



# IMPACT

## Company Rejects Union Proposal for Wage Increase

As the Company was awarding itself a 10% increase in bonuses and Asper is in court fighting the Shaw purchase, once again the current management is forcing the Union into conciliation in the Eastern Bargaining Unit without negotiation nor any semblance of good faith bargaining.

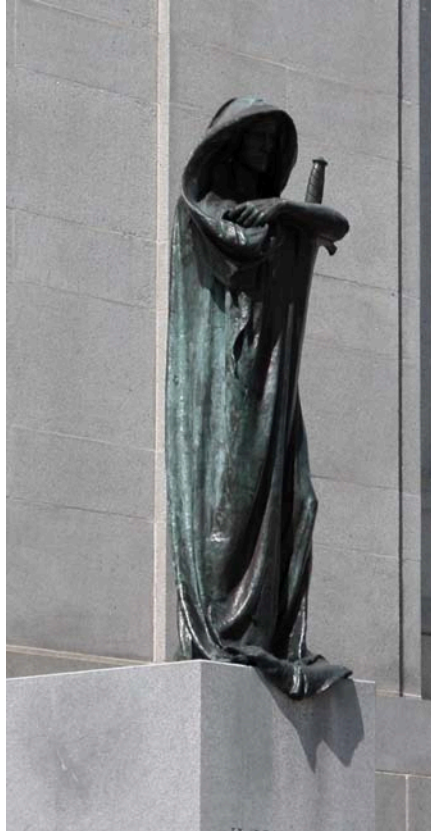
Last Monday the courts extended the CCAA stay of proceedings against the Company until June 15. When that happened the sessions with the conciliator scheduled for Tuesday were cancelled.

This week, after receiving the blessing of the CCAA Monitor and the Chief Restructuring Agent to proceed with conciliation, the process has been re-instated. The original end date of April 20<sup>th</sup> stands unless the parties can agree on an extension. The conciliator is holding dates into June. The Union has agreed to be available for all the dates the conciliator has given us but the Company has only agreed to an extension until May 19. That means only May 3, 4, 10, & 11<sup>th</sup> are available which gives us only four days to combine all the current agreements into one.

You may wonder how the Company believes it can accomplish any real bargaining so quickly? We believe that is not the intention of the Company at all. In a Conciliation Protocol Document to the Union they stated, "we can limit the common language discussions to administrative issues this time" and "we can build to one agreement over a few rounds."

The common language issues are limited by the Company to the following Articles; Intent, Management Rights, Membership and Dues, Notices to Union, Union Access to Premises, Union Use of Bulletin Boards, No Stoppage-No Lockout, Grievance Procedure and Arbitration.

Conciliation is clearly an end run, using CCAA law and the conciliation process to circumvent the Company's obligations under the Labour Code.



The CEP believes improved job security and protection of the pension plans will provide real future certainty for all our members.

For a decade now, the Union has been working on turning the Toronto, Ottawa, Halifax, and Saskatoon agreements (no seniority in layoffs or promotion, no bumping rights, no job security, inferior pension and severance language, etc.) into something that everyone else working in this industry enjoys regardless of the employer (CTV, Rogers, Corus, Global West, etc.). It is clear the Company will do whatever it can to prevent those improvements.

Local managers regularly tell our members that the Union doesn't want to bargain and is holding up wage increases. Nothing could be farther from the truth. Three times now the Union has offered to extend the current collective agreements for one or two years with a wage increase. That would give both sides a realistic

amount of time to sit down and bargain all the provisions of an agreement. Three times now the Company has rejected that offer outright.

The Union wants to resolve this and give our members a fair contract. That means finishing the scope hearings with the CIRB and engaging in good faith bargaining, not forcing conciliation with mere days to bargain a master agreement.

The Union has now filed three separate challenges; one to the CIRB, one to the Minister and one to the Federal Court contesting the Company's ramrodding us into conciliation while they are in CCAA. There is no doubt this is not right, nor fair.