



2007 Bell Bargaining

Bulletin # 1

Bargaining Commences

Bargaining with Bell Canada for a new Collective Agreement covering Craft and Services employees in Ontario and Quebec commences on October 11, 2007 when the parties exchanged bargaining demands in Montreal.

The full text of the CEP and Bell demands can be found on the CEP website at www.cep.ca.

Bargaining will recommence on October 22 and continue on a weekly basis.

We will continue to keep members informed as bargaining progresses.

Maintaining our solidarity is critical.

In solidarity,

Your bargaining committee

Alain Paradis, Local 84Q
Alain Ouellette, Local 78
Rene Jean, Local 79
Richard Chaumont, National Representative

Mike Douse, Local 25
Mike Smith, Local 25
Kevin Richmond, Local 31
Sean Howes, National Representative

October 12, 2007



2007 Bell Bargaining

Bulletin # 2

October 25, 2007

To: Bell Local Officers

Re: Negotiations

Sisters and Brothers:

As you are aware, negotiations with Bell were to recommence on October 22, 2007. There is currently a dispute between the parties as to the appropriate venue to continue negotiations. The Union is in regular discussions with Bell to resolve this difference as soon as possible, so that we can return to the bargaining table.

We will keep you informed of any progress in this regard.

Solidarity continues to be of utmost importance.

In solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 3

October 29, 2007

To: Bell Local Officers

Re: Negotiations

Sisters and Brothers:

Bargaining will begin today in the CEP Ottawa office.

We will keep you informed of any developments.

Maintaining our solidarity continues to be critical.

In solidarity,

Richard Chaumont, National Representative

Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 4

November 2, 2007

To: Bell Local Officers

Re: Negotiations

Sisters and Brothers:

Negotiations began this week in Ottawa with the parties separating all demands into seven packages, plus Memoranda of Agreement and Letters of Intent.

We began discussions on the package of demands dealing with dues deductions, information to the union and the grievance procedure.

Negotiations will re-commence on November 5, 2007.

We will keep you informed as negotiations progress.

In solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 5

November 9, 2007

To: Bell Local Officers

Sisters and Brothers:

Bargaining with Bell continued this week in Ottawa.

The parties exchanged positions on Articles 10, 12, 13, 15, as well as the Letters of Intent dealing with the Corporate Health and Safety Committee and the Freezing of Grievances.

We also began discussions on the second block of non-monetary demands dealing with Articles 9, 10, 18, 19, 25 and the Letter of Intent on Class II technicians.

We will continue bargaining next week and will provide further information as things progress.

Solidarity Works!

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 6

November 16, 2007

To: Bell Local Officers

Sisters and Brothers:

Bargaining with Bell continued this week in Ottawa.

The bargaining climate has been generally positive and has allowed the parties to have good discussions and to clarify positions on a number of issues.

We have reached agreement on a change to the method of collecting union dues so that deductions will now be done in equal amounts every pay rather than monthly.

We have spent many hours in discussions about the grievance and arbitration procedures. While discussions continue in those areas, one agreed outcome is an expedited grievance procedure that can be used at the discretion of local unions.

The bargaining committee also analyzed data provided by the Company regarding hours worked by temporary and part-time employees over the past two years. The data shows that half of our part-time members have been consistently working full-time hours. This justifies our demand that these members should be reclassified to regular full-time status.

We are continuing to remind the Company that our demand to reinstate post-retirement benefits is of critical importance. We are asking that members also reinforce this message with their managers.

Next week the Ontario members of the bargaining committee will be attending the Ontario Communications Council in Toronto where they will provide a detailed bargaining report to local delegates.

Bargaining will recommence during the week of November 26.

Solidarity Works!

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 7

November 30, 2007

To: Bell Local Officers

Sisters and Brothers:

Bargaining continued this week in Ottawa.

The parties reached agreement on the Expedited Arbitration procedure. The period to submit cases to Expedited Arbitration has been extended to 60 days so as to eliminate costs charged by arbitrators when dates are cancelled. It was also agreed that the parties would maximize the use of the Expedited Arbitration process for all types of grievances so that issues can be resolved more quickly.

There was also discussion regarding the Union's demand to reclassify RPT employees to full-time.

The Company denied our demand, claiming they need the flexibility that part-timing provides. We told the Company strongly that they have ample tools available to deal with fluctuations in workload, and that it is unreasonable to deny full-time status to employees who have worked full-time hours for over two years.

Discussions are still in process on this major topic.

Bargaining will recommence next week.

Solidarity Works!

Richard Chaumont, National Representative

Sean Howes, National Representative

lmc/cope-343



2007 Bell Bargaining

Bulletin # 8

December 6, 2007

To: Bell Local Officers

Sisters and Brothers:

Negotiations continued this week with little progress.

On Thursday, December 6, Bell informed the bargaining committee that they required additional time to review the unresolved issues and to find a way to move forward on the many issues that have yet to be discussed.

The parties will meet again in Ottawa on Monday, December 10.

Solidarity Works!

Richard Chaumont, National Representative
Sean Howes, National Representative

lmc/cope-343



2007 Bell Bargaining

Bulletin # 9

December 11, 2007

To: Bell Local Officers

Sisters and Brothers:

Today the Company informed the bargaining committee that they are applying for Conciliation.

Under the Canada Labour Code, the Minister of Labour now has fifteen days to appoint a conciliation officer.

We anticipate that, based on the time of year, conciliation meetings will be scheduled early in 2008.

We will communicate again when the details are confirmed.

We wish you all a safe and happy holiday season and a prosperous 2008.

In Solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 Bell Bargaining

Bulletin # 10

December 14, 2007

To: Bell Local Officers

Sisters and Brothers:

Today we were informed that the Minister of Labour has appointed Jacques Lessard as conciliator in bargaining with Bell Canada. Mr. Lessard was also the conciliator in 2004 bargaining with Bell.

The conciliator has asked to meet the parties separately in Ottawa during the week of December 17 to begin the conciliation process.

We will keep you informed of developments.

In Solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative

lmc/cope-343



2007 Bell Bargaining

Bulletin # 11

December 20, 2007

To: Bell Local Officers

Sisters and Brothers:

The bargaining committee met this week with the conciliation officer in Ottawa. We reviewed the outstanding non-monetary issues in the first two packages of issues that the parties have been concentrating on since bargaining commenced.

The committee pointed out to the conciliation officer the importance of resolving the one outstanding issue dealing with changes to the grievance procedure before we can move forward.

Bell has proposed a new type of grievance called a “group” grievance that will apply whenever more than one member is grieving a similar issue. The bargaining committee has serious concerns that this could be used by Bell to restrict our ability to file individual grievances in future. Therefore, we are demanding that we must have the sole discretion in all cases to determine if individual or group grievances will be filed.

After six weeks of bargaining, it is time for members to remind their managers that you are serious about obtaining a good contract. One way is to let them know that you will not be giving any free work time to the Company. Please don't start working before the beginning of your shift, and make sure you have logged out by quitting time. No doubt, stronger messages to the Company will be required before bargaining is completed.

Bargaining will recommence with the conciliator beginning on January 7, 2008.

Happy holidays!

In Solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative



2007 BELL BARGAINING

BULLETIN #12

January 11, 2008

To: Bell Local Officers

Sisters and Brothers:

The parties returned to the bargaining table this week with the assistance of the federal conciliator where we attempted to overcome the impasse that has prevented bargaining from moving forward.

The impasse has been caused by a demand from Bell to change the grievance procedure (Article 14) in a way that could limit the Union's ability to properly represent the membership (see bulletin # 11 for more details).

On January 10, the conciliator asked both parties to spend the appropriate time to reflect not only on the issue that has resulted in the impasse, but on how we intend to deal globally with all of the issues on the table.

He has asked the parties to return to the bargaining table on January 21 with a determination to move forward.

The Canada Labour Code

Under the Canada Labour Code, the mandate of the conciliator will expire on February 11, 2008. Following that date, the Code provides for a further 21day period before a legal strike or lockout can commence.

A strike or lockout may then be called following a 72 hour notice to the other side. For the Union, there is also the requirement to obtain a strike mandate within the 60 day period immediately prior to taking action.

Our objective continues to be a negotiated settlement that is acceptable to the membership.

We ask members to tell managers that it's time for Bell to get serious.
We want a fair contract NOW!

Maintaining solidarity is more important now than ever before.

In Solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative

lmc/cope-343



2007-2008 BELL BARGAINING

BULLETIN #13

January 23, 2008

To: Bell Local Officers

Sisters and Brothers:

As of January 23, 2008, bargaining continues to be at an impasse. The Company continues to demand a change to the grievance procedure which would limit the ability of individuals to file grievances.

For the third time the bargaining committee proposed a solution to the impasse. This time we proposed that the Company's demand on group grievances, along with other demands to change Article 22, 23, 24 be put on hold and dealt with later in negotiations.

This would allow us to address the many issues important to the membership, including improvements to hours of work, overtime, vacations, reclassifications to full-time, seniority and many other issues.

For the third time the Company rejected our proposal to move forward and held to their rigid position to include group grievances.

Last week the Company submitted a communique wherein they denounced your bargaining committee, claiming that we are blocking bargaining on an 'administrative issue'. For us the grievance procedure is far more than administrative. It is our only protection against unjust actions by management and must be maintained.

The parties will meet again next week along with the Conciliator to again search for a way to move forward.

We will continue to keep you informed of developments.

A good collective agreement continues to be our priority.

In Solidarity,

Richard Chaumont, National Representative
Sean Howes, National Representative



Friday, February 1, 2008

BELL BARGAINING #14

Dear Sisters & Brothers,

On Thursday, January 31st Bell Canada tabled a global contract offer to the Bargaining Committee, covering all areas of the Collective Agreement.

The Company took almost five hours to present their offer, comprised of 59 different exhibits.

The Company's offer totally ignores all of the demands that were presented on behalf of the Union membership.

It also contains a huge number of concessions in both monetary and non-monetary articles of the Collective Agreement.

At the end of the week, there was insufficient time available for the Bargaining Committee to fully analyze the Company's concessionary offer.

As the Company has known for many weeks, some members of the Union Bargaining Committee are required to attend at Labour Board hearings next week, and are therefore unavailable for bargaining.

Consequently, the Union Bargaining Committee will meet again beginning on February 11th to fully analyze the impact on the membership of Bell's proposed concessions.

Following that analysis, we will make a full communication to the membership.

Solidarity Works!

The Bargaining Committee:

Mike Douse, Mike Smith, Kevin Richmond, Richard Chaumont, Sean Howes, Alain Paradis, Rene Jean and Alain Ouellet

SH:mps/cope343