

May 2<sup>nd</sup> 2024

## **Bell Craft and Services – Communication to the Field**

Sisters and Brothers,

As we approach the bargaining table this fall, it has become obvious that the company is beginning to manipulate and butcher the intent of language, all the while implementing new policies and practices, which the union does not align with. Whether it's changes to standby, the creation of a travel ban, increased disciplinary actions, and the never-ending outsourcing of our work, the Company is clearly setting the stage for what will inevitably be the most important and likely difficult round of negotiations our bargaining unit has faced in years.

## **National Policy Grievance Bell Craft 2024-001 – Change in Benefits Re: Treatment**

Last week, we officially submitted a new National Policy Grievance. The nature of the grievance at hand stems from the Company's actions that have resulted in the denial of rightful payment of benefits, alteration of the benefits plan, and neglect of providing adequate coverage for a recognized mental health disorder as outlined in the benefits plan. These actions were taken without seeking agreement or consultation with the union, thus constituting a breach of the collective agreement.

In order to resolve this issue, the Union and its Locals are requesting that the Company provide full reimbursement to all affected employees and/or Locals for the expenses related to mental health and addiction treatment covered by the company. This support is crucial in aiding individuals in their recovery process and ensuring that they receive the necessary care they are entitled to as per the benefits plan.

## **Update on Outstanding National Policy Grievances**

Regarding grievance TEA-QN17-01, an arbitration date was initially set for March 2024. However, we have decided to postpone the arbitration until we receive the decision for TEA-QN13-01. Once we have received the decision for TEA-QN13-01, we will reassess the remedy sought in TEA-QN17-01 in light of this decision.

## **Bell Craft and Service Bargaining 2024**

Negotiations with the Company are tentatively scheduled to begin in September. We appreciate the feedback and surveys provided by you to the locals. Delegates from Quebec and Ontario will convene in June to review and prioritize your concerns, leading to the formulation of the final proposal package by the bargaining committee.

Once dates are confirmed and we are set to begin, your bargaining committee will keep you updated through bulletins as the negotiation process commences and progresses.

As always, thank you for your continued patience and support.

In Solidarity,

Your Bell Craft and Service Bargaining Committee

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Marshall Saar	Phillipe Charon
Steve Wanless	Mathieu Bourbonnais
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