



Let's Talk Facts

The Ontario members of the Bell bargaining committee are doing their best to convince members to vote against Bell's latest offer –notwithstanding the fact that the bargaining caucus, by a 70% majority, recommended acceptance.

They are hoping you will ignore the advice of the majority of local union delegates from Ontario and Quebec who voted to recommend acceptance.

If their goal is to convince you to reject, they should have at least let you know the facts.

FACTS

1. We have for the most part fended off Bell's many demands for concessions. We may not have obtained a lot of our proposed contract improvements, but not getting an improvement isn't a concession.
2. There are two monetary concessions in Bell's contract offer. Consecutive Saturday premiums are removed, and Sunday premium will be reduced to ¼ extra time.
3. The removal of Post Retirement Benefits and the Employee Savings Plan aren't part of our contract, and never have been. Besides which, these are being removed from all BCE employees, not just the 5,000 technicians (although PRBs remain in place through 2011 and until 2016 at a reduced rate).

If our fight is about getting these benefits included in our contract, when the rest of the company is losing them, we should prepare ourselves for a very long fight.
4. The inclusion of "group" grievances doesn't deny any member the right to have their issues grieved or arbitrated. Individuals will still have the right to file their own grievance if they choose.
5. The "insourcing" of work will increase our membership and increase our bargaining power. No existing members will be negatively affected by the inclusion of this Memorandum.
6. The 912 procedure is being replaced by a job posting procedure that still provides, as before, that the candidate selected will be "the most senior candidate from among those who are qualified".
7. The Memorandum on fluctuations in work volumes can have no negative effect because there is no ability to change the collective agreement.
8. The Memorandum on workforce mobility gives a leg up to other CEP members for jobs at Bell, only if existing members have not applied. It takes away no rights from existing Bell members.

Before you vote to reject, seriously consider what in Bell's offer is so unacceptable that it is worth taking the risk.

The Locals in Ontario and Quebec recommended YES not because this is a "great" deal. They recommended YES because it is the best that could be achieved without a lengthy labour dispute and a questionable outcome.

In Solidarity,

John Edwards
Administrative Vice-President
CEP Ontario Region.

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