



Syndicat des Douanes et de l'Immigration
Customs and Immigration Union

December 6, 2010

Luc Portelance
President
Canada Border Services Agency
191 Laurier Ave. W., 6th Floor
Ottawa, ON K1A 0L8
Email: luc.portelance@cbsa.asfc.gc.ca

Dear Mr. Portelance,

RE: Refusals to Permit Union Access to the Workplace

We are writing to bring to your attention that on recent occasions, CBSA has refused to grant the union access to the workplace for the purpose of discussing collective bargaining and other issues with employees. An example of this occurring was the situation at the Trade Compliance and other locations in the Windsor area, where local managers have refused access to the union, citing directives from their seniors in Ottawa.

This conduct is of grave concern to the union and we wish to register our strongest objection to the refusals to permit the union reasonable access to the workplace. It is the union's view that these actions by CBSA contravene section 186 of the Public Service Labour Relations Act, which prohibits interference with an employee organization's administration and representation of employees, and which additionally prohibits discrimination against an employee organization.

The union requests that CBSA immediately cease its refusal to permit the union access to the workplace. I ask that you please contact me directly within five (5) business days of today's date in order to commence a timely process of discussion with the union towards resolution of this issue, failing which the union will have no choice but to commence unfair labour practice complaint proceedings before the PSLRB without further notice to the employer.

It is our sincere hope that this matter can be resolved without resort to litigation before the PSLRB.

We look forward to hearing from you. I can be reached at 613-677-1090.

Thank you.

Sincerely,

Ron Moran
National President, CIU

cc: John Gordon, PSAC
CIU National Board of Directors

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