

Without prejudice and precedent

**ALTERNATE VACATION SCHEDULING PROCEDURE**

**MEMORANDUM OF AGREEMENT BETWEEN**  
**BELL CANADA**  
**AND**  
**UNIFOR**  
**REPRESENTING CRAFT AND SERVICES EMPLOYEES**

The parties agree to implement, on a trial basis, the following vacation scheduling agreement for the years 2020 and 2021.

1. All time lines that are in the Collective Agreement must be adhered to.
2. Each Tier D/CP2 manager shall identify to the Local Union President(s) one of the following methods for scheduling annual vacations, which will include the number of employees permitted on vacation at any time on the scheduling template that is routed:
  - a) Tier D/CP2 Manager by Function(s) (i.e. group of employees performing similar tasks)
  - b) Tier D/CP2 Manager by Headquarter(s)
  - c) Tier D/CP2 Manager by Geography
  - d) Any combination of the above

In each sub-group, or in a single vacation group, the leader will commit to have at least one vacation opening for each week in a calendar year, unless "exceptional" circumstances (i.e. non-recurring events such as; Olympics, G7 Summit, Commonwealth Games, etc.) related to service requirements prevent this. The Company will inform the Union of any such circumstance in advance.

The selected method must be tentatively agreed upon by the Tier D/CP2 Manager and the Local Union President(s). Following a tentative agreement, the Local President(s) will arrange for a ratification by the affected members. Upon successful ratification (ie. 50% +1) by affected members, the Local President(s) will confirm a final agreement with the Manager. If the selected method is not ratified by the members, then the terms shall default to the current language in the Collective Agreement.

By October 15th of each year, the Tier D/CP2 Manager will inform the Local Union President(s) of the preferred method for scheduling vacation (including cases where the Manager elects to apply the default collective agreement language).

The Local Union President(s) will inform the Tier D/CP2 Manager of the results of the vacation scheduling ratification process as soon as possible, however no later than November 15th of each year.

Should the Tier D/CP2 Manager elect not to implement sub-groups by Oct. 15<sup>th</sup>, selection will be as per the Collective Agreement. In all cases, quotas will be applied to the schedule, after which point the arrangement of the schedule will not change.

Signed in Montreal this 12<sup>th</sup> day of  
September 2019.

For Bell Canada



**Serge Thibault**

Signed in Kitchener this 12<sup>th</sup> day of  
September 2019.

For Unifor



**Tyson Siddall**