

ROGERS LAW OFFICE

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April 28, 2008

File 8752

Via Email / Confidential

Mr. Rob Lumgair
CEP
Ste. 540 - 1199 West Pender
Vancouver, B.C.
V6E 2R1

Dear Sirs:

Re: CEP/Global - CIRB Reasons re: Bargaining Units

On Friday, April 25, 2008 we received the Reasons for Decision from the Canada Industrial Relations Board (CIRB) related to the bargaining unit structure.

You will recall we received a "bottom line" Decision from the CIRB on November 6, 2007. In that bottom line Decision, the Board made four decisions:

- A. It included CHCH Hamilton as part of the Common Employer directive. That issue is now concluded.
- B. It agreed to admit and consider the evidence of the introduction of Broadcast Centres.
- C. It dismissed the application for "interim relief" to try and halt the impact of the Broadcast Centres while the parties bargained.

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- D. It declared there will be three bargaining units, namely: all employees in British Columbia in one unit, all employees in Alberta in a second unit and all employees in the rest of Canada in a third unit.

The Union filed reconsideration applications in relation to (C) and (D) but could not pursue the main application (the structure of the bargaining units) without the Reasons for Decision. Those have now arrived.

We have reviewed the Reasons for Decision including the dissent of Daniel Charbonneau and continue to hold the view that the bargaining units created do not reflect the reality of the corporate structure and decision making process of Global Television. We also continue to hold the view that the Decision does not create a rational bargaining structure nor one that is conducive to harmonious and effective labour relations. The bargaining units created simply do not reflect the reality of the Company nor of the daily experience of the CEP members. We believe that Mr. Charbonneau's dissent points out effectively some of the problems with the Decision and that he got it right.

We have strongly advised that the CEP continue to pursue the Reconsideration Application and we have received your instructions to that effect. We will be doing so within the time frames of the *Canada Labour Code* and expect to be able to provide you with a copy of our full submissions related to the reconsideration within the next short while.

Yours truly,

ROGERS LAW OFFICE



DANIEL J. ROGERS

DJR:mk

Encl.

Cc: GAC Executive