



UNIFOR
theUnion | lesyndicat

**Bargaining Proposals Submitted
to
Expertech Network Installation**

September 24, 2014

Article 2 - Discrimination

1. Add language on harassment and violence in the workplace.

Article 9 - Definitions

1. Reclassification of all Regular Part Time employees to Regular Full Time upon signing of the new Collective Agreement.
2. Add a definition of reassignment in Article 9.
3. A temporary employee will be reclassified after 12 months of work.

Article 10 - Seniority

1. Seniority in all circumstances

Article 12 – Safety and Health

1. Increase Safety Shoe allowance to the same as the technicians

Article 17 – Wage Administration

1. Upgrades should be step to step – Article 17.06
2. Premium for training should be paid for all hours training is performed – pro-rated for training that lasts less than one whole work day – Article 17.06

Article 18 – Hours of Work

1. Have access to a flexible schedule to facilitate work / family balance
2. Increase minimum hours of work for TPT's.

Article 19 - Overtime

1. All overtime over 4 hours in a week to be paid at double time.
2. Introduce language to ensure overtime is offered in a fair and equitable manner.
3. After 4 hours of overtime, banked hours should be calculated at twice the regular hourly rate.

Article 20 - Holidays

1. Add Family Day as a holiday
2. Add Easter Monday

Article 21 - Vacation

1. Change way vacation is paid out in a year when employee is laid off, resigns, is dismissed or completes their work, to be even with the technicians – after 21 days worked you get full vacation instead of pro-rated vacation.
2. Modify the article in order to allow 3 weeks paid vacation time after 1 year of service, 4 weeks after 7 years, 5 weeks after 15 years, 6 weeks after 20 years, 7 weeks after 25 years and 7 weeks + 1 additional week at the employee's 30th anniversary.

Article 24 – Job Posting

1. A full time job to be posted when a full time employee leaves the Company for any reason.
2. Add that the Company must post internally prior to hiring.
3. Temporary Upgrades to be posted.
4. Delete article 24.08 d)

Article 25 – Sickness Absence

1. 100% payment of sick days under Article 25.01.
2. Reimburse 100% medical notes.
3. TPTs who are not eligible for sick pay should not be required to bring a doctor's note.
4. Increase all benefit plans.
5. Return to defined benefit plans for all.
6. Company to match all contributions for RRSP.
7. Retain post Retirement Benefits
8. Apply the Ontario and Quebec Provincial Acts on work and family obligations (10 days per year).
9. Add 5 paid family days per year.
10. Allow sickness absence paid after the age of 65 years.

Article 26 – Miscellaneous Working Conditions

1. Language around snow days/inclement weather and the ability to use time instead of unpaid.
2. Weather Condition language the same as the Bell Technicians have.

Article 31 – Bereavement Leave

1. Increase bereavement time for grandparents and grandchildren to 5 days.
2. Modify the article 31.01 to allow to take the necessary days (not exceeding 5 days).

Appendix A – List of Clerical and Associated Occupations

1. Reclassify all “C” Associates to “B” Associates.
2. Clearly define the Associate role versus the management role.
3. Don’t allow Associate work to be given to the technicians to do – make clearly defined lines and take back any work that has been shifted to technicians.

Appendix C – Weekly and Hourly Rates of Pay

1. Substantial wage increase for all Salary Groups.

Memorandum of Agreement on Workforce Diversity

1. Increase and utilize Diversity Postings in areas where Associates work.
2. Allow for male Associates to apply for Diversity Postings should no female apply.

Memorandum of Agreement re Alternative Work Week Options

1. Change this memorandum of agreement to an article in the collective agreement.

Memorandum of Agreement re Profit Sharing Plan

1. Reintroduce an AIP plan tied to pensionable earnings at the same % as Managers

Letter of Intent Optional benefit plan for temporary part time employees

1. Increase year for benefits in TPT plan and introduce into Article 25 of the Collective Agreement.

Miscellaneous

1. A Me Too clause tied to Craft negotiations similar to the last Agreement.
2. Service Bridging between Bell Families – full service recognized and added to the Collective Agreement.
3. Add a clause – no downgrades or wage reductions during the life of the Collective Agreement.
4. Add a bilingual incentive when required to work in both languages (English/French).
5. Three cents an hour for Paid Education Leave (PEL) paid by the employer.

MD/pf:cope-343