



Bell Craft and Services Collective Agreement

Summary of Enhancements to Job Posting Procedure

Wednesday, December 3, 2008

In June 2008, as part of the new collective agreement, CEP and Bell Canada agreed to work together to enhance the job posting procedure.

The mandate was to create, on a “win-win” basis, a better procedure, one that fairly respects the seniority of CEP members and the needs of the Company.

On November 27, after several weeks of discussions, the Joint Transition Committee agreed to a new job posting procedure.

The new procedure meets the Union’s goal of creating a fairer procedure, one where both seniority and qualifications are properly balanced and respected.

Here is a summary of the major enhancements to the job posting procedure. The OLD outlines the procedure that will come into effect on February 1, 2009 if the NEW procedure is rejected by the membership.

1. Article 24.01 (a) - Definition of a Job Opening

OLD: A job opening is defined as an addition or replacement of a Regular position in the bargaining unit.

NEW: The job opening definition has been defined as an addition or replacement of a Regular position in a district. This will ensure that there will be many more job postings as there are many districts in the bargaining unit.

2. Article 24.02 (c) - Qualifications

OLD: The Company has full discretion to determine the qualifications for any job postings, and the full discretion to determine if any employee is eligible to apply for a posting.

NEW: The previous letter of intent on qualifications has been reinstated. This letter requires the Company to be reasonable in determining both the qualifications required for a job posting, and the eligibility of employees to apply for a posting.

3. Article 24.02 - Backfilling After a Job Posting

OLD: After filling one position with a job posting, the Company could backfill by moving an employee from another district under Article 22, without any further postings. There is no limit to how many backfills could be complete through the Article 22 process for a single job posting.

NEW: The number of Article 22 backfills is strictly limited so that there can only be one Article 22 backfill from another district before that job posting procedure is closed.

4. Article 24.03 – Geographic Selection Order

OLD: On a company-wide job posting, the senior employee in the headquarters would have priority. This means the senior employee, who may come from a different headquarters, would be denied the opportunity.

NEW: The senior employee across the whole bargaining unit will have the first opportunity for the position.

5. Article 24.03 – Functional Selection Order

OLD: There is no functional selection order and the selected candidate for a job posting could come from any occupation.

NEW: The senior employee in the occupation will have priority for the job opening. (e.g. If the job opening is for a Bus Tech 1, the senior BUS Tech 1 in the bargaining unit will have priority)

6. Article 24.08 - Freeze period

OLD: Employees who may be placed into the bargaining unit would be eligible to apply for a job posting from their first day in the bargaining unit.

NEW: Employees who may be placed into the bargaining unit will be frozen from applying for a job posting for their first 6 months in the bargaining unit.

7. Article 24.08 - Becoming Unfrozen

OLD: Employees who move on a job posting are frozen from further postings for a mandatory 24 month period.

NEW: Employees who move on a job posting, and who then have their report centre changed by the Company, are immediately unfrozen and can apply for further postings.

8. Article 24.10 - Eligibility to Apply for Job Postings

OLD: Any employee could apply for a Regular job opening, including Temporary and Regular Term employees.

NEW: Only Regular Full Time and Regular Part Time employees are eligible to apply for a job posting.

9. Memorandum of Agreement - New Internal District Job Posting Procedure

OLD: There is only the company-wide job posting procedure which applies when there is a permanent addition or replacement of a regular employee in the whole bargaining unit.

NEW: In addition to the company-wide job posting procedure, (which will now be used whenever there is an addition or replacement in any district), there is a new Internal District Job posting procedure, with all of the same rules as the company-wide procedure, that can be used whenever there are openings within a district without changes to the headcount.