

Bell Canada
Floor 2W
5115 Creebank Rd
Mississauga, Ontario L4W 5R1



Telephone: 905-614-4831
Facsimile: 905-629-3364
howard.anderson@bell.ca

WITHOUT PREJUDICE

March 10th, 2021

Andrew Pearcy
Unifor Representative
63 John Street
Brampton, Ontario
L6W 1Z2

SUBJECT: Craft Grievance # 26-2020-3926 (Group - Wages)

Dear Mr. Pearcy,

We have reviewed the points raised at the Step 3 grievance meeting of January 28^h, 2021, via teleconference.

The Grievor's were provided with appropriate job offers including the new job title and applicable wage, for their review and consideration. The offers were signed and accepted over 2 years ago.

There has been no violation of the Collective Agreement, the grievance is denied.

Further, it is the Company's view this Grievance was not filed within the time limits outlined in the collective agreement and is therefore not arbitrable. We reserve our right to object to Arbitration.

Regards,

A handwritten signature in black ink, appearing to read "H. Anderson".

Howard Anderson
Senior Consultant, Labour Relations

cc: *Wes Vurma, Director Field Operations*
Serge Thibault, Director Labour Relations
File