



# Bell 2012 Bargaining

December 7, 2012

## TENTATIVE AGREEMENT

Sisters and Brothers,

On November 29, 2012, after 45 days of intense negotiations, the Bargaining Committee signed a tentative agreement with Bell Canada for a new collective agreement.

For the first time, the parties have reached a tentative agreement before the expiry of the current collective agreement, thereby meeting the goal set by delegates at the bargaining caucus in June 2012.

**The Bargaining Committee is recommending acceptance of the tentative agreement.**

Ratification votes will take place in locals across Ontario and Quebec from December 10 up to December 20, and the results of the vote will be announced as soon as they are known on **Friday, December 21, 2012.**

Solidarity works!

Your CEP Bargaining Committee  
Jeff Brohman, Doug Dutton, Rene Jean, Yvon Mercier, Alain Paradis, Marv Smith,  
National Representatives Sean Howes, Alain Portelance

# DETAILS OF THE TENTATIVE AGREEMENT

## Compensation

1. A four year agreement coming into effect on ratification and expiring on November 30, 2016.
2. Annual wage increases of 1.5%, 1.75%, 2.0% and 2.0% for all steps on all wage schedules.
3. The Standby Allowance will increase from 1.25 hours pay to 2 hours pay on holidays (including Christmas Eve and New Year's Eve).
4. For temporary transfers or reassignments, travel allowance will change to the non-taxable kilometre reimbursement of Bell's Discretionary Expense Policy (currently 44¢/km). The travel allowance for permanent transfers or reassignments remains unchanged.
5. The Per Diem will increase from \$45 per day to \$50 per day (\$12 for breakfast, \$19 for lunch, \$19 for dinner) and remains a non-taxable benefit.
6. Off-shift differential will increase by 3.7% (max \$5.30 per shift).

## Benefits

1. Safety Boot allowance will increase from \$130 to \$145 per year.
2. New language will provide for full vacation entitlement if a retiring employee works 21 days in the year of retirement.
3. There will be an ability to schedule one (1) week per year of vacation as individual days.
4. A new Benefit Forum will be created, including Union representation, which will have a mandate to address problems with the administration of the Bell benefit programs.
5. Bereavement Leave will be amended to include same-sex partners, son-in-law, daughter-in-law, and father or mother of same-sex partner.
6. There will be an ability under certain circumstances to take Bereavement Leave outside of the five (5) days following the day of death.

## Job Security

1. The current provisions of Article 11 will apply to all current regular employees for as long as they work for Bell. This ensures that Article 11 will never again be under attack at the bargaining table.

2. The current wage schedules will apply to all current Regular employees for as long as they work for Bell. This ensures that current Regular employees need never fear that they could be demoted to lower paid wage schedules.
3. There will be new protections against forced transfers or reassignments for employees with 25 or more years of service.
4. Temporary Reassignments will be limited to a maximum 24 months.

## **Succession Planning**

Many hours were spent at the bargaining table discussing the common interest that our bargaining unit stop shrinking, and that opportunities be created for our hundreds of Regular Term and Temporary members to be able to move to Regular positions; while at the same time allowing our senior members to ease into retirement if they choose. Here are the provisions that together meet the common interest of succession planning for the bargaining unit, or as it is called by Bell, creating the "Bell of Tomorrow".

1. A Retirement Incentive Offer (RIO) of up to 12 months of pay for employees who are now eligible for pension, or who will become eligible for pension (age 55 and age plus service equals 85 or more) by December 31, 2015. Eligible employees will have until April 5, 2013 to apply.

The following numbers of employees will be eligible to retire with the retirement incentive:

2012 and 2013 –	1093
2014 -	256
2015 -	227

For those eligible to retire in 2013, actual retirement dates will be determined through discussions between the employee and the Company. For those eligible to retire in 2014 or 2015, retirement will commence at the end of the month of eligibility.

2. Replacement Ratio: The Company will have until December 31, 2016 to hire at least 50% of the number of employees who retire under the RIO as Regular employees. This will mean hiring approximately 400 Regular employees which will likely be enough to provide opportunities for all employees who are currently Regular Term and Temporary to become Regular.
3. The creation of three new Classifications with new wage schedules (attached as "Attachment G") that will come into effect upon ratification. These new wage schedules will only apply to employees hired after December 1, 2012. Current Regular employees' current wage schedules are protected for as long as they work for Bell.
4. The top rate for the highest paid new Classification will always be the same as the top rate for current Class 1 employees, providing additional assurance that current Regular employees' pay will be protected in future.

5. A new Memorandum of Agreement will provide enhanced opportunities for current RPT employees who work in the DSL testboards in Ontario and Quebec to be reclassified to RFT.
6. A new Memorandum of Agreement will mandate the Company and the Union to work together to find opportunities for all current RPT employees to be reclassified to RFT.
7. Reclassifications: A total of 164 Regular Term employees (82 in each province) will be reclassified upon ratification to RPT and will be paid according to the current Attachment C and progress to the same top Class 1 rate as current Class 1 employees. These 164 reclassifications will include all Regular Term employees whose occupation has already changed to Cable Repair (not apprentice) and all Regular Term employees who are designated as Business Technician 1. Also included in the 164 total are 17 additional Regular Term Cable Repair Apprentices in Ontario who will be reclassified to the current Class 1 wage schedule with due consideration to seniority.
8. Current Temporary and Regular Term employees who are reclassified to RPT after the new collective agreement comes into effect, and are being paid a higher rate than under the new wage schedules, will be "red-circled" until the rate for their position on the new wage schedule reaches their red-circled rate. (This provision will affect fewer than 10 employees).
9. The Article 24 Job Posting system will be amended to allow for Regular Term and Temporary employees to apply for Regular positions after 12 months service for Job Postings within their own District, and 18 months service for company-wide Job Postings from a different District.
10. Regular Term employees whose terms expire before they can be reclassified to Regular through the Job Posting system may have their terms extended by the Company for a maximum of 12 months.
11. A new Memorandum of Agreement will create a Position Review Committee that will jointly review all positions in the bargaining unit to ensure that they are properly evaluated and placed into the appropriate new wage schedules for employees hired after December 1, 2012.
12. A new Memorandum of Agreement on Force Adjustment will apply only to employees who become Regular employees after December 1, 2012. This new layoff procedure is simpler than Article 11, and while it still allows for bumping by seniority, layoff allowances and recall rights, doesn't include the Article 11 protections that there be a minimum of 50 affected employees before coming into effect, nor does it include repatriation of all subcontracted work, nor does it include bumping across headquarters, nor does it include permanent recall rights.

### Miscellaneous

1. The Letter of Intent on the 4-Day Work Week has been amended so that both management and the Local Union will not be able to unreasonably withhold approval of 4-Day Work Week agreements as long as each affected employee agrees.

2. The Letter of Intent on 90/10 Seasonal Leave has been amended to increase summer vacation from one (1) to two (2) weeks, and to reduce the summer period to match the normal summer period, that being the second week of June through to the last week of September.
3. A new Memorandum of Agreement will create a Joint Labour Relations Committee in each province composed of the Bargaining Committee and management representatives. The mandate of the Committee is to meet on a regular basis to resolve issues that develop during the term of the agreement, but will have no authority to change the collective agreement or to deal with active grievances. Both provincial committees will also meet together twice per year to discuss issues that pertain to the whole bargaining unit.
4. A new Letter of Intent will provide union representatives with the right to participate in any interviews that take place between members, who are complainants or respondents, and representatives of the Company's Human Resources Department, relating to any alleged violations of the Company's Preventing Violence in the Workplace Policy.
5. The Letter of Intent on Flow-Through Training Locations will be deleted.
6. The Collective Agreement will be amended to reflect the inclusion of Facility Technicians and Senior Facility Technicians who were transferred into the bargaining unit from Nexacor during the term of the Collective Agreement.

**ATTACHMENT G**

***Applies to all Regular Term or Temporary employees covered by the Craft and Services Employees' bargaining unit who were on the payroll of the Company on November 30, 2012 and to all employees hired, rehired, reclassified to a Regular status or placed into the bargaining unit on or after December 1, 2012***

Step	A Specialist		B Advanced		C Generalist	
	At Ratification (1.5%)					
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
1					\$ 18,53	\$ 741,33
2			\$ 19,86	\$ 794,52	\$ 19,86	\$ 794,52
3	\$ 21,98	\$ 879,06	\$ 21,98	\$ 879,06	\$ 21,98	\$ 879,06
4	\$ 23,30	\$ 932,16	\$ 23,30	\$ 932,16	\$ 23,30	\$ 932,16
5	\$ 24,74	\$ 989,66	\$ 24,74	\$ 989,66		
6	\$ 26,88	\$ 1,075,01	\$ 26,88	\$ 1,075,01		
7	\$ 28,32	\$ 1,132,98	\$ 28,32	\$ 1,132,98		
8	\$ 30,19	\$ 1,207,65	\$ 30,19	\$ 1,207,65		
9	\$ 31,78	\$ 1,271,30				
*10	\$ 34,75	\$ 1,390,04				

**Note:** The interval for each step shall be nine (9) months Attachment G is subject to the rules governing Article 17 in its entirety, taking into account the necessary adjustments.

\*The employee's next progression increase shall be equivalent to step 11 of Wage Schedule 1 of Attachment C.

**BELL – ROADSHOW SCHEDULE – DECEMBER 2012**

<b>DATE</b>	<b>LOCAL</b>	<b>REP</b>	<b>TIME &amp; LOCATION</b>
Tuesday, December 11 <sup>th</sup>	29-X	Jeff Brohman, Maureen Dawson	7 pm – Legion Hall, Queen Street, Oromee
	42	Marv Smith, Sean Howes	6 pm – UFCW Hall, 412 Rennie St., Hamilton
	52	Doug Dutton, John O'Dell	6 pm - Newmarket Community Centre 200 Doug Duncan, Newmarket
Wednesday, December 12 <sup>th</sup>	4747	Marv Smith, Joe Free	6 pm – Knights of Columbus, 152 Lesperance Rd., Windsor
	27	Doug Dutton, Sean Howes	5:30 pm – Flippers Fish House & Banquet Hall 2300 Lawrence Ave. E., Scarborough
Thursday, December 13 <sup>th</sup>	26	Doug Dutton, Sean Howes	6:30 pm – Leo Gerrard Union Centre 1158 Aerowood Drive, Mississauga
	46	Marv Smith, Carol Fraser	6 pm - CAW Local 27 Union Hall, 606 First Street, London
Monday, December 17 <sup>th</sup>	25	Doug Dutton, Sean Howes	6 pm – Fraternal Order of Eagles, 17 Elm Street East, Toronto
	30-0	Jeff Brohman, Maureen Dawson	5:30 pm – Local Union office, 329 Church Street, Belleville
	45	Marv Smith, Carol Fraser	7 pm – CAW Hall, 126 Beale St., Woodstock
Tuesday, December 18 <sup>th</sup>	40-0	Doug Dutton, Sean Howes	6:30 pm - Army Navy Airforce Club – Crystal Room, 7 George Street, Barrie
	43	Marv Smith, John O'Dell	6:30 pm – The Peninsula Inn & Resort (Ontario Room), 7373 Niagara Square Dr., Niagara Falls
	31	Jeff Brohman, Maureen Dawson	Kingston
Wednesday, December 19 <sup>th</sup>	28	Doug Dutton, John O'Dell	6 pm – Steelworkers Hall, 125 Albert, Oshawa
	44	Marv Smith, Sean Howes	5:30 pm – Army, Navy, Air Force Club 408 Gage Ave., Kitchener
Thursday, December 20 <sup>th</sup>	34-0	Jeff Brohman, Sean Howes	7 pm - St. Anthony Soccer Club, 523 St. Anthony St., Ottawa
Friday, December 21 <sup>st</sup>	<b>BALLOTS TO ARRIVE NO LATER THAN 10 am at CEP National Office, 301 Laurier Ave. W. Ottawa K1P 6M6 BALLOTS WILL BE COUNTED ON THIS DATE</b>		