



**Telecommunications Employees
Association of Manitoba, Inc.
TEAM-IFPTE LOCAL 161**



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Open Letter to Replacement Workers

We are disappointed that you have agreed to work for MTS Inc. should there be a strike or lockout. It is uncomfortable for our members to have to train you to do their job and puts your relationship with them on an unfortunate footing; lacking trust or the desire to work with you again.

During the last contract we agreed to take 0% for two years and just 2% in the third year to help the Company through uncertain times and in doing so, took less than any other group in Manitoba, including the MTS Executive. We have fallen well below the cost of living and are trying to negotiate an agreement that recognizes the sacrifices that we have made.

Your agreeing to scab removes the need for MTS to reach a timely agreement with striking or locked out employees and draws out the dispute. The withdrawal of labour is the most important legal pressure tactic that TEAM is able to exert in order to achieve a fair and reasonable settlement. We encourage you to not work as a scab during this dispute and to let your employer know if you are uncomfortable in this role.

Should there be a strike or lockout, it is TEAM's intention to take whatever measures are necessary to protect the jobs of our members and to actively discourage others from doing our work.

For more information visit www.teamunion.mb.ca.

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