

November 30<sup>th</sup>, 2023

**SENT VIA EMAIL [yan.boissonneault@bell.ca](mailto:yan.boissonneault@bell.ca)**

**Yan Boissonneault  
Director, Labour Relations  
Bell Craft and Services**

**Re: Bargaining Unit Concerns – Bell Craft and Services**

Dear Mr. Boissonneault,

Today marks one year from the date of the expiration of the collective agreement. We write to you today with a sense of urgency and deep concern regarding several recent developments within the Company. These issues not only undermine the collective agreement but also seem to be a deliberate attempt to disrespect and insult the grievance process, our members, as well as, the union leadership at all levels.

Firstly, Lets talk about outsourcing and mental health. For decades, Bell has eroded our bargaining unit and outsourced good jobs. To this day, bargaining unit work continues to be performed by non-union workers through outsourcing and contracting out, ultimately affecting any type of job security. To make matters worse, your Company has imposed unrealistic performance management standards, along with other workplace conditions, which cause unnecessary stress and anxiety for our members.

Secondly, this so-called "travel ban" appears to be a thinly veiled attempt to undermine not only the grievance process, but also the Joint Labour Relations Committee (JLRC) meetings. This policy is nothing more than a blatant attack on the union's ability to defend its member's collective rights and we demand an immediate revocation of this policy.

Thirdly, we have noticed a concerning trend of increased disciplinary actions against senior employees. The company has been performing deep dives into incidents dating back up to 9 months and in most cases without just cause. This practice is unfair and puts employees in a difficult position, in which they are expected to recall situations that occurred almost a year ago. We urge you to reconsider this approach and ensure that disciplinary actions are carried out with just cause and within a reasonable timeframe.

Lastly, the Company's recent standby program is a stark departure from past practices and is perceived as discriminatory. The union maintains that this change is arbitrary, carried out in bad faith, and is in direct violation of our collective agreement. We urge you to review this program and align it with past practices (7 days stints) that have been fair and non-discriminatory.

**Some additional issues include the following:**

**Outsourcing** – countless situations

- F2 cabling work going to Aecon
- Fibre splicing – company offering positions to retirees and refusing training to active members
- Central office power work being outsourced to independent electrical contractors
- Buried wire work in south west going to Aecon
- Outright Sales (ORS) – All small to medium segment work has been outsourced to contractors like EWEE

**Training** – The Company is training over 400 BTS techs on fibre to business (FTTB) while refusing to train our craft members in several regions.

**Cameras** – As if the Company does not have enough ways to track, follow and micro manage our members, you now want to install two-way cameras in our techs vehicles.

**Test Centres** – All signs indicate that the Company's long-term plan is to shut down our one of our largest test centres, the Advanced Operations Centre, and it is clear you have no intention of bringing in new work, but shipping more work out, giving the new technology to managers, and this is happening to test centres across the bargaining unit.

**TO NAME A FEW!**

In closing, the bargaining committee suggests we immediately arrange a meeting with yourself, your senior leadership team and the provincial delegates (Ontario and Quebec), to discuss the items listed above. These concerns should not be taken lightly and need to be addressed immediately to ensure the health, safety and well-being of our members. It is not only in the best interest of your employees and their families, but also that of your brand.

We look forward to your prompt response, followed by constructive dialogue to address these urgent and very serious matters.

Sincerely,

**Paul Couvion**

**Justin Connolly**

**Dave Hicks**

**Clayton Nunn – National Representative**

**David Jacob**

**Alain Sevigny**

**Mathieu Bourbonnais**

**Jean Stephane Mayer - National Representative**