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October 21, 2026

To: Unifor Members of Bell Craft & Service

Re: Equal Pay Provisions: Changes to the Canada Labour Code and Your Collective Agreement

Dear Brothers, Sisters and Siblings,

What Is Changing

Effective October 20, 2026, new provisions (sections 182.1 and following of the Canada Labour Code) came into force for federally regulated employers, including Bell. This reform is intended to ensure that employees performing substantially the same work receive the same rate of pay, regardless of whether they are full-time, part-time, temporary or permanent. Pay differences must now be justified by objective, clearly established criteria rather than solely by employment status, subject to the exemptions provided for in the legislation.

The employer may not reduce an employee's wages to achieve compliance. Where an adjustment is required, it must be made by increasing the lower rate of pay.

Existing Collective Agreements

A transition period is provided for collective agreements already in force on October 20, 2026. Collective agreement provisions allowing pay differences based on employment status may continue to apply until October 20, 2028.

After this period, any provision that is inconsistent with section 182.1 of the Canada Labour Code will have to be amended.

Your collective agreement expires on November 30, 2028. For now, we must allow the transition period to run its course.

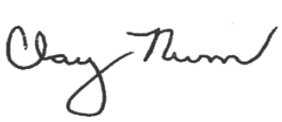
Next Steps

Over the past several months, we have examined the legislative amendments. Given the complexity of the analysis, we need to examine more closely the questions and exceptions that apply in this case.

Over the coming weeks, we will gather all relevant information to support that review.

We will be in touch shortly. In the meantime, if you have any questions, please contact me at clayton.nunn@unifor.org.

In solidarity,



Clayton Nunn
National Representative

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