



Bell 2012 Bargaining

October 5, 2012

BELL CRAFT BARGAINING BULLETIN #5

Sisters and Brothers,

After five weeks of bargaining, the parties have agreed to adjourn negotiations and to jointly request that the Minister of Labour appoint a conciliation officer to become engaged in the bargaining process.

Although we have not reached an impasse in bargaining, both sides agree that we should use every available opportunity to reach a new collective agreement. It is felt that the assistance of a conciliation officer can only increase the likelihood of resolving the many important issues on our agendas, including all of the Union's monetary proposals.

As we have described previously, Bell wants to begin hiring again, but only if they have the cost structure that works for them, including changes in some conditions of employment for new employees, and the creation of several new classifications of jobs with different wage schedules (see attached document).

We have also told Bell that we will not allow any of our current members to be disadvantaged either in their income or their job security. And we have told them that any changes in conditions for newly hired members must fairly reflect the value of the work that they will be doing for Bell.

The application for conciliation will be jointly filed immediately, with the goal of having a conciliation officer available to assist us when we return to the table on October 22, following the CEP National Convention.

This two-week pause in bargaining will allow us to review our strategies, and provide for a fresh start in our work of creating a new collective agreement that fairly respects the value of our work, that fully protects our job security, and that rebuilds the bargaining unit through new hiring.

Solidarity Works!

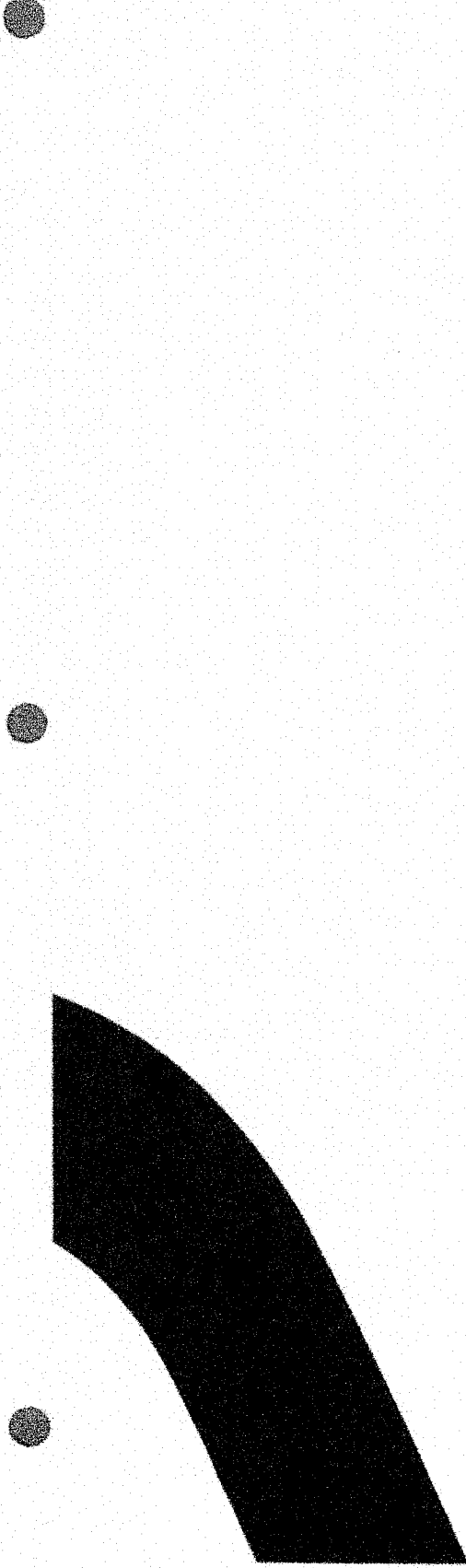
Your CEP Bargaining Committee

Jeff Brohman, Doug Dutton, Rene Jean, Yvon Mercier, Alain Paradis, Marv Smith,
National Representatives Sean Howes, Alain Portelance

The following link to the CEP webpage contains all bargaining bulletins and information:

<http://www.cep.ca/en/cep-action/bargaining/bell-bargaining>

Please bookmark for future reference.



Introducing a new and separate competitive wage structure for newly hired employees

September, 2012

Bell

Why a new wage structure?

We want to prepare for tomorrow by enabling Bell to keep retaining and attracting talent by:

- Introducing a new and separate competitive wage structure for newly hired employees; **all current regular employees to remain on their current wage schedule**
- Introducing new provisions for newly hired employees that grant us the ability to achieve appropriate workforce flexibility; **all current regular employees to remain covered by current provisions**
- Revisiting the concepts of families and occupations in light of the new wage structure in order to achieve the principle of having people at the right place with the right skills

Existing & proposed new wage structure

Existing Schedule* Regular Employees

Step	Wage Schedule I
	Class I
1	\$18.26
2	\$19.57
3	\$21.65
4	\$22.96
5	\$24.38
6	\$26.48
7	\$27.91
8	\$29.75
9	\$31.31
10	\$34.24
11	\$35.92

Progression every 6 months

* Applicable to all regular employees who are on the payroll of the company on November 30, 2012

New Wage Schedule** New Hires, Temporary Employees, Regular Term

Step	A		B		C		D	
	Specialist	Generalist	Advanced	Technician	Generalist	Technician	Generalist	Technician
Entry	\$16.98	\$18.26	\$16.98	\$18.26	\$16.98	\$18.26	\$16.98	\$18.26
1	\$18.26	\$19.57	\$18.26	\$19.57	\$18.26	\$19.57	\$18.26	\$19.57
2	\$19.57	\$21.65	\$19.57	\$21.65	\$19.57	\$21.65	\$19.57	\$21.65
3	\$21.65	\$22.96	\$21.65	\$22.96	\$21.65	\$22.96	\$21.65	\$22.96
4	\$22.96	\$24.38	\$22.96	\$24.38	\$22.96	\$24.38	\$22.96	\$24.38
5	\$24.38	\$26.48	\$24.38	\$26.48	\$24.38	\$26.48	\$24.38	\$26.48
6	\$26.48	\$27.91	\$26.48	\$27.91	\$26.48	\$27.91	\$26.48	\$27.91
7	\$27.91	\$29.75	\$27.91	\$29.75	\$27.91	\$29.75	\$27.91	\$29.75
8	\$29.75	\$31.31	\$29.75	\$31.31	\$29.75	\$31.31	\$29.75	\$31.31
9	\$31.31	\$34.24	\$31.31	\$34.24	\$31.31	\$34.24	\$31.31	\$34.24
10	\$34.24	\$35.92	\$34.24	\$35.92	\$34.24	\$35.92	\$34.24	\$35.92
11	\$35.92		\$35.92		\$35.92		\$35.92	

Progression every 9 months

** Applicable to all regular term, temporary, or probationary employees who are on the payroll of the company on November 30, 2012 and all employees hired, rehired or placed into the bargaining unit on or after December 1st, 2012

Upon ratification...

Employee Status	Wage Schedule
Regular Full Time	No Change → Current Schedule
Regular Part Time	No Change → Current Schedule
Temporary (Part Time & Full Time)	New Wage Schedule
Regular Term (Part Time & Full Time)	New Wage Schedule
All new hires	New Wage Schedule
All rehires	New Wage Schedule
All placed into Bargaining Unit	New Wage Schedule



Key changes within the new wage structure

Applicable to all regular term, temporary, or probationary employees who are on the payroll of the company on November 30, 2012 and all employees hired, rehired or placed into the bargaining unit on or after December 1st, 2012

Applies to every regular employee on payroll on Nov. 30 2012

Occupations

- Existing occupations to remain in effect for current regular employees:
 - Business Technician I, II
 - Central Office Technician I, II
 - Cable Repair Technician
 - Hazardous Material Coordinator
 - Other current occupations

- New occupations:

- Technician
- Generalist Technician
- Advanced Technician
- Specialist Technician

Job Posting

- No change
 - Current Regular Class I employees assuming a new job to remain Class I in their current wage structure and in their current occupation
- Employees promoted to a position on a higher wage band than their current wage band:
 - Will assume new band upon acceptance of position
 - Salary treatment will follow existing collective agreement rules

Transfers & Reassignments

- No change
 - Current Regular Class I employees will remain Regular Class I employees regardless of any job change
- Employee elects to move to a lower band:
 - Immediately moves to the same wage step or the highest step of that band
- Employee is involuntarily moved to a lower band:
 - If one band lower: salary freeze for 9 months
 - If two or more bands lower: salary freeze for 12 months