

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND BELL CANADA CLERICAL UNIT

HIGHLIGHTS

- Wage increases
- Over 600 employees added to Clerical unit
- Stronger protections against job erosion
- An end to contractors doing our work in our workplace
- Performance management must be reasonable
- Stronger rights on Profile
- 112 TPT employees converted to RPT
- 100 RPT employees converted to RFT

FOUR YEAR AGREEMENT
expiring November 30, 2021

RECOMMENDATION

Your Bargaining Committee has negotiated a tentative agreement that increases wages and improves job security.

Your Bargaining Committee unanimously recommends the Tentative Agreement and urges you to vote in favour of the recommendation for acceptance.

MESSAGE FROM THE NATIONAL PRESIDENT JERRY DIAS



Dear members,

I am proud to present this tentative agreement for your approval.

As you know, the Clerical unit suffered dramatic job erosion in the past 10 years. You have experienced a concerted strategy to cut the workforce, eliminating thousands of unionized jobs in the process. Then together we said that enough is enough.

This was the first set of negotiations between the Clerical unit and Bell since Unifor's founding, and the difference was clear.

Your shared unity and solidarity gave the bargaining team great strength when facing the company during these negotiations. From the first day when you took action at your workplaces, Bell knew that it was time for change.

I am proud of the skill shown by the Bargaining Committee. This is a good deal that increases wages and curtails tactics the company has used to erode your jobs in the past. This agreement is forward-looking and will

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MESSAGE FROM QUEBEC DIRECTOR RENAUD GAGNÉ



Dear members,

When we started these negotiations, we started with a bang. I saw nearly 5,000 members across Quebec and Ontario truly unite from that first day onwards. Through the course of negotiations, you organized innovative actions and built worker power.

From rallies and workplace meetings to creative materials and social media campaigns, you put in the hard work of organizing at your locals. This work got results.

Despite the employer tabling proposals that would have continued to worsen and erode your jobs, your bargaining team had the power to reach this tentative agreement. This power came from your mobilization, education and unity.

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Unifor National President's message *continued...*

add hundreds of positions to the bargaining unit. In addition to increased job protections, the agreement includes ten Women's Advocate positions across Ontario and Quebec, paid leave for survivors of domestic violence and a commitment to investigate improvements to workplace culture and mental health. These new additions will help build more supportive and safer workplaces.

I join with your Bargaining Committee in unanimously recommending this contract for approval.

In solidarity,
Jerry Dias

Quebec Director's message *continued...*

I am proud to endorse this tentative agreement along with your entire bargaining committee, and urge you to vote in favour.

The gains made in this contract will help increase stability over the next four years and improve your experiences on the job. In addition, some of the gains, such as Paid Education Leave funding, will help you to continue the work that you began in this round of bargaining.

A strong activist, bargaining unit protects good jobs now and in the future. You should be proud of this agreement and of your bargaining committee.

In solidarity,
Renaud Gagné

BELL CLERICAL BARGAINING HIGHLIGHTS 2018

Job Security and Erosion

Contractors doing clerical work

- **The company will have to stop co-locating contractors doing Clerical work with Clerical employees in Bell premise:** Within 12 months of the signing of the Collective Agreement every identified co-located contractor performing Clerical work will either be removed from the premise, or offered a Temporary Part-Time position in the Clerical unit. Exceptions to this would only be possible in unforeseen circumstances for a short term.
- **225 contractors doing clerical work in Network to be brought into Clerical unit, or their jobs posted instead:** 225 persons currently employed by contractors to perform Clerical work in the Network Business Unit alongside Clerical employees shall be offered Regular part-time positions per the following schedule:
by end of Q2-2018: 100 | by end of Q4-2018: 50 |
by end of Q1-2019: 75 | = **225 total**

If the contractor does not meet Bell's hiring requirements or refuses employment, the company shall post one Regular Part-Time position as replacement in accordance with Article 33. Persons previously employed by Bell and/or pensioners from Bell shall be excluded from conversion. Their employment contract will be terminated according to its terms and the company will post the equivalent number of positions in accordance with Article 33.

Managers doing clerical work

- **100 managers doing Clerical work to be brought into Clerical unit, or their jobs posted instead:** The company will offer 100 Bell managers who are potentially performing Clerical work (50 in Quebec and 50 in Ontario) Regular Full-Time positions per the following schedule:
by end of Q3-2018: 50 most prominent cases |
by end of Q4-2018: 50 | = **100 total**
If a manager refuses the conversion, the company shall post one Regular Full-Time position as

BELL CLERICAL BARGAINING HIGHLIGHTS 2018

replacement in accordance with Article 33. The Union will withdraw its outstanding grievances/complaints on employees outside the unit doing Clerical work.

- **New restrictions on managers doing clerical work:** Managerial or non-management non-unionized job postings shall be reviewed by Human Resources and/or Labour Relations to ensure that the occupation is not covered by Appendix A, using the current criteria used to review positions. The occupation actually performed must be similar to the posted requirements. If the posting is deemed to be covered by the Collective Agreement, it shall be posted in accordance with Article 33.

Increased protection against job erosion during site consolidations

If a site consolidation occurs, employees will be offered the chance to relocate to the new location. If employees do not relocate, the company will post for the number of jobs required to perform the relocated work. Under no circumstances will the company contract-out or outsource work normally performed by employees in the Clerical unit because of a site consolidation. If efficiencies are identified by the employer, the company will have meaningful dialogue with the Union to discuss the reasoning for any reduction in the number of employees required.

More employees protected from surplus

MOA on Outsourcing/Contracting Out - Protection from surplus as a direct result of outsourcing or contracting out will now be extended to any Regular Bell Canada employee in the Clerical unit—an improvement from the previous requirement that the employee also had to have been employed by Bell at the date of signing of the tentative agreement.

Conversions for TPTs and RPTs

At least 100 Regular Part-Time employees will be converted to Regular Full-Time status. Conversions will occur according to seniority, and the employee must meet job requirements and/or not be subject to a performance improvement plan.

At least 112 Temporary Part-Time employees in the Network organization who meet job requirements will be reclassified to Regular Part-Time status.



MASTER AGREEMENT HIGHLIGHTS

Wages

- There is a wage increase in each year of the collective agreement as follows:
 - ▶ 1.75% - Effective December 1, 2017
 - ▶ 1.75% - December 1, 2018
 - ▶ 2% - December 1, 2019
 - ▶ 2% - December 1, 2020
- Appendix F – Significant increases to Rates of Pay for Temporary Seasonal Employees.
- Employees with wage protection moving to a higher salary group will have their red-circled salary used as the base for their new salary.
- Profile 204 is now included in Appendix C Rates of Pay.

Lump sums and wage protections

- Annual lump sum payments for employees with wage protection will increase to \$750 from \$500.

MOA workforce adjustment

- Surplused employees who accept a job in a lower wage schedule will benefit from wage protection for six (6) months.

Removal of MOA frozen rate of pay

- Frozen Rate of Pay will be removed on profile reclassifications from 2005, as all affected members are now within the pay grid.



MASTER AGREEMENT HIGHLIGHTS

Technological Change

New requirements of notice, consultation, and training due to technological change

The company will have to provide to the union as much notice as possible of technological change, but no less than four (4) weeks' notice - including the nature of the change, the dates they are to take effect, the locations involved, the effect of the technological change on the terms of employment, the number of employees that may be affected and the possible number of layoffs, new jobs or reclassifications that may be created. The parties will evaluate alternatives including but not limited to; transfer into other positions, training, displacement, or others.

Integration of Bell ExpressVu LP Employees Into the Collective Agreement

Bell ExpressVu LP employees will be integrated into the contract. This will add over 300 employees to the bargaining unit across Ontario & Quebec.

Performance Management

- MOA - Performance management to be effective and reasonable, including reasonable measures of performance; meaningful discussion with the union and notice to union and employees of changes to objectives; appropriate and timely coaching and training; and clear and reasonable opportunities to improve if needed.
- Current individual grievances on performance put on hold; within 30 days of signing the agreement the parties will review the grievances and either remove the letters on file and withdraw the grievances, or continue the grievance process. Policy grievances on performance put on hold for one year following ratification.



MASTER AGREEMENT HIGHLIGHTS

Stronger Rights for Employees on Profile

- MOA - For Profile reviews, the company will have to consult the affected employee(s), in the presence of a union rep and their supervisor(s). The Union will submit requests on Profile from an employee on behalf of the employee. The motives and rationale for any decision of the company will have to be provided to the employee and the union.

The new MOA on Profile will be grievable, with the arbitrator limited to determining whether the company acted in bad faith, arbitrarily or in a discriminatory manner in applying its job evaluation method and/or system. Any downward Profile reviews or reclassifications will be protected by red-circling (freezing) of wages with a \$750 annual lump sum payment (an increase from \$500).

Health and Safety

- Where there is verification from a recognized professional, an employee who is in an abusive or violent situation will not be subject to discipline if the absence can be linked to the situation, and will have absence with pay for up to five days granted, if not covered by Article 29.
- 10 Women's Advocates across Ontario & Quebec (one per local) will have training and paid time to assist women who are facing situations of domestic abuse or violence and direct them to appropriate support mechanisms.
- Meeting of Local Health & Safety Representatives will be held within 12 months of the ratification of the agreement to review best practices for Health & Safety.
- MOA on recognizing the importance of ensuring a workplace culture which promotes and improves the mental health of all employees in the workplace.
- Parties will meet and discuss Unifor Joint Workplace Harassment Policy, to see whether it may be of benefit to the workplace.



MASTER AGREEMENT HIGHLIGHTS

Increased Job Posting Opportunities

- Regular employees with 912M surplus or medical will have first access to positions under same VP.
- Permanent employees are now eligible for Temporary postings.

Stronger Union Rights and Member Representation

- Pilot project will give members rights to union representation in “Fact Finding” meetings.
- Union will have the right to file National policy grievances to take on issues affecting multiple locals.
- Bargaining reps will be increased to nine (from seven).

Paid Education Leave Program

Effective December 1, 2017 the company will pay two cents/hour and December 1, 2019 three cents/hour per Regular hours worked to the Unifor Paid Education Leave program, giving members greater access to wide variety of union courses. The union shall select the candidates who will attend the courses.



Unifor Bargaining Team



Unifor Bargaining Team

Derek MacLeod, *Local 6004*

Véronique Figliuzzi, *Local 6000*

Bobby Pearsall, *Local 6008*

Hugues Perreault, *Local 6001*

Simone Sladkowski, *Local 6008*

Steve Couillard, *Local 6003*

Josephine Petcher, *National Representative*

Olivier Carrière, *National Representative*

Jerry Dias, *National President*

Renaud Gagné, *Quebec Director*

Naureen Rizvi, *Ontario Regional Director*

John Caluori, *Assistant to the Québec Director*

Chris MacDonald, *Assistant to the National President*



Bell, it's time!

unifor.org/itstime

#Bellitstime