



December 19, 2008

TO: Telco Locals with BARC Members and National Representatives

RE: JOB POSTINGS AND TESTING

Sisters and Brothers,

Recently the Employer has engaged in testing members when they post for jobs. It is the Union's position that such testing is a breach of the collective agreement and grievances are being filed in both provinces.

If a member has been subjected to 'testing' and/or disadvantaged i.e. not received the posting applied for, please do the following:

1. File a grievance, and
2. Notify a member of your Local Executive so they can contact their National Representative who will pass the information on to us.

Your Union has been involved in several discussions with the Employer regarding this matter. 'Testing' was not a discussion at negotiations nor has it been authorized by the Union. Yesterday, we reached an agreement with the Employer that they will cease and desist 'testing' temporarily until your Bargaining Committee and the Employer can meet early in the New Year to discuss their rationale for imposing "testing". Both parties have agreed to meet without prejudice to their position. The Union in return has agreed to temporarily hold grievances in abeyance until the meeting. The Employer has agreed that if the matter is not resolved at the meeting, the grievances will advance to arbitration or mediation regardless of what Step they are currently at.

Prior to the release of this memo, further discussions between the parties ensued where an agreement was reached with the Employer that any member who has been refused a posting due to testing will now be offered the position provided they meet the collective agreement criteria. We will however, hold grievances in abeyance until we can ensure that this matter has been remedied for all affected members.

Please note, if any further breach of the posting procedure occurs, continue to file grievances and we will follow-up.

In solidarity,

Your Bargaining Committee

Brent McMillan
Bill Cruickshank
Dave Hicks
Mario Masse
Armand Maltais
M. Alain Morissett
Kim L. Beemer, National Representative
Richard Chaumont, National Representative

cc: Barb Dolan, Administrative Vice-President
Michel Ouimet, Executive Vice-President
National Representatives Servicing BARC

KB:pf/cope343