



Communication, Energy and Paperworkers Union of Canada
25 CECIL ST.
TORONTO, ONTARIO
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LOCAL 25

The first final offer from Bell which you rejected by 88% was a pig. Bell's 2nd final offer is a pig in a dress. But remember a pig in a dress is still a pig!

Reasons to vote NO.....

Wage increase

The first year of the 2nd final offer you will make \$ 3.85 more than the last offer but you have to work 55 hours more to get it which equates to 7 cents per hour for the extra 55 hours or 4 cents after taxes. At the end of the contract you will have worked 220 hours longer and been paid \$2253.00 or \$10.25 per hour for the extra hours.

Average Hours of work

- Work 4 hours in the winter and 16 hours in the summer with no overtime (enjoy your summer).

Now, they have claimed to dropped this but in fact have hidden this in a memorandum of agreement called "fluctuations of work volumes"

Probation period

Increased from 975 hours-1040 hours

Scheduling

- No scheduling by Seniority.

Pensions

- No post retirement benefits (value up to \$150,000 gone).
- No protection of pension benefits

Transfers

- No 912 program, but no new program, just a promise to make something up after the contract

The Right to Grieve

- The Company now reserves the right to only hear 10% of grievances

Stock Plan

- No compensation for loss of Employee Share Program.(value \$1,700 plus).

Cost of Living Allowance

- No COLA

Vacation Improvements

- they have shrunk the summer season but not increased the maximums allowed off

Benefits

- No improvements

Premiums

No improvements

Disability plans

No memorandum of agreement to protect this plan