



BARGAINING ISSUES
CRAFT & SERVICES EMPLOYEES

PRESENTED TO EXPERTECH NETWORK INSTALLION

October 5, 2015

5. **Time Allowance**

- a) The employer shall allow an employee with a grievance to use his company vehicle to attend a meeting with the union for the purpose of preparation for a step 2 grievance meeting.

9. **Definitions**

- a) Article 9.03 – the employment of a TPT may be terminated due to lack of work (delete “when it deems necessary.”)

10. **Seniority**

- a) Seniority shall prevail over other considerations in all matters.
- b) Notices to the union under article 10.05 shall be in writing by CO3; shall be sent contemporaneously or prior to the notice sent to the employee; and shall apply to all assignments or transfers.

12. **Safety and Health**

- a) There shall be a full-time company-paid union representative in each province to deal exclusively with WSIB/CSST issues.
- b) The agreements of the Corporate Health and Safety committee shall be binding and subject to article 14 of the collective agreement.
- c) The Health and Safety Resources shall be covered by the MOA on Home Dispatch.

18. **Hours of Work**

- a) The daily hours and weekly hours of work shall be adjusted to 7.5 and 37.5 without loss of pay.
- b) Posting of a shift change in article 18.09 in writing shall be by CO3.
- c) There shall be a minimum rest period after an off-normal tour.
- d) Relief periods shall be at least 20 minutes each in any 10 hour shift.
- e) Job differentials shall be \$1 per hour (off-normal) and \$2 per hour (midnight tour).
- f) The text of the current LOI for Alternative Work week shall provide that all four scheduled days must be consecutive.

- g) Travel time shall be limited to 8 hours in any work schedule (including 8/6 or 10/4 schedules) and shall be paid at 1.5 times the regular rate. Travel requirements beyond those 8 hours may only be met by allowing the employee to arrive later for his first shift, or leave early from his last shift.

19. **Overtime**

- a) The premium for overtime shall be time and one-half for the first two hours and double time for all further overtime hours worked in a week.
- b) An employee shall be permitted to convert TGP to vacation.
- c) An employee shall have the right to bank all earned double time.
- d) The text of the current LOI for Allocation of Overtime shall be amended to replace “manager’s group” with “same headquarters, by family.”

20. **Paid Holidays**

- a) Increase the number of paid holidays by three additional days.

21. **Paid Vacations**

Increase the allotments and availability of vacations.

- a) Vacation groups shall be by job family.
- b) Increase the entitlement to paid vacation.
- c) For the purpose of vacation entitlement under article 21.06, reduce the minimum length of employment in the calendar year for a retiring employee to 21 days.

22. **Transfers and Reassignments**

- a) Delete the following requirements for transfers or reassignments: qualifications, functional group, two or three week period, line technicians sharing the same vehicle. Clarify that all transfers within 72 kilometres must be done according to seniority rules.

Change all references to airline kilometres to fastest google map route, excluding toll routes.

- b) Notice to the employee of reporting centre shall be by CO3.

23. **Travel Allowance, Living and Transportation Expenses**

- a) All boundary measurements for travel allowances shall be measured by the fastest google map route, excluding toll routes.
- b) There shall be only one daily per diem rate for all days in a work schedule, including travel days. Increase the daily per diem rate.

24. **Job Posting Procedures**

- a) Eliminate the ranked posting of NST Lateral, NST Upgrade, and Company-Wide. All postings shall be company-wide.
- b) The maximum period of time before a temporary upgrade triggers a permanent job posting shall be 12 months.

25. **Sickness Absences and Benefits**

- a) Improve Health Benefits for regular and temporary employees.
- b) Medical certificates shall never be required for absences of less than 3 days and all medical certificates shall be paid for by the company.
- c) The company shall pay the actual cost of the DL medical exam (article 26.07).
- d) Sick days shall be paid at 100% of the regular rate.
- e) The company shall grant up to two paid family emergency days annually (article 26.06).
- f) Improve the pension plan.
- g) Reinstate Post Retirement Benefits.

Attachment A - Job Classifications

- a) The job classification schedule shall be revised to provide for a single classification for each of Splicer, COE Technician, and Line Technician. All employees shall be entitled to progress to step 15 of the salary grid.

Attachment C - Wages

- a) Parity with Bell Canada Craft Class 1 technicians.

35. **Term**

- a) A one-year term expiring November 30, 2016.

Memoranda of Agreement and Letters of Intent

- a) There shall be a tripartite agreement between Unifor, Bell Canada/BCE, and Expertech providing that Expertech shall be the exclusive sub-contractor of Bell Canada for the work covered by the bargaining unit.
- b) There shall be a corporate Joint Labour Relations Committee that shall meet regularly with expenses paid by the company.
- c) All Letters of Intent shall become MOAs.

Administrative Issues

- a) Expertech shall participate in the Unifor Paid Education Leave program.
- b) Change all references from CEP to Unifor
- c) Article 9.01 (b) – change “location” to “reporting centre.”
- d) Attachments B and E – review and update geographical locations.
- e) Attachment E - List of NSTs- Quebec NST #2 – Joliette in separate NST.
- f) Attachment F – increase SAP schedule
- g) LOI Re Transfers – eliminate two year minimum experience in same job family in order to apply for upgrade.
- h) Delete the LOI Strategic Project Letter
- i) Provide an administrative mechanism for an employee to access his or her full OSI file at any time, without cost.
- j) Acknowledge that a union steward’s duties may include coded time to provide assistance in the nature of a Social Delegate/Union Counsellor.
- k) Standardize the date sequence on company forms to D/M/Y

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