



BULLETIN NO. 7

BELL

Craft and Services

Joint Labor Relations Committee

Dear colleagues,

On June 12, the meeting of the Labor Relations Committee (CRT) was held. This quarterly meeting of the Craft Bargaining Committee and Bell Labour Relations Management discusses various topics or issues related to the Bargaining Unit. The exchanges focused on, among other things:

- **Updated Lists of Headquarters**

We asked that the Lists of Headquarters will be updated and a committee will be working on this.

- **Coaching for Success**

We have brought this issue again to the attention of the employer and our continued disagreement with the plan for performance managing the staff. The Company says they have made some changes to the plan but we argued that they are not being felt at the field level. We also presented the National Policy Grievance on this issue to the Company.

- **Administrative Letters**

We discussed this issue with the employer. These letters are being given our usually for absenteeism. We asked if they stayed on the file for the same length of time as a disciplinary letter. The Company responded that there is no sunset clause for these letters and they could stay on a file for a long time. The Company said it depends on the issue at hand whether they would be legally relevant after the two years. This led to a further discussion on administrative letters being given out for absenteeism and the fact that it seems arbitrary who gets the letter and why. The Company was going to look into a couple of cases and get back to us.

- **Cash Advances for Per Diems and Travel Expenses**

Recently in Quebec technicians who travel were denied cash advances for their per diems and other expenses. The Company says that the policy changed on this 8 or more years ago and they should not have been receiving them this way. The Company says if you have a corporate credit card you can pay for your meals with that but otherwise you have to enter your expenses when you return and get paid on your paycheque.

- **Certification Program**

The results of the certification bonus program were sent to the Union.

- **Merit of Excellence Award**

We told the Company that we believe that this program is in violation of Article 2 and must be negotiated with the Union. The Company said they were going to take our comments away and discuss and get back to us on this issue.

- **Position Advisory Committee**

Since our last meeting in April, the Company has not come back to us with any plan to move forward on this issue. We asked why there is such a long delay. The Company has told us that they need more time to work on this and will get back to us with a response. There are two policy grievances in Quebec on this issue scheduled for February 2019.

The next meetings of the Labor Relations Committee will be September 11 and 12, 2018.

We will keep you informed of any developments in these files.

The Strength Lies in Solidarity!

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