



BELL CANADA CRAFT & SERVICES BULLETIN – April 16, 2019

TO: ALL LOCALS WITH BELL CRAFT & SERVICES MEMBERS

Members,

We met with the Company yesterday and today in Ottawa to discuss the notice of surplus that was sent to the Union on Friday, April 5, 2019.

The MOA on Force Adjustment in the collective agreement speaks to a process to discuss alternatives to the layoffs. As part of that, and to prepare for our discussions, the Union asked the Company for information on the business reason behind the need to layoff members in the bargaining unit. The Company refused to provide that information. When asked again Monday, the Company repeated its claim that it did not need to provide this to the Union.

The Union re-iterated that keeping work in the bargaining unit and protecting members jobs must be of the highest priority.

In the meeting, the Company refused to discuss repatriating work, refusing to return any work to the bargaining unit.

As you know already, the Company has decided to contract out the Wireless To The Home project to non-union contractors in its entirety – work that we believe is the work of Bell Craft and could alleviate the need for surplus. There are also many other ways to deal with the issue including transfers to areas where there is more work, asking for volunteers to work part time, bringing back work to the bargaining unit and a full RIO by seniority. Upon highlighting these solutions, we were met again with the Company's with outright refusal to engage.

The Company is only interested in moving members to jobs at BTS or offering a targeted RIO to those only where there is a pending surplus AND out of Seniority.

Back in December, the Union already communicated to the Company that this was not an acceptable process. This week, we repeated that your union would not agree to any RIO out of seniority. Even if the Union had considered it, the Company said they would not return the RPT's on reduced hours to full time nor would they guarantee there would not be any further layoffs.

In our opinion, the Company had no intention of having real discussions on alternatives and its repeated refusal to present any evidence as to the loss of work just proves that. We believe that they have violated the MOA by not providing that information and will be filing a national policy grievance on this issue.

After delivering the message, that we are not interested in their unacceptable alternatives, the Company walked out without any comment.

Serge Thibault and Paul Robert from Labour Relations returned after 30 minutes and told the Union that the 76 (changed from 82) affected employees will be contacted this Thursday, April 18, 2019. Local Presidents will be informed Thursday morning.

In Solidarity,

Drew Wickens
Jeff Brohman
Ray Mortimer

Maureen Dawson

Alain Paradis
Alain Sevigny
Claude Brazeau

Alain Portelance