



# Highlights

## Bell Clerical & Associated - Tentative Collective Agreement

Your bargaining team unanimously recommends a new tentative collective agreement. Here are the highlights:

### Wages:

- 1.5% general wage increase (GWI) effective June 1, 2013.
- 1.75% GWI, effective June 1, 2014.
- 2% GWI, effective June 1, 2015.
- 2% GWI, effective June 1, 2016.
- 1% GWI, effective June 1, 2017. The contract expires six months later on November 30, 2017 for a contract that is 4.5 years in duration.
- The Pay Equity commitments of the company and the union dating from 2002 are renewed and further meetings to ensure the legal requirement of “maintenance” of fair pay will be scheduled.
- All existing employees with salary freeze will have their annual lump sum payments increased from \$500 to \$750.

### Job Security:

- 711 more permanent employees are now covered by updating the no-surplus guarantee under the Memorandum of Agreement (MOA) on Outsourcing, bringing the protection to all permanent employees as of May 31, 2013.
- Temporary employees with greater than 36 months’ service will be automatically converted to permanent status. The immediate effect is to convert 25 temps who will also be covered by the no-surplus guarantee in the event of outsourcing.
- A conversion process for granting full-time status to regular part-timers based on hours worked will kick in immediately and result in at least 100 conversions to full time by the end of September.
- Minimum notice periods in the Red Book are increased for the establishment of entities (14 days) and site consolidations (28 days).

## **Work/Life Balance:**

- A letter of intent has been agreed which provides forceful language requiring managers to grant PGU instead of PCU for emergency situations.
- Bereavement leave now includes up to 3 days paid leave in the event of the death of a son-in-law or daughter-in-law.

## **Career Mobility:**

- The job posting process will now be covered by the collective agreement.
- All job postings greater than three months must now be posted.
- Managers will be required to provide feedback to all job applicants, upon request.

## **Benefits:**

- A new Benefits forum will be created, with union representation, to address problems with the administration of Bell's benefit programs.

## **Profile:**

- The four-year freeze on Profile requests submitted by employees (for pre-2009 Profiles) has been lifted. Profile requests can now be submitted with proper documentation on the required form.
- Going forward, any downward Profile reviews or reclassifications will be protected by red-circling (freezing) of wages with a \$500 annual lump sum payment. Existing salary freezes will have the lump sum payment increased from \$500 to \$750.

## **Seniority:**

- The seniority language in article 23 has been strengthened and tightened by specific references to tour of duty, overtime, vacation, and days off.

## **Vacation Committees:**

- The vacation committee process is now recognized in the collective agreement as a letter of intent. The smooth functioning of these committees will be watchdogged by the Corporate Labour Relations Committee.

## **Corporate Labour Relations Committee:**

- We have established a joint labour relations committee at the corporate level. The CEP representatives will be the union bargaining team.
- The goal of the committee is to identify major trouble spots or corporate-wide issues in the treatment of employees, and to address them at a corporate level.
- This does not impact any grievance rights.

## **Employee Representation:**

- The right to union representation in disciplinary meetings (article 6.03) is strengthened to require that the steward “must” be invited to the meeting.
- An employee accused of harassment will now have the right to union representation similar to a Security Interview.
- An employee who makes a harassment complaint, or is accused of harassment, is entitled to union representation when interviewed by a company HR rep.

## **Other items:**

- All grievances, not just dismissal grievances, are eligible for expedited arbitration dates with mutual consent of the union and the company.
- The Corporate Health & Safety committee will now have the additional resource of a second CEP National Representative in attendance.
- Time allowance for the union bargaining team is now extended beyond the expiry date of the collective agreement to the date that either party requests the intervention of a federal conciliator.
- The employer’s previous commitment to pay for simultaneous translation at bargaining sessions is recognized in the collective agreement.
- The committee on Workforce Diversity and Employment Equity is renewed and the mandate and representation of groups is expanded to include LGBT.

lmc/cope-343  
June 7, 2013