

QUESTION & ANSWER

- Q.** Can the CEP go on strike legally, or Bell Canada lockout employees legally at the conclusion of the voting that is presently underway?
- A.** No. The CEP cannot call a strike because it has not met all of the requirements set out by the *Canada Labour Code*. Likewise, Bell Canada cannot lockout employees for the same reasons.
- Q.** If I vote "No", is the CEP automatically on strike?
- A.** No.
- Q.** Does Bell Canada have to continue to bargain with the CEP if you vote "No"?
- A.** Yes, both the CEP and Bell Canada have an obligation to bargain in good faith. If a Conciliation Officer is appointed and schedules a meeting, Bell Canada must attend that meeting and make good faith efforts to reach a collective agreement with the CEP.
- Q.** Can Bell Canada alter Rates of Pay or any other terms and conditions of employment if I vote "No"?
- A.** No. Once notice to Bargain is given, the collective agreement, including rates of pay and all of the terms and conditions of employment, continue in force after the date of expiry right up until the point in time at which either a strike or lockout becomes legal.
- Q.** Are there remedies if Bell Canada interferes with the voting procedure and attempts to manipulate the results of the vote?
- A.** Yes. The CEP is firmly committed to insuring that all employees exercise their right to vote freely and without employer interference. The Canada Industrial Relations Board has broad powers to restrict the actions of any company, including Bell Canada, that seeks to interfere with the rights of employees to participate in a union's legal activities.

Question & Answer Cont'd

- Q.** Are these “empty words” or will the Canada Industrial Relations Board really help?
- A.** Yes, the Canada Industrial Relations Board will intervene. For example, please see the CEP website and the recent decision of the Canada Industrial Relations Board involving Bell’s interference with organizing activities undertaken by the CEP at Bell Mobility.
- Q.** If the CEP goes on strike, can Bell Canada give its’ members jobs to replacement workers?
- A.** The *Canada Labour Code* prohibits employers from using services of replacement workers in order to undermine the representational capacity of the trade union.
- Q.** If there is a strike, do I have the right to return to my job?
- A.** Yes. The *Canada Labour Code* guarantees that employees who are on strike have the right to be reinstated to their jobs in preference of others.
- Q.** Can Bell Canada retaliate against employees for going on strike through discipline, pay reduction etc.?
- A.** No. The *Canada Labour Code* prohibits employers from discriminating in any manner whatsoever in regard to employment against employees because they have participated in a legal strike.
- Q.** Can Bell Canada direct you to remove union flags or buttons, or union documentation from your work area?
- A.** No. You have a right to participate in all of the lawful activities of a trade union and this right will be protected by the Canada Industrial Relations Board.