



Order No.: 11901-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Local Union No. 213 of the International Brotherhood of Electrical Workers,

applicant,

- and -

Rogers Communications Canada Inc.,
Toronto, Ontario,

employer.

WHEREAS the Canada Industrial Relations Board (the Board) has received an application for certification pursuant to section 24(1) of the *Canada Labour Code* (the *Code*) from the applicant seeking certification as bargaining agent for a unit of employees of Rogers Communications Canada Inc.;

AND WHEREAS, after the application was filed, the Board received confidential wishes and submissions from certain employees who made their views known as to the appropriateness and scope of the proposed bargaining unit;

AND WHEREAS, after consideration of these submissions and those of the applicant union and the employer, the Board is satisfied that the unit proposed by the union in this case is appropriate for collective bargaining, and that the concerns raised by the employees and the employer are not sufficient to convince the Board to exclude certain employees or to create separate bargaining units;

AND WHEREAS the Board considered the membership evidence to determine the wishes of employees as of the date of the application and was not persuaded that there were exceptional circumstances or sufficient reasons to deviate from its established policy regarding the assessment of employee wishes (see *Coastal Shipping Limited*, 2005 CIRB 309, paragraphs 31-35);

AND WHEREAS, following investigation of the application, the Board is satisfied that a majority of the employees of the employer in the unit wish to have the applicant trade union represent them as their bargaining agent.

NOW, THEREFORE, it is ordered by the Canada Industrial Relations Board that the Local Union No. 213 of the International Brotherhood of Electrical Workers be, and it is hereby certified to be, the bargaining agent for a unit comprising:

all employees of Rogers Communications Inc. working at and from reporting stations in Castlegar, Nelson, Grand Forks, Trail, Cranbrook, Creston, Fairmont and Fernie, **excluding** managers, sales employees, programmers, warehouse employees, office and clerical employees, customer service representatives and installations support.

ISSUED at Ottawa, this 14th day of February, 2024, by the Canada Industrial Relations Board.

Ginette Brazeau
Chairperson

Reference: File No. 037307-C