



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