
Communications, Energy and Paperworkers Union of Canada

Ontario Region

CEP LOCAL MEMBERSHIP OBLIGATIONS

IN THE EVENT OF A STRIKE AT ENTOURAGE

1. CEP members are not authorized by the Union to perform Entourage (ETS) bargaining unit work during a strike, as per the CEP constitution.
2. A determination of what constitutes ETS bargaining unit work is outlined below.
3. If you are required by Bell management to perform work that is considered ETS bargaining unit work (i.e. struck work) you are asked to take the following steps:
 - Ask your manager for re-assignment to non-struck work.
 - If you are forced to perform struck work, call the Local Strike Committee and explain the type of work, where and when it is being performed.

LOCAL # (insert local strike committee phone number)

- If you are forced to perform struck work, you should request a time to meet with your union steward to consider filing a grievance claiming that the Company is in violation of the Safety and Health provisions of the collective agreement.
4. If you come across a picket line of ETS strikers when going to perform work, you are asked to take the following steps:
 - Talk with the picket captain. Identify yourself and the work you are being asked to perform.
 - Call your manager for an escort across the picket line.
 - **Don't cross any picket lines until you are absolutely certain it is safe to do so.**
 5. By following these steps, CEP members at Bell will ensure that their membership in CEP will continue to be in good standing.

The following outlines the differences between ETS struck work and Bell work:

Refer to the 1996 Service Agreement between Bell and Entourage as cited in the Memorandum of Agreement on page 192 of the Craft Collective Agreement (Attachment "A").

The following is considered to be ETS bargaining unit work:

Entourage will do, for Bell, all Inside Wiring for Single Line Installation and Repair for Residence and Business including single party, 1-800 numbers, off-premises extensions, mobile homes, elevator phones, enterphones and pre-wire.

The following, from Appendix A of the service contract between Bell and Entourage, outlines the demarcation points between Bell and Entourage

Single Line, New Installations, Residence & Business:

Bell -installs the drop, protector and the ground
Entourage -responsible for all inside wire activities.

Single Line, Re-installs, Rearrangements, Moves & Reconnects, Residence & Business:

Entourage -performs all inside wire activities and when required, installs the protector and ground and demarcation point hardware.

Single Line, Installation In Multi-Tenant Units:

Bell -installs drop, protector, ground
Entourage -original placement of certain Riser Cables including Riser Cable Shielded, Riser Cable, BDN-PLUS Cable (level 5), NED Cable (level 3), Inside Fiber Optic Cable (Multimode 62.5/125) dielectric, Fiber Optic Equipment, BDN Cable (level 4-20 MBPS) and all inside wire activities.

Repair for Single Line, Residence and Business:

Entourage -When receiving the first dispatch, at the protector, will prove trouble either inside or out. On Repair visits, Entourage will be made responsible for the protector, ground and all inside wire activities. In **multi-tenant** units, repair activities between 0-1 and the unit.

Bell -all repair activities from the outside of the customer's premises through to the network
 -in multi-tenant units, from 0-1 back to and including the network.

For **Key Systems, the hand-off point** for work activity between Bell and Entourage will be located at the entry point of the access line terminated at the protector or the terminal device installed inside or outside the dwelling or business premises.

For **PBX's, the hand-off point** for work activity purposes between Bell and Entourage will be located at the exit of the PBX, located as close as possible to the PBX equipment and terminated on a connecting block. *All programming of the PBX system including the monitor, remain the responsibility of Bell.*

Entourage will perform the necessary and usual tasks involved in the installation, relocation, modification and removal of all telephone equipment including directories, telephone jacks, telephone sets, inside wiring and telephone Key Systems as well as all programming of the Key Systems.

The tasks that Entourage will perform in Multi-Line Installation include: Voice station work beyond the PBX, Key Systems including Norstar 3X8, Norstar Compact and Norstar Modular, Paging Systems, Voice and LAN cabling.

On Key Systems, Entourage will pick up equipment and deliver it to the customer site, will install common equipment, sets and cabling, hook up power and grounding for common equipment, install common equipment cabling, features programming, final test, user training when required.

In **Cabling**, Entourage work will include installation of cable, termination of BIX Blocks, jack installation and identification of cable. For LAN Cabling, certification in accordance with IBDN standards will be done by Entourage. Transmission loss documentation will be provided on a quote basis.

Entourage will also do moves, adds and changes for outright sale customers.

The following services have been excluded from Entourage and will remain at Bell:

Access Network, Dial ups, ISDN, Centrex, Class A/B Signalling Channels, Intercom Circuits, LD Message Toll Service, Strategic and SMC Accounts, DATA and Internetworking Products, Voice PBX Systems Including Voice Mail, IVR, ACD, CTI, Wireless Systems and Multi-Line Repair.

Solidarity Works

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