



BELL CRAFT & SERVICE FIRST QUARTER UPDATE

03/23/26

Brothers, Sisters, and Siblings,

Wage Schedule Ratio Update

We have received numerous inquiries from members regarding potential reclassifications, which we would like to address. As you are aware, the wage schedule ratio memorandum of agreement outlines the following in Article 2:

2. The company has agreed to maintain a minimum ratio of 75% of employees in the wage schedules A and Class 1. The calculation of this ratio will be made by the company as of November 1st of each year, and following the rollout of a retirement incentive offer program (RIO) or targeted retirement incentive offer program (TRIO). Any necessary reclassification will be made no later than January 31 of the following year, or no later than sixty (60) days following said RIO/TRIO. Employees at the top step of wage schedule B will be moved to the next higher step of wage schedule A.

Background on Wage Schedule Ratios

On September 30, 2025, following the VSP/RIO departures, the company reported that wage schedule "A" or Wage Class 1 comprised 75.68% of the bargaining unit. Subsequently, on February 2, we sought an update regarding the current ratios following the 70 retirements that occurred in December of last year. The company responded that 75.99% of employees are now classified under wage class A due to the fact that 23 of the 70 departures were from wage schedule "B."

Next Steps

We have formally requested an additional meeting with the employer to provide a comprehensive report on the current status and numbers. We assure you that this report will be made available to all members upon request, ensuring transparency and accuracy.

JLRC Update - March 20, 2026

Below you will find a list of the items discussed at the most recent JLRC, including a brief description of the item.

Communication Issues

At our most recent Joint Labor Relations Committee (JLRC) meeting in December of 2025, it was noted that Expertech transferred employees the following day without prior notification to us, despite our inquiries. This lack of communication is unacceptable, and we will continue to address this matter directly.

Article 11 Clarification

We want to emphasize that employees hired after ratification should not face disadvantages due to the Expertech integration process. It is crucial that new bargaining unit employees including those from the L3 group should be included in this consideration.

Cross-Skilling Initiatives

We requested a comprehensive list of all employees with cross-skills, not limited to those added during a specific timeframe. Arbitrator Schmidt has indicated that employees should primarily work in the positions for which they applied. We will also seek a report similar to the BTS task roadmap, detailing the tasks performed by these employees.

Cable Pressurization Compressors

We will discuss the necessary CO or CR for the repair of cable pressurization compressors in upcoming meetings.

Job Postings Concerns

Current job postings do not accurately reflect the required skills, yet employees are expected to agree to all tasks. We will address this issue to ensure fair practices.

Disciplinary Issues in Quebec

We have raised concerns regarding disciplinary measures imposed for genuine technical errors. We will advocate for a more equitable approach.

ASKHR Communication

There have been instances where ASKHR has provided incorrect information, and we are working to rectify this.

Expertech Integration Follow-Up

We are inquiring about the job family integration for Expertech employees and whether the current structure will be maintained.

Vacation Schedule

The company is currently creating subgroups for vacation scheduling, and we will monitor this process closely and will continue to file grievances when necessary.

Home Dispatch

We would like to address recent rumors regarding potential changes to the home dispatch policy. While there was a brief discussion, the Union has firmly expressed its position against any modifications. The Company has not proposed changes but has committed to consulting with the Union prior to any future discussions. As it stands, there are no changes to the policy.

In Closing

We recognize the work ahead and appreciate your continued support and solidarity as we navigate these important issues together.

In Solidarity,

The Bell Craft Bargaining Committee