

# Unifor Local 25

The Local 25 executive has examined the contract and unanimously voted to advise membership that we view a "NO" vote as appropriate. Please review the following to understand our reasoning. We are proud workers of Bell Canada and wish to continue negotiations but there are several issues which must be addressed.

Codifying within our contract the ability for Bell Technical Solutions, a contractor, to perform Bell Canada technician work functions will lead to not only further outsourcing of our jobs, we would capitulate any opportunity to grieve and arbitrate these actions. The memorandum would legitimize the allowance of a contractor to perform the same job, at the same place & at the same time as a Bell Tech. The memorandum will undermine our wages and job security while giving BCE a trained workforce able to perform our jobs, undercutting our bargaining position in future contract negotiations... If we are ok with BTS doing your job, what job will you do?

New positions that are created should be made available first to Bell technicians rather than contractors being given priority status to fill the vacant positions. There is no positive reason for us to undercut our own brothers and sisters by denying them the right and ability to apply for full time jobs.

Attachment G is a reality but the fact that the company has not been able to provide a roadmap for Advanced technicians to acquire a Specialist designation is a particular point that must be addressed. The company is not using attachment G to repatriate work as stated in 2012 and instead are using it to create division. Workers must be given a clear pathway for personal and economic growth.

The proposed wage rate increases of 1.75%, 1.75%, 2% and 2%, over the four year deal is not sufficient to keep pace with the ongoing increased cost of living in the GTA. Bell is happy to give money to shareholders but is miserly with those who build and maintain the most important network in Canada. The company has increased its dividend over the past eight years, every year at intervals ranging from 3.5 – 5%. Moreover, the pay raises received would not be distributed equally. An advanced technician receiving a 1.75% pay increase would accrue a smaller raise than a Class I tech, only increasing the wage divide between us. Our pay raises should increase equally.

Voting "NO" is **not** a vote to strike. It tells the company they need to come back to the table with a sharp pencil to give its workers a fair deal.

Please remember to come out to our ratification meeting, February 6<sup>th</sup> @ 6pm. 17 Elm St, Toronto.

Sincerely,

The Local 25 Executive.

**Contact Information**

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