



September 24, 2012

BELL CRAFT BARGAINING BULLETIN #3

Sisters and Brothers,

Most of last week's discussions centred on the Union's non-monetary proposals.

We finalized improvements in the areas of Safety Footwear, Bereavement Leave, and 90/10 Seasonal Leaves.

We also had extensive discussions and made some headway in the areas of Union Representation, the Grievance and Arbitration Procedure, and the Job Posting procedure.

This week we will continue working on the Union's proposals, including the common interest of building a succession plan to replenish the bargaining unit with new members as our senior members retire over the next several years.

You will see that we have included this week the Company's single page list of bargaining proposals that we received on the first day of bargaining on September 6th.

Normally the Company's proposals are provided along with the Union's proposals on the initial bargaining bulletin. We held off this time because we expected to be receiving a much more in depth list of specific demands as has been Bell's practice in past bargaining rounds.

We now know that this is Bell's full list of proposals and that their over-riding interest is working with the Union to build what they call the "Bell of Tomorrow" and to begin hiring again.

There are no demands by Bell this round for concessions that would apply to regular employees. This is significant, but it should be noted that the Union's intent is to protect all existing employees.

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.