



Bell Craft Bargaining Update #1

September 16, 2016

Brothers and Sisters:

This week your Bargaining Committee met in Ottawa to finish the review our book of proposals. On Thursday we met with the company and exchanged our respective demands. We informed the employer of our list of priorities, namely:

- Job security and work jurisdiction;
- Wages, COLA and Attachment G;
- Hours of work, overtime and layoff,
- transfers, reassignments and job postings;
- benefits
- and others

We were very firm there shall be no agreement until our issues are addressed and resolved to the satisfaction of our members.

The next meetings will be held in the week of September 26th in Ottawa.

The collective agreement expires November 30, 2016.

We will keep you informed of developments.

There is strength in solidarity!

In solidarity

Alain Portelance Drew Wickens Pieter Badenhorst

Howard Law Claude Brazeau Alain Sévigny

Alain Paradis Ray Mortimer



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services employees

Brothers and Sisters,

This week we met the Company again at the bargaining table. We began talks on our non-monetary demands. They responded negatively to many of our proposals but were more open-minded on others. There still are several demands that have not yet been discussed with the Company.

Please find attached two documents:

The Union's Proposals
The Employer's Proposals

Negotiations continue next week in Ottawa.

The collective agreement expires on November 30th 2016.

We will keep you informed of any developments.

There is strength in solidarity!

In solidarity,

Alain Portelance	Drew Wickens	Pieter Badenhorst
Howard Law	Claude Brazeau	Alain Sévigny
Alain Paradis	Ray Mortimer	



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

Last week we met with the Company. We are continuing our discussions on non-monetary issues. We are progressing slowly to date. Few of our demands have been resolved.

Negotiations continue October 17th in Ottawa.

The collective agreement expires on November 30th, 2016.

We will keep you informed of any developments.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Pieter Badenhorst
Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

This week we met with the Company. We continued to discuss non-monetary demands. We have progressed slowly but nevertheless we have been able to sign off several non-priority demands.

Negotiations will resume October 24th in Ottawa.

The collective agreement expires on November 30th, 2016 and we ask you to proudly wear the “It’s Time” button.

We will keep you informed of any developments.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Pieter Badenhorst
Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

This week we met again with the Company. We made no progress on priority issues. Talks resume next week in Ottawa.

It is possible that your managers may speak to you regarding the state of negotiations. If that happens, we ask you to inform your Bargaining Committee immediately.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Pieter Badenhorst
Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

This week we met again with the Company and devoted all of our time to job security issues. Mid-way through the week, Bell released its third quarter results revealing that gross profit exceeds 40%.

We have told the Company that it is our sweat and skill that has built, rebuilt, repaired, installed, tested and maintained the number one fibre and copper network in the country and that the Company must reward your contribution to the Company's profitability by agreeing to proposals for reasonable job protections in Article 22, training, contracting out, seniority, and work jurisdiction. Regrettably, the week produced no new agreements on these issues.

Talks resume next week in Ottawa.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Pieter Badenhorst
Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

This week your Bargaining Team focused on Article 22 (transfer and reassignment) and Article 24 (job posting) issues. The discussions with the Company were very detailed and will continue next week in Ottawa.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
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Ray Mortimer

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Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

Yesterday your bargaining team arrived at the conclusion that our negotiations are stalled and badly in need of moving on the process to conciliation with the assistance of a Labour Canada conciliator.

It is not immediately known when negotiations will resume. It depends upon the availability of the conciliator appointed by the Labour Minister, MaryAnn Mihychuk.

<http://www.travail.gc.ca/eng/relations/collective/index.shtml>

When we say that negotiations are stalled, it is because we have spent eight weeks at the bargaining table with very few of your demands being checked off. The few that were resolved are minor. None of your priority demands received a constructive response from the Company, let alone agreement. We did not even discuss monetary issues yet: it was obvious that we needed to move the process along to a more serious step.

We will keep you updated with any developments.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
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Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers and Sisters:

In response to your bargaining team's request for the appointment of a conciliator, the Minister of Labour has named two conciliation officers. We will resume negotiations next week with their assistance.

We will keep you updated.

There is strength in solidarity!

In solidarity,

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Howard Law
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Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

As you are aware, the collective agreement expired on November 30, 2016 and continues in force while we are negotiating.

At the beginning of the week we discussed, in the presence of the conciliation officers, the « Maintenance of Activities » protocol in the event of a strike or lockout. We did not reach an agreement on the protocol. The Company therefore made a request to the *Canada Industrial Relations Board* so that the *Board* can determine the technician work that must be maintained in order to prevent a serious and immediate danger to public health and safety.

Next, we met with the conciliation officers to explain our priority demands that we have tabled with the Employer. On Thursday and Friday, we met the Employer to further discuss our priority issues.

We will return to Ottawa next week to continue negotiations in the presence of the conciliation officers.

We will keep you updated on developments.

There is strength in solidarity!

In solidarity,

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Howard Law
Alain Paradis

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Ray Mortimer

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Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

After eight weeks of meetings with the Company and two more weeks of negotiations in the presence of the Conciliator, your Committee has bargained day and night to get a deal prior to the holidays. Today the Company left the bargaining table. Your Committee has concluded that the Employer is only prepared to settle on its own terms. At the same time the Company has made it clear that they have plans to contract out more bargaining unit work.

The Company has turned a deaf ear to your priorities.

- Outsourcing and work jurisdiction
- Wage parity for employees hired after 2012
- Article 11 coverage for all employees
- The right to grieve and arbitrate the denial of sick pay
- Seniority rights
- Fair and equitable transfers and reassignments

Accordingly, at the beginning of January we will hold information meetings in each Local to ask you for a strike mandate. We believe that the Employer will only move if they are convinced that we are ready to fight for our priorities and to save our jobs.

We will keep you updated on developments.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

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Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Brothers & Sisters:

Since our last communication announcing the end of talks at the bargaining table and the Union's Road Show to obtain a strike vote, the Company's leaders have directly contacted Unifor National President Jerry Dias. Essentially, the Company has demonstrated interest in pursuing further discussions at the bargaining table.

On a conference call held on December 27th between the bargaining committee members and Jerry Dias, we have agreed to the following:

The scheduled start date of January 9th, 2017 for the Road Show meetings for a strike vote is cancelled and will be scheduled at an appropriate time.

We will return to the bargaining table along with Jerry Dias on January 13th, 14th, 15th and 16th in Montreal.

There is strength in solidarity!

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Jeff Brohman
Alain Sévigny



B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Tentative Agreement

Brothers and Sisters,

After several days of intensive negotiations in Montreal, we have reached a tentative agreement to renew the collective agreement. The talks resumed on January 13th and continued through the weekend until early this morning with the involvement of National President Jerry Dias.

The Unifor bargaining team unanimously recommends acceptance of the tentative agreement.

The details of the tentative agreement will be presented to membership ratification meetings in the coming weeks. Members will be advised of the dates, hours and locations of the vote as soon as possible.

There is strength in solidarity!

In solidarity,

Entente de principe

Confrères;
Consœurs;

Après plusieurs jours d'intenses négociations à Montréal, une entente de principe a été conclue afin de renouveler la convention collective. Les pourparlers ont repris le 13 janvier et se sont poursuivis toute la fin de semaine dernière jusqu'au aujourd'hui en compagnie du président du Syndicat Jerry Dias.

Le comité de négociation d'Unifor a fait un travail remarquable et nous avons maintenu les besoins des membres au centre des négociations.

Le Comité de négociation recommande l'acceptation de l'entente de principe.

Les détails de l'entente de principe vous seront présentés lors des assemblées de ratification au cours des prochaines semaines. Les membres seront avisés des heures et lieux des votes dès qu'ils seront déterminés.

La force réside dans la solidarité!

Solidairement,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Jeff Brohman
Alain Sévigny

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B A R G A I N I N G B U L L E T I N

BELL CRAFT

Craft and Services Employees

Job Posting Templates Committee

Brothers and Sisters,

As you know, during the last round of negotiations the parties agreed to a Memorandum of Agreement to create a Job Posting Committee.

The mandate of the committee is to establish templates to be used for posting jobs. The committee was to complete its work and submit these templates to the company no later than 2 months following the signature of the collective agreement.

The members of the committee have met several days in an effort to fulfill our mandate. The volume of work has been considerable and the committee has asked the parties to extend the deadline.

The parties therefore have agreed to sign an MOA extending the committee's work until June 30 2017.

There is strength in solidarity!

Howard Law
Alain Portelance

Drew Wickens
Alain Paradis

July 19, 2017

Bell Craft & Services Bargaining Unit - Update

REPORT OF THE JOB POSTING COMMITTEE

Brothers and Sisters,

The company and the union representatives on the Job Posting Committee worked together from April through June to standardize the job posting templates to be used going forward. Despite our best efforts, we were unable to come to an agreement. We are filing a National Policy grievance to deal with the matter.

In solidarity,

Alain Portelance
Howard Law
Alain Paradis

Drew Wickens
Claude Brazeau
Ray Mortimer

Jeff Brohman
Alain Sévigny

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