



BULLETIN NO. 20

BELL

Craft and Services Employees

Dear colleagues,

The new provisions of the Canada Labour Code coming into effect September 1st, 2019 – not all regulations have been defined by the government and the company has applied for exemptions in some cases. Due to the dissolution of parliament, we do not expect answers until after the election and will look further into the details and impact once details are finalized.

Attendance Management Policy – the Company has committed to administering attendance on an individual case by case basis. They have also committed to looking at outstanding grievances where letters/discipline may have been unwarranted.

District Expectations, five page document – the company has agreed that the roll out of this document was inconsistent and not well conducted, however the contents of the policy are expected to be adhered to and that they will first attempt coaching but will proceed to disciplinary measures should members refuse to comply.

Bell Mobility performing Bell Craft Data work – The issue brought forward to the Company was that the Bell Mobility Technicians are being given equipment and access to install routers/switches in areas previously installed by Bell Craft Data Technicians that essentially serve as a demarcation point between Bell Wireline Network and Bell Mobility Services. The company has committed to looking into all of the examples provided and responding to our concerns.

Bell Technical Solutions Performing Bell Craft Cable Repair Work – The Company is aware of the numerous issues, examples and grievances on this topic. They have had many conversations with BTS management on this topic and have voiced their frustrations to us over the ongoing issues and examples that keep arising. They have indicated to us that BTS has been directed to discipline any employees who continue to perform this work. The company will update us on progress on this issue, please continue to provide examples to your local steward.

National Policy Grievance regarding the Position Advisory Committee (2013) – An attempt to settle these issues has been ongoing; unfortunately the company has refused to solve any of our major concerns that were the fundamental reasons for filing the grievance. At this point an arbitrator is seized and new dates will be determined in the near future.

Alternate vacation schedule memorandum – Please see attached document.

Strength Lies in Solidarity!

Alain Portelance

Drew Wickens

Jeffrey Brohman

Tyson Siddall

Claude Brazeau

Alain Sévigny

Ray Mortimer

Alain Paradis



BULLETIN NO. 19

BELL

Craft and Services Employees

Joint Labour Relations Committee

Dear colleagues,

Your bargaining committee met with the company for the JLRC meeting in Ottawa on May 28 and 29, 2019. We discussed many issues including the following:

1. The RIO applications and selections were reviewed extensively. Identified concerns were addressed and resolved. We worked with the company to solve problems in areas where there were still surplus issues. We believe we have achieved the best possible outcome with as many senior volunteers as possible getting RIOs and the return of 70 of the 76 Surplus employees to work (6 voluntarily chose not to return).
2. TMI/Horizon outages and the effect on employee scorecards – the company assured us that the outages and issues are files that don't download properly to the system and once that issue is fixed (usually same day) the files download and the scorecard updates. Any anomalies are then looked at manually, but overall scorecard fluctuation happens and should be looked at over months not over weeks or day to day.
3. The application and administration of time off requests – requests are not being dealt with in a timely manner, the company will look at this; however they maintain that not all requests will be granted as per business needs and that in emergency or exceptional situations the tier C manager has the discretion to approve requests.
4. Manhole Attendant – There was a discussion about the duties of the attendant and responsibility for safety. We will be referring this issue back to the corporate H&S committee to further investigate.
5. Insulated Coveralls – confirming our understanding that was reached and no further issues should arise.

6. Contracting Out Meetings/EMMs – We reinforced our position that these meetings need to happen as the information is not getting to the affected locals. The company will work with us on re-establishing these meetings in the near future. We requested that in order for these meetings to be as productive as possible, and function as intended, that information should be sent out in advance in order for locals to review and bring their questions to the meetings.
7. BTS performing cable work (still) – the company has assured us that in regards to the cable work that there are monthly meetings to address this issue from both BTS and Bell management at all levels, that the Network team has been advised not to engage BTS in cable work and that they continue to advise BTS technicians not to perform this work (please continue to forward any examples to your local rep for investigation).
8. BTS doing daily Business Data, multiline, and ORS work – we have identified this issue to the company, they advised us they don't see the same issue we are identifying. Please send any examples to your local rep for investigation.
9. Bell Mobility performing Data functions at Cell Tower locations – we have identified this issue and the company will investigate it.

We also had a discussion about the reduction of hours for part timers. The Company agrees that now that the RIO has addressed the surplus those part-timers whose hours were cut in the spring will be returned to full time hours for the foreseeable future, however they do maintain the right to reduce hours based on the flexibility and requirements of the load.

Strength Lies in Solidarity!

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BULLETIN # 18

BELL CRAFT & SERVICES

Reversal of Bell Craft Layoffs

To: Unifor Bell Local Unions

Dear members,

We are writing to confirm that your bargaining committee has successfully negotiated an agreement with the company to completely reverse the layoffs of technicians that were announced on April 18, 2019.

The company agreed to a full recall of the 76 members who had received a surplus notice. Members will return to work under their same job classification with the exception of 6 members who will be reclassified from TPT to RPT.

The union and the company also agreed to the offer of a limited Retirement Incentive Offer (RIO) to Craft and Services employees who are eligible for retirement on or before May 31, 2019. The offer will be made to 150 members by seniority and will grant up to 76 offers to members with the greatest seniority. Once the seniority driven RIO has been offered, there will be additional RIO's targeted to the areas where surplus has been declared. This targeted RIO allowed us to avoid the surplus of our members.

While this is not a perfect solution, it is an important win for the members who suddenly received layoff notice a few weeks ago and their families, as well as for all Unifor members at Bell Canada who have experienced similar job erosion.

We want to thank all members who took action as part of the first days of action of the Bell Real Talk campaign. Your solidarity made a difference, and your continued action will make the difference as we continue to oppose the contracting out of the Wireless to the Home work and the erosion of our bargaining units.

Our mission continues, to ensure that jobs at Bell are good jobs, where Unifor members are respected at work.

Thank you for your continued dedication and activism.

In solidarity,
Your Bargaining Committee

Drew Wickens	Alain Paradis
Ray Mortimer	Alain Sevigny
Jeff Brohman	Claude Brazeau
Maureen Dawson	Alain Portelance

lmc/cope-343



BELL CANADA CRAFT & SERVICES BULLETIN – April 25, 2019

TO: ALL LOCALS WITH BELL CRAFT & SERVICES MEMBERS

Members

The Bargaining Committee will be meeting with the Company tomorrow in Ottawa in regards to the announced layoffs at Bell Craft & Services. There have been discussions between the Union and the Company this week and this meeting is being held to work on a possible solution for our members. At this time, we are letting you know that the deadline to submit your paperwork to the Company will be suspended indefinitely until we have something further to report. The Company will be communicating with the members affected today with further details on this.

We appreciate your patience and solidarity at this time.

In Solidarity,

Drew Wickens
Jeff Brohman
Ray Mortimer

Maureen Dawson

Alain Paradis
Alain Sevigny
Claude Brazeau

Alain Portelance



BELL CANADA CRAFT & SERVICES BULLETIN – April 16, 2019

TO: ALL LOCALS WITH BELL CRAFT & SERVICES MEMBERS

Members,

We met with the Company yesterday and today in Ottawa to discuss the notice of surplus that was sent to the Union on Friday, April 5, 2019.

The MOA on Force Adjustment in the collective agreement speaks to a process to discuss alternatives to the layoffs. As part of that, and to prepare for our discussions, the Union asked the Company for information on the business reason behind the need to layoff members in the bargaining unit. The Company refused to provide that information. When asked again Monday, the Company repeated its claim that it did not need to provide this to the Union.

The Union re-iterated that keeping work in the bargaining unit and protecting members jobs must be of the highest priority.

In the meeting, the Company refused to discuss repatriating work, refusing to return any work to the bargaining unit.

As you know already, the Company has decided to contract out the Wireless To The Home project to non-union contractors in its entirety – work that we believe is the work of Bell Craft and could alleviate the need for surplus. There are also many other ways to deal with the issue including transfers to areas where there is more work, asking for volunteers to work part time, bringing back work to the bargaining unit and a full RIO by seniority. Upon highlighting these solutions, we were met again with the Company's with outright refusal to engage.

The Company is only interested in moving members to jobs at BTS or offering a targeted RIO to those only where there is a pending surplus AND out of Seniority.

Back in December, the Union already communicated to the Company that this was not an acceptable process. This week, we repeated that your union would not agree to any RIO out of seniority. Even if the Union had considered it, the Company said they would not return the RPT's on reduced hours to full time nor would they guarantee there would not be any further layoffs.

In our opinion, the Company had no intention of having real discussions on alternatives and its repeated refusal to present any evidence as to the loss of work just proves that. We believe that they have violated the MOA by not providing that information and will be filing a national policy grievance on this issue.

After delivering the message, that we are not interested in their unacceptable alternatives, the Company walked out without any comment.

Serge Thibault and Paul Robert from Labour Relations returned after 30 minutes and told the Union that the 76 (changed from 82) affected employees will be contacted this Thursday, April 18, 2019. Local Presidents will be informed Thursday morning.

In Solidarity,

Drew Wickens
Jeff Brohman
Ray Mortimer

Maureen Dawson

Alain Paradis
Alain Sevigny
Claude Brazeau

Alain Portelance



BULLETIN NO. 8

BELL

Craft and Services Employees

Joint Labour Relations Committee

Dear colleagues,

Your bargaining committee met with the company for the JLRC meeting in Ottawa on March 27, 2019. We discussed many issues including the following:

1. Coaching For Success – In light of the removal of stacked ranking in Sales, we discussed also removing it from the Bell Craft Bargaining Unit. The Company is not opposed to having that discussion and we expect to have a meeting on the issue in the near future.
2. Issues with 4986's and assignment of union dues - There continues to be issues with these items and the Company will review and report back.
3. Upon release VBT will be granted by seniority. Throughout the year it is first come, first served unless 2 or more selections are made at the same time, in which case seniority will apply
4. Manhole Attendant – There was a discussion about the duties of the attendant and responsibility for safety. We will be reviewing this issue further and consulting with H&S committee.
5. Insulated Coveralls - We continue to have a disagreement on who is eligible to receive Company paid insulated coveralls. We have asked the Company to take the time to discuss with all the grievors the reasons they are requesting the item instead of just a blanket refusal to everyone.

We also had a lengthy discussion on the reduction of hours for part timers. The Company maintains that they do not have enough load and they can reduce the hours as per the Collective Agreement. We continued to press them to return work to our members that is being sent to contractors.

Just a reminder as we get into spring and summer time there have been a number of questions around what the rules are as far as overtime is concerned.

As per Article 19 "Overtime in excess of eight hours per employee in one week and overtime in excess of 16 hours in a designated four week period (see schedule below of designated 4 week periods) shall be on a voluntary basis."

What this means is that any overtime worked even if it is incidental or voluntary counts toward the total. Once the total (8 or 16 hours respectively) is reached, the company CANNOT force an employee to work overtime. Hopefully this clarifies things where overtime is concerned. If more explanation is required, please contact your local steward.

Designated 4 week periods

March 31, 2019 to April 27, 2019 - April 28, 2019 to May 25, 2019 - May 26, 2019 to June 22, 2019 - June 23, 2019 to July 20, 2019

July 21, 2019 to August 17, 2019 - August 18, 2019 to September 14, 2019 - September 15, 2019 to October 12, 2019

One final note – the bargaining teams are continuing to work on developing a mobilization plan for the membership.

We will keep you informed of any developments in these files.

Strength Lies in Solidarity!

Alain Portelance

Drew Wickens

Jeffrey Brohman

Maureen Dawson

Claude Brazeau

Alain Sévigny

Ray Mortimer

Alain Paradis



BELL CANADA BULLETIN December 17, 2018

TO: BELL CANADA CRAFT & SERVICES MEMBERS

Greetings,

The Union met with the Company in Ottawa on December 13, 2018 for the Joint Labour Relations Committee meeting.

This was not a regular meeting. We had been informed, in the days prior to the meeting on Thursday, that Bell Canada was not acting in a manner that we felt was conducive to good labour relations.

We were told that starting January 2019 BTS will be having the BTS Help-Desk perform all the testing functions of the Bell Craft DSL/TV test centre and the CAD(cable action demand) Desk for their BTS employees to only call. The construction of the additional space at the Ottawa Work Centre has already begun and Bell is paying for fibre optic cable to be placed into that building. The company has already trained the BTS Help-Desk employees on the Bell Craft testing systems of NEO, Viper, TIMS, Multi-view and Webcare. This BTS Help-Desk will even be able to provision lines and activate POTS lines, internet and television customers, taking away bargaining unit work of Bell Clerical as well.

We understand that the decision to move this work was communicated to BTS management in July and we are only finding out now the extent of this movement of work.

(On Thursday afternoon, after our meeting was over, BTS changed their story and told the BTS bargaining committee something different on the testing issue. We will be investigating this further)

There are several other contracting out issues we are just learning about and are working on getting more information in order to address them with the Company.

The Company has a responsibility to bring these contracting out plans to the Union at various levels and they continuously flout these responsibilities. We are tired of having to chase the facts and being treated with disrespect.

The recent actions on contracting out coupled with the cancellation of the EMM's, the apparent control Bell Canada is exercising on the work in all of the bargaining units, and now Tier B managers cancelling grievance meetings, makes us say enough is enough.

We delivered a strong message to management Thursday and we asked them leave our office and to go away and think about what kind of relationship they want with us.

We also want you to know that your bargaining committee along with the National Union is looking at all of our options including legal action and strong membership mobilization to deal with what we see as an attack on our work and our members in all Bell Canada bargaining units.

We will need all of your support in the coming weeks and months to deal with these issues. You will be hearing from us soon.

We want to take this opportunity to wish you a Happy and Safe Holiday Season!

In Solidarity,

Bell Craft & Services Bargaining Committee

Drew Wickens
Jeff Brohman
Ray Mortimer

Alain Paradis
Alain Sevigny
Claude Brazeau

Alain Portelance
Maureen Dawson



BELL CANADA BULLETIN September 18, 2018

TO: BELL CANADA CRAFT & SERVICES MEMBERS

Greetings,

The Union met with the Company in Ottawa on September 12, 2018 for the Joint Labour Relations Committee meeting.

There were presentations from the Company on Mental Health and Network 3.0 (the network of the future).

We also discussed the following issues:

1. Contracting Out – we brought this issue forward again on two fronts. One, on the substandard work being done by contractors and how this isn't saving the company money but actually costing money. We also discussed trials that are going on in various areas of Ontario where contractors are working on cable repair. These trials were not brought to the union's attention which is counter to the CA. We provided the information to the Company and they are going to look into it and respond to us.
2. Business Load going to BTS – This issue was discussed at the last meeting and the Company had implemented some improvements to try and have the work go to Bell Canada technicians instead. Some areas saw improvement in weeks following the meeting, but it seems recently things have reverted back to BTS getting more work again. The Company says they are going to look into this again.
3. Administrative Letters and Absence Policy – We discussed the tone of administrative letters for absences and how the union does not believe that threatening termination should be the first step. The Company says they have changed the letters recently so that the first letter a technician received will have that threat removed. We also discussed how the absence policy is applied and the fear technicians have about being off sick and the fear of reprisals.

4. Fusing equipment and training fibre technicians at BTS – We discussed the issue of BTS being given tools that our technicians don't have access to and this is allowing BTS to do more of our work which is counter to the agreement we have on this issue. The Company says this is not supposed to be happening and will take this back to review.

5. Bell Code of Business Conduct Letter – Members may have received a letter from Declan Brady on the Code of Conduct. Many of you saw this letter as a form of intimidation. The Company says these letters will not come out in the future. You will likely continue to get reminders to do the training but not letters of this sort.

In Solidarity,

Bell Craft & Services Bargaining Committee

Drew Wickens
Jeff Brohman
Ray Mortimer

Alain Paradis
Alain Sevigny
Claude Brazeau

Alain Portelance
Maureen Dawson



BULLETIN NO. 7

BELL

Craft and Services

Joint Labor Relations Committee

Dear colleagues,

On June 12, the meeting of the Labor Relations Committee (CRT) was held. This quarterly meeting of the Craft Bargaining Committee and Bell Labour Relations Management discusses various topics or issues related to the Bargaining Unit. The exchanges focused on, among other things:

- **Updated Lists of Headquarters**

We asked that the Lists of Headquarters will be updated and a committee will be working on this.

- **Coaching for Success**

We have brought this issue again to the attention of the employer and our continued disagreement with the plan for performance managing the staff. The Company says they have made some changes to the plan but we argued that they are not being felt at the field level. We also presented the National Policy Grievance on this issue to the Company.

- **Administrative Letters**

We discussed this issue with the employer. These letters are being given our usually for absenteeism. We asked if they stayed on the file for the same length of time as a disciplinary letter. The Company responded that there is no sunset clause for these letters and they could stay on a file for a long time. The Company said it depends on the issue at hand whether they would be legally relevant after the two years. This led to a further discussion on administrative letters being given out for absenteeism and the fact that it seems arbitrary who gets the letter and why. The Company was going to look into a couple of cases and get back to us.

- **Cash Advances for Per Diems and Travel Expenses**

Recently in Quebec technicians who travel were denied cash advances for their per diems and other expenses. The Company says that the policy changed on this 8 or more years ago and they should not have been receiving them this way. The Company says if you have a corporate credit card you can pay for your meals with that but otherwise you have to enter your expenses when you return and get paid on your paycheque.

- **Certification Program**

The results of the certification bonus program were sent to the Union.

- **Merit of Excellence Award**

We told the Company that we believe that this program is in violation of Article 2 and must be negotiated with the Union. The Company said they were going to take our comments away and discuss and get back to us on this issue.

- **Position Advisory Committee**

Since our last meeting in April, the Company has not come back to us with any plan to move forward on this issue. We asked why there is such a long delay. The Company has told us that they need more time to work on this and will get back to us with a response. There are two policy grievances in Quebec on this issue scheduled for February 2019.

The next meetings of the Labor Relations Committee will be September 11 and 12, 2018.

We will keep you informed of any developments in these files.

The Strength Lies in Solidarity!

**Alain Portelance
Maureen Dawson**

**Drew Wickens
Claude Brazeau
Ray Mortimer**

**Jeffrey Brohman
Alain Sévigny
Alain Paradis**



BULLETIN NO 6

BELL

Craft and Services

Joint Labour Relations Committee

Dear colleagues,

On April 5, a meeting of the Labour Relations Committee (CRT) was held. This quarterly meeting of the Craft Bargaining Committee and Bell Labour Relations Management discusses various topics or issues related to the Bargaining Unit. The exchanges focused on, among other things:

Letter of Intent dealing with outsourcing

We asked the employer to put in place the consultation process provided for in the letter of agreement dealing with outsourcing. This agreement provides for quarterly meetings to discuss the concerns expressed by employees. Management is committed to encouraging CP4s to hold meetings. This is currently not happening in Quebec.

Special Events business work done by Bell Technical Solutions (BTS)

We have brought to the attention of the employer our extreme disagreement with the fact that it outsources the "Special Event Business Installation" work to BTS that our members have always done in the past. Example: large exhibition halls. The employer provides fusion sets to BTS so that their technicians can do fibre fusion at the CSP as well. We reiterated that this was unacceptable. The employer's position is that BTS can do "business" work, but there are many initiatives that are done by the control centre to direct the "business" work to technicians from Bell. The employer is asking BTS to start their employees' shift at 8:00 a.m. instead of 7:30 a.m. to prevent "business" orders being sent to them. Finally, for systems, Bell is changing the parameters so that appointments are later for "business" customers. The employer believes that these measures will increase Bell's workload for both Ontario and Quebec in the "business" service.

MOA on Increasing the Workload and the Number of Employees in the Bargaining Unit

We asked the employer to provide us with the numbers that show that they are respecting the Memorandum of Agreement (MOA). This MOA states that "The company expects that these hires will bring the bargaining unit to over 4,000 technicians and services employees represented by Unifor and increased the proportion of work by bargaining unit employees from 78% to 87% based on today's volumes (2016)". The employer refuses to produce the figures to the Union. We will be filing a national policy grievance to force the employer to respect the memorandum of agreement.

Network Mapping Tool and its impact on the Memorandum of Agreement on Allocation of Work

For this purpose, this tool is used by BTS technicians to locate and troubleshoot cable problems. This violates the Memorandum of Agreement dealing with cable workload. We have asked the employer to prohibit the use of this tool. The employer does not want to ban this tool. However, they has informed all BTS technicians not to perform cable repair work.

Certification Program

The results of the certification bonus program must be sent annually to the National Representatives of the Union responsible for the Bargaining Unit and for several years these results have not been communicated. The employer says they will do the research and forward them to the Union.

Technological change

No notice has been given to the Union under Article 16 of the collective agreement. Currently, Bell's Test centre services are attempting to automate testing for managed IP devices at customer sites (ie, routers and switches managed by Bell for SIP trunking, IPVPN, MISN, Bell Total Connect, etc.). So the work of the technicians will be done by a computer application. In our opinion, this is a technological change since it will affect and reduce the work done by the technicians. This is the same scenario in the implementation of optical fibre in Quebec and Ontario. The employer says they will inquire and come back to us with a response.

Position Advisory Committee

The committee resumed its work and the members agreed to work on the template in two steps. First, to determine the work and the qualifications to do the work and in a second step, to see in which class said template will be, either "class A specialist, class B advanced or generalist class C". We hope that the work of the committee will conclude as soon as possible.

The next meeting of the Labour Relations Committee will be June 11 and 12, 2018.

We will keep you informed of any developments in these files.

The Strength Lies in Solidarity!

**Alain Portelance
Maureen Dawson**

**Drew Wickens
Claude Brazeau
Ray Mortimer**

**Jeffrey Brohman
Alain Sévigny
Alain Paradis**



BELL CANADA BULLETIN - February 2, 2018

TO: ALL LOCALS WITH FORMER BELL ALIANT CRAFT MEMBERS

Greetings,

As you are aware, a National Policy grievance was filed in regards to the Position Assessments that were done for the approximately 34 Bell Aliant Craft members who were hired after 2012 in regards to the integration of Bell Aliant into Bell Canada.

At the arbitration hearing in October, the Company agreed that the process from 2016 was not sufficient and offered to redo the assessment. We are writing to you today to let you know that this process will be starting shortly. Meetings will be held with each of the technicians which will include the manager and a union representative (this could be a local union rep or the bargaining rep for that area or both). Technicians will be asked to fill in the assessment questionnaire. It is very similar to the last questionnaire. We will be providing to you a job posting template for a specialist position that you will be able to look at and compare your duties too.

We ask that you take as much time as necessary in the meeting to include as much detail as possible. Assessments like this are based on several factors including how physical the job is, how much authority or responsibility you have, how much training you need to do the job, etc. Try and keep these factors in mind while filling in the questionnaire. Once all of the data has been compiled, the Company and the Union will review the data and may contact the technicians or managers for further clarification or detail before they are put through the final assessment. The results will be given to the Union and the technicians and all of this information will be brought before the arbitrator in May at our next dates. If there are issues that stem from this process they will be addressed there.

We will continue to update you as necessary.

In Solidarity,

Maureen Dawson

National Representative

Alain Portelance

National Representative



BULLETIN NO 4

BELL

Craft and Services Technicians

Joint Labour Relation Committee

Dear colleagues,

On December 5th, the meeting of the Labor Relations Committee (LRC) was held. This quarterly meeting of the Company Labor Relations managers and the union Bargaining Committee discusses various topics or issues related to the Bargaining Unit. The exchanges focused among others on;

Recognition of seniority of former employees of BTS and Expertech.

We reiterated our request to recognize the years of seniority of the technicians who left BTS and Expertech and were hired by Bell in the past. The employer refuses to retroactively change the seniority of these employees, unless the union agrees to modify the current seniority recognition procedure, which would have the effect of linking it to a maximum of 12 months break in service. Currently all time worked at Bell as a technician is recognized for life. Obviously, the union can not agree to this major concession.

Cable repair work performed by Bell Technical Solution (BTS).

The employer has confirmed to us that BTS will be sending a communication release to all its employees informing them that they do not have the right to do the work of Bell Canada cable repair technicians.

GPS monitoring and the obligation for technicians to keep their phone with them at all times.

We reiterated that the purpose of GPS is not to monitor employees and that the employer can not collect data when employees are not at work, and also that lunch time belongs to employees. The employer will do some checks and come back to us.

Guidance given to Test Center technicians to respond to or present themselves as Virgin employees.

The employer claims to have a contract with the British company Virgin Mobile and the contract provides that employees who have to respond to Virgin Mobil's customers must identify themselves as employees of that company!! We formally expressed our reservations on this directive.

Meals paid by the company after 4hrs of Overtime.

We have asked the Company to review its general circular because we do not believe it reflects Article 19.08 of the collective agreement.

Position Advisory Committee to resume.

The employer has submitted a new Memorandum of Understanding to extend the mandate of the Position Advisory Committee. We will consult with our attorneys to ensure that the text meets the objectives of the National policy grievance.

Volunteer or non-volunteer selection process as well as notice given to employees for Stand-by.

The employer says that in principle, the work schedule for 8 weeks should indicate the person who is volunteering for Stand-by for the week in question. On the other hand, it may be that exceptionally for reasons beyond the company's control that the employee is notified at the last minute.

The next meeting of the Labor Relations Committee will be May 4 and 5, 2018.

We will keep you informed of any developments on these files.

The strength lies in solidarity!

**Alain Portelance ~ Ray Mortimer ~ Alain Paradis ~ Jeff Brohman
Maureen Dawson ~ Alain Sévigny ~ Claude Brazeau ~ Drew Wickens**