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June 29, 2010

By Facsimile

COPE, Local 378
2nd Floor, 4595 Canada Way
Burnaby, BC V5G 4L9

Attention: Jaime Zygmunt, Senior Union Representative

Dear Ms. Zygmunt:

Re: Article 2.05 Communications - Union Bulletin Boards

Please find attached our practice notices from the two previous rounds of bargaining. This will serve as notice for the current round that the Corporation will interpret the collective agreement as intended.

I understand that recently the union has not been complying with the collective agreement in that you have not been seeking approval prior to using our systems. Without approval, you are in breach of the collective agreement.

The Parties have had numerous discussions about this matter. It is not our intent to interfere with your representation rights. However, we require your adherence to the collective agreement language to ensure we have a head's up before the notices go out and therefore our department is caught off guard; and, to ensure factual accuracy in matters of contention.

We look forward to your cooperation in this matter.

Yours truly,

INSURANCE CORPORATION OF BRITISH COLUMBIA

A handwritten signature in black ink, appearing to read "KRM", is written over a horizontal line.

Kim R. Martin
Manager, Employee Relations