



# **BULLETIN NO. 8**

## **BELL**

### **Craft and Services Employees**

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#### **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!**

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**Maureen Dawson**

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