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To: Bell Local Union Presidents, Recording Secretaries

RE: Update on Bell's harassment and violence prevention policy

This notice is to provide an update on the progress accomplished in discussions with Bell Canada regarding the implementation of Bill C-65 an act intended on creating a safer environment for workers who have experienced violence or harassment to come forward with the reporting of these incidents.

We are happy to report today, that thanks to the great work and solidarity of Unifor Employee Representatives on the Corporate Health and Safety Committees at Bell, Unifor has achieved a one year renewable agreement with Bell Canada.

In exchange for accepting the company's roster of investigators, Unifor will be able to name a National Coordinator who will be responsible for overseeing the progress of Violence and Harassment incidents involving our members at all workplaces of Bell Canada, Bell West, Bell MTS, Bell Aliant, Bell Mobility, Bell ExpressVu, Télébec and NorthernTel.

It is our hope that this new Coordinator will insure that Violence and Harassment complaints will be addressed promptly, confidentially and competently in the future.

Any questions about how Unifor will engage with this new policy can be directed to your National Representative, or to Roch Leblanc, Unifor Telecommunications Director, at roch.leblanc@unifor.org.

As larger employers across the country begin to implement comprehensive practices to target workplace harassment and violence, it is important for workers and their unions to be engaged and represented in the process. Your commitment to pursuing a better, more effective and more representative policy at Bell is appreciated.

In solidarity,



Chris MacDonald
Assistant to the National President
Director



Olivier Carrière
Assistant to the Quebec

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