



## Proposed Modifications to the Collective Agreement

2012 Bargaining between Bell Canada and the Communications, Energy and Paperworkers Union of Canada (CEP)

We recognize that our technicians demonstrate pride in their work; they are the face of Bell to our customers. We want to build on this and prepare for tomorrow by enabling Bell to keep retaining and attracting talent.

- Introduce a new and separate competitive wage structure for newly hired employees; all current regular employees to remain on their current wage schedule
- Introduce new provisions for newly hired employees that grant us the ability to achieve appropriate workforce flexibility; all current regular employees to remain covered by current provisions
- Revisit the concepts of families and occupations in light of the new wage structure in order to achieve the principle of having people at the right place with the right skills
- Review language to ensure efficient implementation of the above

### Bill C-38

- Language to review implications of the Jobs, Growth and Long-term Prosperity Act (Bill C-38) coming into force

### Administration

- Seek support in providing more compressed work week opportunities
- Confirm Bell's position regarding benefits applicable to employees who elect to remain employed after their 65<sup>th</sup> birthday
- Explore ways to increase the number of employees substituting the third Monday in June (in Ontario) or the first Monday in August (in Quebec)

### Compensation

- Review taking into account Bell's objectives and ability to compete

### Duration

- Four years

Bell reserves the right to add, adjust or amend any of the items included in this document during the bargaining period.

September 6, 2012

