



BARGAINING BULLETIN # 9 May 20, 2015

TO: ALL LOCALS WITH BELL ALIANT CRAFT MEMBERS

The Bell Bargaining Team has put their proposal for re-integration in writing. Despite numerous meetings this is the first written proposal we have received from Bell. Your Unifor Bargaining Committee would like to provide you with some important information.

Filing with the CIRB

As you know, this week, a single employer application will be filed with the Canadian Industrial Relations Board. The company's written proposal will be a good starting point for negotiations when the CIRB rules.

Sub-contractors threaten our work

While the three bullet points regarding the proposal in the Company's notice are correct, the rest of the letter is misleading.

The bottom line is that we have not been able to discuss the details of the proposal because the Company will only agree to fuller discussion if Unifor agrees to accept the use of multi-function sub-contractors. Unifor refuses to do this.

The Company states that there will be a limited number of sub-contractors. Unifor estimates that the number of sub-contractors will be equivalent to between 15% to 20% of the Bell Aliant Craft and Service technicians - a number much higher than the number of contractors they have today. These non-unionized contractors presently do the FibreOp installations in residential homes. The Company has stated that the sub-contractors would become multi-function techs. If this were to occur we believe the sub-contractors would be soon doing work now done by Unifor members. The Company claims that this is going to increase the work done by Bell Technical Solutions and will not impact the work done by Bell Aliant technicians. This is clearly a ridiculous claim. What's more, the Company has stated these non-unionized contractors will stay after we re-integrate with Bell Canada technicians.

Unifor is concerned that the Company will transfer work to these sub-contractors as Unifor members retire. The locals in Ontario and Quebec voted unanimously at the pre-bargaining caucus against a retirement incentive in a bargaining offer. These members believe, and your Bargaining Committee told the Company, that if they are sincere in giving people the opportunity to retire early, they can make that offer after bargaining has concluded. Members have been clear that any retirement offer will not be at the expense of members who remain. The locals also unanimously directed your Bargaining Committee to ensure no one gets left behind. If there is to be a re-integration, we all come over with the same Class 1 Wage rate and protections we have today.

Unifor members have been clear that we will not be swayed by divide and conquer tactics. Backed by 305,000 members across Canada, Bell Aliant members are standing up for our jobs, and for jobs of younger workers. We will remain strong and focused on protecting our jobs and working conditions.

We will continue to update you as more information becomes available.

Thank you for your continued solidarity and support.

In Solidarity,

Alain Portelance
Maureen Dawson
Benoit Dubois

Dave Hicks
Brent MacMillan
Armand Maltais

José Vincent
Drew Wickens

Solidarity Works!

Your Bell Aliant Craft Bargaining Team