

April 10, 2008

The Society of Energy Professionals central leadership and the leadership of the Society Inergi and New Horizon Locals have held discussions and meetings with Capgemini over the last few weeks in an effort to STOP them from sending Society members' work and jobs to India and Poland.

Sheppard: Offshoring not an option

The Society has presented Capgemini senior leadership with options and alternatives to offshoring of our members' jobs. Nonetheless, the senior and local executive of Capgemini have steadfastly refused to consider any and all alternatives presented by the Society and have consistently advised that they WILL press on.

The loss of Society members' jobs, if offshoring continues, is massive and the Society cannot and will not stand by as this Company continues to sacrifice good, professional, Canadian jobs on the altar of profit.

Capgemini has consistently told us that their initiative is being **driven** by the clients (Ontario Power Generation Inc., Hydro One and Bruce Power). They have consistently stated that were it not for the pressures being exerted by these clients, they would not be required to send the work to India and Poland to save costs to the client. We find this assertion by Capgemini to be questionable, as we are finding that other service providers are more than willing to engage in discussions for obtaining these contracts without the element of having these jobs sent off-shore to substandard labour conditions.



In February, Society President Rod Sheppard made an unscheduled speech to Cap managers

The Society also recognizes that the Government of Ontario is the sole shareholder of both of these "clients" who Capgemini is claiming are insisting upon the offshoring of these Canadian jobs. The Society is working hard to discuss this issue with the highest

levels of the Government and we are starting to uncover that Capgemini is not portraying an accurate assessment of the clients' requirements. It is becoming more and more apparent that Capgemini is engaging in offshoring to send our jobs to countries with substandard labour conditions solely to maximize their own profits and line their own pockets.

In addition to our discussions with the Government, we are also raising this issue with OPG senior executives and Hydro One senior executives and advising them that the Society **will not tolerate** this move which is a drive to eliminate well paid, secure Canadian jobs! The Society is also aware that the performance of much of this work in India and Poland raises some very sensitive questions regarding nuclear security requirements.

Our experience thus far has been that entities such as the Government, OPG and Hydro One are interested in finding reasonable and satisfactory alternatives to offshoring. **The only party that has maintained an arrogant intransigence is Capgemini!** They are systematically refusing to withdraw the **Offshoring Initiative** in order to discuss other creative ways of dealing with any of the issues which they feel require addressing.

The Society wants every member in every Local to be aware that we must all collectively fight this trend. If Capgemini is successful in eliminating over 100 professional Canadian jobs, then other Companies will be emboldened to maximize profits by exploiting the conditions that exist in less developed countries. In addition, we have a responsibility to ensure that the efficiencies and

effectiveness of the services we provide are not compromised. One only has to reflect on recent experiences we have encountered with trying to resolve issues through offshored helpdesks, as an example, to see that offshoring negatively affects efficiencies and delivery of services.

The Society will be launching a public campaign which will include:

- ◆ Advertisements targeting OPG and Hydro One in an effort to bring about pressure to keep these jobs in Canada and protected by the Union
- ◆ Beginning a public discussion around the Commercial Agreement between OPG and Capgemini (New Horizon System Solutions) and the elements of that Agreement which would be of interest to the public with regard to the use of their tax dollars
- ◆ Demonstrations against the plans for offshoring, with the support of our allies in the labour movement
- ◆ An awareness campaign among all Society members to promote support for their fellow Society members and their jobs, and targeted opposition to this destructive plan

We ask for your continued and ongoing support and solidarity in our efforts to save over 100 **unionized, Canadian, professional Jobs!**

In Solidarity, Rod Sheppard

Society NewsFLASH 2008:02

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