



Communications, Energy and Paperworkers Union of Canada  
5915 Airport Road, Suite 510  
Mississauga ON L4V 1T1  
Tel: 905-678-0800 Fax: 905-678-7868

**Ontario Region**

May 31, 2010

**TO: Bell Craft Local Officers**  
**FROM: Sean Howes, National Representative**  
**RE: National Policy Grievance on Bargaining Unit Work**

Sisters and Brothers,

On May 21, via email, you would have received a copy of a National Policy Grievance filed by CEP in which we claim that Bell has improperly decided to transfer technical functions from craft employees to clerical employees.

In particular, the work is being transferred from technicians working as testers in the RRTs in Toronto and Montreal to RRT clerks in the same locations.

Our claim is that this action by Bell violates the collective agreement and the CIRB settlement from 2003, wherein it was agreed that all technical work at Bell will be performed exclusively by employees in the craft bargaining unit.

Since the grievance was filed on May 21, 2010, it falls within the terms of the new time limit memorandum on the handling of Step 3 grievances. In line with that memorandum we are thereby assured that the grievance will be heard and a decision will be rendered by Bell no later than July 20, 2010. We will then be in a position to refer the case to arbitration if necessary.

While this policy grievance does not preclude any individual or group grievances by affected members, we can assure everyone that the policy grievance fully protects all of the claims that we may make at arbitration or before the CIRB. All members of the bargaining unit are covered by the single National Policy grievance.

We will also have an opportunity to discuss this attempt at eroding the bargaining unit when we meet as a joint committee with Bell on June 15, 2010. This new joint committee has been created as a result of the many outstanding grievances and labour board complaints surrounding other situations where CEP has claimed that Bell has improperly transferred technical functions from craft to other employees. Bargaining Committee members Ray Mortimer (Local 26) and Mike Smith (Local 25) will represent Ontario Region on this committee.

We will keep you informed as the situation develops.

Solidarity Works!

SH:lmc/cope-343

cc. Barb Dolan-Administrative VP, National Representatives servicing Bell Locals, Alain Portelance