



# Communications Energy and Paperworkers Union of Canada

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February 21, 2008

Ms. Carol Beisel  
Director, Human Resources/Labour Relations  
Global Television and E!  
7850 Enterprise Street  
Burnaby, BC  
V5A 1V7

**BY FAX**

Dear Ms. Beisel.

I apologize for the delay in responding to your most recent correspondence, however, I have now had the opportunity to discuss the contents with both the GAC executive and CEP Local Presidents.

First, in the interest of clarity, I want to point out that a reading of Mr. Lewington's reply to your letter of Jan. 14<sup>th</sup> clearly demonstrates that you have, in fact, received a response from the CEP. His reply was not simply directing further contact to the undersigned.

In response to your question, the Union believes that any negotiations, particularly in only one of the three newly declared bargaining units, are both inappropriate and counterproductive. As you know, we have indicated an intention to pursue Reconsideration regarding the Panel's decision and to reiterate Mr. Lewington's previous correspondence, "we are awaiting the reasons for decision."

The Company recently proposed a "modest" wage increase and "some improvement" to severance packages if the Union was prepared to agree to a roll-over of the Eastern Canada collective agreements to the year 2011. You indicated that the same offer could not be made to the Western bargaining units, as "the Company needs to make some changes to those agreements".

I am sure it comes as no surprise that this proposal is not acceptable. The Union has, in the past, proposed a roll over with some improvements of all the collective agreements, as it would be both fair and timely for those employees to see some wage and severance improvements. This would be particularly appropriate given the fact that they have not had the opportunity to bargain those issues for a number of years and that severance packages recently received by non-union employees, in both print and television, have been improved. We are not, however, prepared to achieve those improvements by disadvantaging our remaining members and thus our view that any approach should apply to all collective agreements not just some.

With respect to phase two of the hearing process, we are of the view that the number of units have little or no bearing in the determination of bargaining unit inclusions and exclusions. As you know, the CIRB strongly encouraged the parties to commence those discussions and we are prepared to start the process at any time. It is likely that given the differences in our respective positions, we will require the Board's offer of assistance and it would be in the best interest of everyone to start the process as soon as possible.

Please advise as to whether the Company is prepared to begin those discussions and if so, what dates are available.

Sincerely,

Rob Lumgair  
National Representative  
CEP