



BULLETIN BELL CRAFT & SERVICES BARGAINING UNIT

New Apprentice Cable Repair Technician Created

April 14, 2010

On November 16, 2009, Bell informed CEP of their intention to create a new position of Cable Repair Technician 2. CEP immediately filed a policy grievance claiming that all Cable Repair work is Class 1 work.

As a settlement to the policy grievance, it was agreed that Bell would create the position of Apprentice Cable Repair Technician, paid on the Class 1 wage schedule, but with a top rate capped at step 8 (currently \$28.59 per hour) rather than the top class 1 rate of step 11 (currently \$34.53 per hour).

Bell is in the process of hiring approximately 300 Apprentice Technicians (166 in Ontario) to work on the Network Conditioning Project, the purpose of which is to condition the network by 2014 in order to be able to offer IPTV service to customers.

The apprentices will be hired as Regular Term employees for three-year terms, at the end of which they will be either released or reclassified to regular employees, in accordance with the collective agreement. Over the next two years the work will be primarily in Toronto and Montreal. The Company plans to hire 51 apprentices in Toronto in 2010.

Apprentices will work in teams consisting of four apprentices and one experienced Cable Repair 1 technician, and the scope of their work will be much more limited than that of the full Cable Repair 1 technician.

During a meeting of the Bargaining Committee with Bell management on March 23, 2010, it was clarified that the work of the Apprentice Technicians would include the following:

- Working with basic engineering plans and worksheets
- Based on plans, trimming out of lateral and end taps, and terminal representation
- Ability to identify the correct pairs before trim out through the use of ANAC or do testing with the technician responsible at the connection box to ensure the spare pair integrity
- Changing ready access terminals to fixed count and moving the associated drop wires in the new terminal
- Replacing or repairing defective splice closures or terminals
- Grounding of the trimmed out pairs
- Ensuring the cables and closures are properly grounded
- Addressing visual signs of plant degradation – e.g. corroded connectors, broken connectors, birds' nests, rodent bites, etc.
- Ensure the customer lines are working before leaving the work location, and that the work operations are performed in accordance with Bell practices and Network Conditioning practices
- Other related tasks

In addition, the Committee was assured that Apprentice Technicians will not use acetylene, nitrogen or helium tanks and will not be trained on manhole entry or use gas air monitoring devices (GAMs).

Bell has agreed to meet again with the Bargaining Committee in 2011 to review the first year of the project.

The Ontario Bell Craft and Services Bargaining Committee

Mike Smith - Local 25

Kevin Richmond - Local 31

Ray Mortimer - Local 26

Sean Howes - National Representative