

Canadian Office & Professional Employees' Union

2nd floor, 4595 Canada Way, Burnaby, B.C. V5G 4L9
Phone (604) 299-0378 Toll Free 1-800-665-6838 Fax (604) 299-8211

250 – 1200 Papineau Avenue, Montreal, QC H2K 4S6
Phone (514) 522-6511 Toll Free 1-800-561-sepb Fax (514) 522-9000

July 12, 2004

Letter to all Canadian Office & Professional Employees' Union (COPE)/ Syndicat canadien des employés et employés professionnels et de bureau (SEPB) Local Presidents and Secretary-Treasurers

We have just celebrated the most important Canada Day in our union's history: 2004 marks the year we declared and celebrated the creation of our own autonomous national Canadian union!

On behalf of myself as National President, Serge Cadieux as Secretary-Treasurer and your Executive Board members (formerly the Canadian National Committee) I'd like to thank all of you for your overwhelming support and clear direction to separate from OPEIU and form the Canadian Office & Professional Employees' Union/Syndicat canadien des employés et employés professionnels et de bureau.

You should have received copies of news releases sent out while we were in Florida, following our decision not to attend the OPEIU convention but to instead declare autonomy, and many of you have visited Local 378's website. A new website for COPE will be created shortly but in the meantime please visit www.cope378.ca for updates.

Our new Secretary-Treasurer Serge Cadieux has sent out new per capita forms, and with this letter I am sending you a copy of our interim national Constitution. This Constitution was adopted by your new Executive Board as a basis for us to operate under until we have our first convention later this fall.

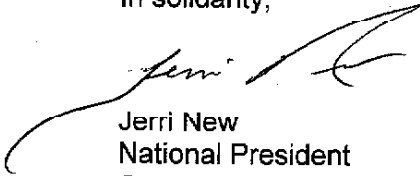
Canadian members who attended in Florida offered suggestions for our Constitution and thoughts about what our new union should look like. We feel it's important Canadian members have a copy of our Constitution and we very much welcome comments or suggestions from all of our members. We are receiving and welcome suggestions on what elements to incorporate in a new COPE union logo. Our intent is to send out sample logos for feedback from our Locals and incorporate our logo as a prominent part of our new Canadian union. We'd like to circulate these over the next couple of weeks so we can move forward with new letterhead, signs, banners, etc. to ensure our members, employers and other unions become familiar with our Canadian union. For our members in Quebec there is no change to our SEPB name or logo. We have a lot of work to do before our convention in the fall and plan to provide regular updates to members. We want our new Canadian union to be an inclusive union.

We have advised the Canadian Labour Congress that our name has changed and that our affiliation with the CLC continues. We have also sent similar letters to the Provincial Federations of Labour and Labour Councils advising them of the

change of name. Union Locals across Canada are in the process of advising our respective employers of our change of name.

We encourage you to contact your Regional Vice Presidents if you have any questions or comments as we work together in making our exciting new Canadian union stronger.

In solidarity,

A handwritten signature in black ink, appearing to read "Jerri New", with a long, sweeping underline that extends to the left.

Jerri New
National President
Canadian Office & Professional Employees' Union