



September 17, 2012

## **BELL CRAFT BARGAINING BULLETIN #2**

Sisters and Brothers,

Bargaining continued this week in Ottawa, with the Company making a presentation of their bargaining proposals, as well as successfully resolving a small number of the Union's non-monetary proposals.

Much of the discussion this week centred on the common goal of the parties to develop a plan for the hiring of new employees, who will replace the many senior employees who will retire over the next few years.

For the Union this is a significant development. After several decades of downsizing of our bargaining unit, it is encouraging that the Company now shares our determination to end this erosion and to even begin to grow the bargaining unit beyond the current 4500 technicians in Ontario and Quebec. Obviously, the larger the bargaining unit, the greater is our future bargaining power and our job security.

For the Company, this will require changes in certain conditions of employment for new hires in order to make it feasible for Bell to hire technicians in our unit, rather than continuing down the path of subcontracting and shrinking the bargaining unit.

Next week, the parties have agreed to concentrate on the Union's package of bargaining proposals and to continue to make headway on the many important issues that the membership has mandated the bargaining committee to resolve.

The Company has agreed to the Union's proposal to create joint labour relations committees in each province which, as one aspect of their mandate, will monitor a new succession plan to ensure that new hires are given all of the opportunities and training to qualify for promotions up the wage schedule, and to eventually reach the top pay rate.

Over the next weeks, the bargaining committee will be closely examining the Company's proposal for, as they call it, the "Bell of Tomorrow", to ensure that it is in our interest to move in the direction proposed by the Company. If we do move forward, it will be because we have obtained full assurance that all existing employees are protected from the changes that might apply to new hires. And as importantly, we will have ensured that the plan provides for our future members a fair deal; one that will allow for their continuous growth and development.

**Solidarity Works!**

Your CEP Bargaining Committee

Jeff Brohman, Doug Dutton, Rene Jean, Yvon Mercier, Alain Paradis, Marv Smith,  
National Representatives Sean Howes, Alain Portelance

**The following link to the CEP webpage contains all bargaining bulletins and information:**

**<http://www.cep.ca/en/cep-action/bargaining/bell-bargaining>**

**Please bookmark for future reference.**