meeting in our next addition, and we'd like to remind all members that if you have a problem or need advice on a potential grievance you should contact a steward in your area.

Take Back the Night

Once again this year, Local 410 women will be marching in the annual Take Back the Night March in St John's. We will meet Bannerman Park at 6:30 Friday Sept 21 & march with our CEP banner to city hall. All women are invited-please contact Karen Lewis or Jackie Furlong for details.