



## BARGAINING BULLETIN #13

### EXPERTECH CLERICAL

Sisters and Brothers

To follow up on our communication from last week, your Negotiating Committee is pleased to inform you of the dates of the ratification meetings that will take place in the coming days to allow you to vote on the Agreement in principle concluded between Unifor and Expertech.

At these meetings, the content of the Agreement will be reviewed and you can then vote on its ratification. Your Bargaining Committee recommend acceptance of the Agreement reached between the Union and the Company.

You will need to submit your vote electronically. An email will be sent to your Expertech email address, from which you can register your vote in a few steps. Note that this process is strictly confidential and that your vote will not be known to the Union or the Employer. You can vote on your Expertech email address or forward the received email to your personal email address and then vote from this email box, all according to your preference. The vote will be completed by December 2, 2020 at 12 noon.

Here are the dates for the meetings which will be held over Zoom. You will be able to ask questions.

*Here are your instructions to participate in the online meeting:*

*Zoom Client for Meetings or the Zoom app can be downloaded to your PC, Mac, smartphone or tablet at [www.zoom.us/download](http://www.zoom.us/download). You do not require a Zoom account to participate in this meeting. If you do not have a Zoom account, you will be prompted to enter your full name and email address upon joining the meeting. Please use your full name so that moderators can identify you during the question and answer period. If you have an existing Zoom account, please ensure you update your account to reflect your name. For more information, please visit [support.zoom.us](http://support.zoom.us).*

To join one of the meetings below via Zoom:

1. Go to <https://unifor.zoom.us>
2. Select "Join"
3. Enter the Webinar ID and passcode for meeting you would like to join (see below)

Meeting 1

Expertech Clerical Ratification Meeting Monday, November 30, 2020 – 4:30 p.m. – 6:30 p.m. ET	
Webinar link	<a href="https://unifor.zoom.us/j/96615137788?pwd=TnhQbGhIZGJLWWNkSVJsTTNhRVhoUT09">https://unifor.zoom.us/j/96615137788?pwd=TnhQbGhIZGJLWWNkSVJsTTNhRVhoUT09</a>
Webinar ID	966 1513 7788
Webinar passcode	879746
Join by phone	Dial by your location 1-647-374-4685 647-558-0588

Continued...

Meeting 2

Expertech Clerical Ratification Meeting Tuesday, December 1, 2020 – 4:30 p.m. – 6:30 p.m. ET	
Webinar link	<a href="https://unifor.zoom.us/j/93028474210?pwd=VmZvRmpCTDZCT2FmYlM4SIFPOVZxZz09">https://unifor.zoom.us/j/93028474210?pwd=VmZvRmpCTDZCT2FmYlM4SIFPOVZxZz09</a>
Webinar ID	930 2847 4210
Webinar passcode	879746
Join by phone	Dial by your location 1-647-374-4685 647-558-0588

Your Bargaining Committee thank you once again for your support over the past few years as we have worked through this difficult process.

**Solidarity works!**

Your Expertech Negotiating Committee:

Deborah Hyatt                      Natacha Duquette  
Maureen Dawson                  Olivier Carriere



## **BARGAINING BULLETIN #12**

### **EXPERTECH CRAFT & CLERICAL STAFF**

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Sisters and Brothers;

Your Expertech Craft and Clerical Bargaining Committees have reached a Tentative Agreement with the Employer that, when ratified, will lead to the renewal of both Collective Agreements and the settlement of the Common Employer Application.

Both Committees met with the Employer over the past two weeks in Port Elgin and a deal was reached today.

There are improvements in both Collective Agreements and the details will be shared at upcoming ratification meetings.

Ratification meetings will be announced as soon as possible – with the current COVID restrictions there will be changes to the past practice of in person meetings, depending on the regions. All of these details will be forthcoming as soon as possible.

Your Bargaining Committees thank you for your support over the past several years while we worked through this difficult process.

In Solidarity,

Your Expertech Craft and Clerical Bargaining Committees:

Patrick Léveillé	Paulo Duarte
Pierre Tremblay	Eric Johnson
Emmanuel Ceran	Jeff Stewart
Ilfrantz Joseph	Rick Dorion
Gaetan Turcotte	Kevin Klan
Natacha Duquette	Deborah Hyatt
Jean-Stéphane Mayer	Maureen Dawson
Olivier Carriere	



## **BARGAINING BULLETIN #11**

### **EXPERTECH CLERICAL**

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Sister and Brothers,

Your bargaining committee was back in Ottawa on Monday and Tuesday this week to continue negotiations with Expertech.

We significantly progressed to the point where we are almost done with the non-monetary issues. We've also opened discussions on the monetary demands and the parties have exchanged some counter-proposals.

As per our common employer issue, the parties are evaluating different scenarios that would answer our interest in regards of our objectives.

All these discussions will continue on our next dates that are booked for July 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup>.

We will continue to update you as necessary.

In solidarity,

Your Bargaining Committee

***Our strength lies in our solidarity!***

Sister and Brothers,

Your bargaining committee spent Monday and Tuesday of this week in negotiations with Expertech. We were in the Ottawa office, following social distancing and COVID friendly protocols, and we met with the employer through Webex, with the help of interpreters.

During those two days we discussed issues surrounding the common employer application as well as non-monetary demands that we started discussing in the fall of 2018.

We will be returning to Ottawa next Monday and Tuesday to continue those discussions.

As part of this week's bulletin, we would like to provide some information to help answer some recurring questions we are receiving.

1. What happened to the common employer application? The common employer application is still filed with the CIRB. Due to COVID-19 there has been an extended delay in getting hearings with the Board. Expertech and Bell Canada had indicated to the National Union that they would be interested in discussing the common employer application with both, the Clerical and Craft groups, as well as working towards a new collective agreement. The Union agreed that this made sense, as many times when a board application is filed the parties are asked to try and work out an agreement before the CIRB imposes one on the parties. Due to COVID-19, there are strict limitations on the numbers of people who can be in one room – due to the smaller size of the Clerical committee we decided it made sense to start there to give some more time for meeting restrictions to be lifted in all areas. The Common Employer application would only be rescinded if we can come to an agreement on issues in both the Clerical and Craft groups.
2. Retroactivity: We understand that it has been almost two years since we started negotiations and that the Common Employer application has extended this round of bargaining. As in any round of negotiations that extends past the end date of the collective agreement, it is the union's position that there should be retroactivity and we will be working towards that end.

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Please note that our next bargaining sessions will be on these dates:

- Monday and Tuesday June 29th and 30th
- Monday, Tuesday and Wednesday July 13th, 14th and 15th.

We will send out another update after our meetings with the Company next week.

In solidarity,

Your Bargaining Committee

***Our strength lies in our solidarity!***

Sister and Brothers,

As indicated in our previous bulletin, bargaining for the renewal of the clerical agreement will begin shortly. This week, the bargaining committee met in Ottawa to prepare to restart bargaining. We have reviewed our initial requests, as well as any agreements that had been reached before the interruption of our negotiations and have prepared our questions and positions on future issues.

We have also confirmed dates for bargaining meetings with the employer. In the past, we used to negotiate over a period covering an entire week, but with the present COVID situation, certain family responsibilities have led us to adapt our practices. The dates are as follows:

- June 22 and 23
- June 29 and 30
- July 13, 14 and 15

It is very likely that additional days will be planned and we will keep you posted. We will also keep you posted on the progress of our discussions at the table. Know that we are ready to work hard to achieve a result that meets your objectives. We thank you for your support.

In solidarity,

Your Bargaining Committee

***Our strength lies in our solidarity!***



# **BARGAINING BULLETIN**

## **EXPERTECH**

### **Craft and Clerical Employees**

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Sister and Brothers,

As you know, last year Unifor filed a Common Employer Application with the CIRB asserting that Bell Canada was in full and absolute control of Expertech and therefore cannot be separated from Bell Canada for the purposes of negotiation of the new Collective Agreement for Expertech members. A Mediator was to be appointed to our file to resume talks, but this appointment was delayed due to the pandemic and the confinement measures.

Recently, both Bell Canada and Expertech have reached out to the Union and requested that we sit down to have discussions on resolving the Common Employer Application and Collective Bargaining.

Your Bargaining Committee has met and has agreed to move forward on discussions to hear what the Parties have to say. It will take some time to get the logistics pulled together because of COVID 19 measures which prevent us from bargaining as we normally would.

Covid19 has brought its share of worries, stress and adjustments. We hold an LRC conference call with the Company every Tuesday to discuss all the health and safety measures implemented, and we have adapted teleworking for the Clerical Unit. To date, and despite some loosening of the confinement measures by the Government, the decision has been made to maintain all of the measures implemented thus far.

We will keep you updated on any new developments. In solidarity, and in the hope of meeting your needs and obtaining the best Labour Contract possible. Don't hesitate to contact us should you have any questions. We're here for you.

***Our strength lies in our solidarity!***

Issued by Your Expertech Craft and Clerical Bargaining Committees