

BELL CANADA CRAFT AND SERVICES EMPLOYEES

Highlights of the Tentative Agreement

The Bargaining Committee unanimously recommends acceptance of the tentative agreement.

Salary and duration of the collective agreement

- 1) 1.75%: increase retroactive to December 1st, 2016
- 2) 1.75%: increase effective December 1st, 2017
- 3) 2%: increase effective December 1st, 2018
- 4) 2%: increase effective December 1st, 2019
- 5) Four-year agreement, expiring November 30, 2020

Employment Security

- 6) Memorandum of agreement in which the employer undertakes not to transfer any more work from the Bargaining Unit to BTS.
 - No cable repair work duties will be given to BTS with the exception of replacement of aerial quick connect-type fibre terminals that do not require testing using cable testing equipment to identify a trouble.
 - No BTS employees shall work on the Frame in the strategic headquarters listed in Attachment A (41 central offices). No Bell employee who works in the headquarters identified in Attachment B (26 central offices) shall be transferred without their consent;
 - Central office functions, excluding those identified in the paragraph above, will not be transitioned to BTS;

- The Business Data and Outright Sales functions shall not be transferred to BTS; BTS can provide occasional support for ORS contracts.

7) Memorandum of Agreement regarding the hiring of BTS technicians

- 100 BTS employees will be hired to perform functions associated with, but without being limited to, Bell Total Connect, FTTB, FTTN, and the Business Fibe TV service on FTTN;
- 57 hires in Ontario and 43 in Quebec;
- The positions shall be posted no later than July 1st, 2017, and the employees shall start work between September 18 and November 30, 2017;
- The positions shall be filled exclusively by BTS employees and they shall be integrated with their full seniority;
- Selection shall be done based on seniority among the qualified candidates;

8) Memorandum of Agreement on the reclassification of employees

- It is agreed that 35 regular part-time technicians in Field Operations will be reclassified as regular full-time technicians according to seniority;

Benefits

9) Letter of Intent on the procedure for the review of disability cases

- Creation of a joint committee composed of a Labour Relations representative, a representative of the Disability Case Management Group and a Unifor National Representative;
- The committee's mandate shall be to handle situations where benefits are refused or suspended due to a difference of opinions between employee and company physicians;
- If the parties fail to reach an agreement, the Union may refer the case to an adjudicator.

Working Conditions (articles amended)

- 10) Article 1.02 (Recognition and Scope) shall be amended to change the date of issue of the certification order to **<December 24, 2015>**;
- 11) Article 3.03, 3.06 b) and 3.07 shall be amended to replace CEP with **<Unifor>**;
- 12) Article 5.03 b) (Business of the Union) shall be amended to delete **<Operator Services >**;
- 13) Article 9.02 shall be amended to delete the notion of **<district>**;
- 14) Article 12.06 a) (Health and Safety) shall be amended to delete **<Operator Services>**;
- 15) Article 12.05 b) and c) shall be amended to increase the cost of one pair of **<safety boots to \$160>** and the cost of one pair of **<safety shoes to \$110>**;
- 16) Article 12.07 shall be amended to reflect the requirement that the number of committees shall not exceed **<20>**;
- 17) Article 15.03 shall be amended to include **<Minister of Labour>**;
- 18) Article 15.07 shall be amended to add **<Director – Labour Relations and a National Representative of the Union >**;
- 19) Article 18.05 (Tours of Duty) shall be amended to add **<The Company shall endeavour to provide employees with their eight-(8)-week work schedule two (2) weeks prior to the start of said schedule.>**;
- 20) Article 18.18 (Differential) shall be amended as follows;

▪ Less than 2	current	\$1.40	new \$1.50
▪ 2 but less than 4	current	\$2.45	new \$2.65
▪ 4 but less than 6	current	\$3.63	new \$3.95
▪ 6 and over	current	\$5.30	new \$5.75
- 21) Article 18.20 (Premium) shall be amended to increase the amount of the premium from \$4.00 to **<\$4.35>**;
- 22) Article 19.14, 19.15 and 19.16 **shall be applied to part-time employees;**
- 23) Article 21.08, 21.10 a) and 21.12 (Vacation) shall be amended to establish the vacation schedule between **<December 1st>** and February 1st;

- 24) Article 22.06 a) (Permanent Transfer) shall be amended to provide for advance notice of **<thirty (30) days to be given to employees who volunteer>** and to add paragraph **b)** stipulating **<that advance notice of sixty (60) days be given to employees who do not volunteer>**;
- 25) Article 22.07 (Permanent Transfer) shall be amended to require “**basic**” qualifications only.
- 26) Article 23.08 d): new article in order shall be amended to **incorporate the Memorandum of Agreement** (Training Courses Outside the Country) in the collective agreement;
- 27) Article 24.03 (Job Posting Procedure) shall be amended to add paragraph **d) <Any other Bell Canada unionized person >**;
- 28) Article 24.05 (Job Posting Procedure) shall be amended to specify that **<the Company shall endeavour to complete the candidate selection within twenty (20) days following the end of the posting period>**;
- 29) Article 30.01 and 30.02 (Bereavement Leave) shall be amended to add **<Father and Mother>** and **<vacation days>** for the bereavement leave;
- 30) Article 30.04 (deferral of leave) shall be amended to reflect that the consent to defer the bereavement leave **<shall not be unreasonably withheld.>**;
- 31) Article 32.02 ii) (Employment Equity) shall be amended to delete **<Operator Services group>**;
- 32) Article 35.01 (Duration) shall be amended to read **<November 30, 2020>**;
- 33) Article 35.03 (Union address) shall be amended to read **<Unifor, 205 Placer Court, Toronto, Ontario M2H 3H9>**;

Attachments

- 34) Attachment B (Headquarters) shall be amended to include **<the headquarters of Bell Aliant and to change Hull to Gatineau>**;
- 35) Attachments C and G shall be amended to make the salary based on **two (2) weeks**;
- 36) Attachment D (Families) shall be amended to add **<Combination Technician>** in the Cable Repair family;

37) Attachment F (Summer Period) shall be amended to read:

- **2017 Start June 11, 2017 End September 23, 2017**
- **2018 Start June 10, 2018 End September 22, 2018**
- **2019 Start June 09, 2019 End September 21, 2019**
- **2020 Start June 07, 2020 End September 26, 2020**

Memorandum of Agreement

- 38) Memorandum of agreement (Standby Program) shall be amended to include ***assignment based upon seniority***;
- 39) Memorandum of Agreement (Joint Labour Relations Committee) shall be amended to add the point ***f) <Issues related to the contracting out of work>***;
- 40) Memorandum of Agreement (Position Advisory Committee) shall be amended to change the number of members to ***<(3 representatives of the Company and 3 from the Union (1 Ontario, 1 Quebec, 1 National Representative), with the mandate being to establish models to be used when posting jobs and the committee shall have two (2) months following the signing of the collective agreement to finish its work>***;
- 41) Memorandum of Agreement (Wages and Working Conditions for Northern Service) – ***The Bell Aliant MOA shall be integrated in the Bell Craft collective agreement***;
- 42) Memorandum of Agreement (Unifor Paid Education Leave (PEL) Program): a new memorandum providing that ***<Bell Canada pay 2 cents per hour into a special fund established by Unifor starting on December 1st, 2016, and that the amount be increased to 3 cents per hour starting on December 1st, 2018>***;

Letters of Intent

- 43) The Letter of Intent (Banked Time Taken as Weeks Off) ***<becomes a Memorandum of Agreement>***;
- 44) The Letter of Intent (Week of Vacation Taken in Days) ***<becomes a Memorandum of Agreement >***;
- 45) The Letter of Intent (Job Posting Procedure) shall be amended to correct the reference in paragraph 2, ***<which should read 24.03 instead of 24.04>***;

- 46) The Letter of Intent (Training Programs Outside the Country) *is withdrawn and added in Article 23.08 d*);
- 47) The Letter of Intent (Job Swaps) shall be amended in paragraph 4 to read <**Joint Labour Relations Committee**>;
- 48) The Letter of Intent (Security Clearance) shall be amended to add that <**the Company can request an employee to voluntarily submit to the security clearances requested by Bell customers**>;
- 49) Letter of Intent to confirm that the number of LHSCs cannot exceed <**20**>;
- 50) New Letter of Intent addressing the issue of <**Employees dealing with addiction problems**>: the parties agree that it is important to act in collaboration.

The counting of the votes will take place on February 23, 2017.

ALLOCATION OF WORK
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR
REPRESENTING CRAFT AND SERVICES EMPLOYEES

The Company is committed to stop the transfer of bargaining unit work as provided for in this Memorandum of Agreement to Bell Technical Solutions (BTS);

To this goal the parties have established the following Allocation of Work Memorandum of Agreement.

The parties agree as follows:

1. Cable Repair work volume:

- a) Cable repair functions including cable repair on fibre will not be performed by employees of BTS, except for the replacement of aerial quick connect-type terminals that do not require testing using cable testing equipment to identify a trouble.

2. Central Office work volume:

- a) Frame functions, excluding those performed in major Central Offices identified in Attachment A of this Memorandum of Agreement, can be performed by BTS. Technicians currently assigned to frame load in Central Offices listed in Attachment B will be provided other CO work in their headquarters to the extent that CO work is available and may not be transferred without their consent.
- b) All central office functions, excluding those identified in sub-paragraph 2a) will not be transitioned to BTS.

3. Business Data and Outright Sales (ORS) functions:

- a) Business Data and Outright Sales functions will not be transitioned to BTS. For full clarity, BTS may occasionally provide support for ORS contracts.

Signed at city this xxth day of month 201x.

FOR THE
COMPANY

FOR THE
UNION



Steve Desgagné

Alain Portelance

49

ATTACHMENT A

The parties agree that it is the Company's sole responsibility to determine the central offices included in this Attachment and that this Attachment may be modified from time to time.

Quebec:

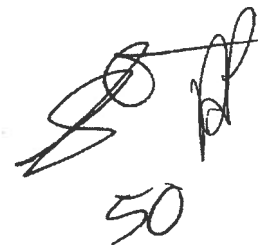
CLLI	Central Office
MTRLPQ43	ATWATER
MTRLPQ02	BELMONT
MTRLPQ19	COTE-DES-NEIGES
MTRLPQ29	MONTÉE ST-MICHEL
MTRLPQ42	ONTARIO
MTRLPQ07	PAPINEAU
MTRLPQ28	ST-DOMINIQUE

CLLI	Central Office
HULLPQ20	HULL
QUBCPQ09	D'AIGUILLON
QUBCPQ14	STE-FOY
QUBCPQ15	ST-RÉAL
TSRVPQ32	TROIS-RIVIÈRES - LAVIOLETTE

Ontario:


CLLI	Central Office
TOROON01	TORONTO ADELAIDE
TOROON02	TORONTO ASQUITH
TOROON46	TORONTO DON MILLS
TOROON03	TORONTO DONLANDS
TOROON47	TORONTO FINCH
TOROON04	TORONTO MAIN
TOROON21	TORONTO SHEPPARD
TOROON63	TORONTO SIMCOE
GLPHON22	GUELPH
KTNRON06	KITCHENER WATER
LONDON14	LONDON CLARENCE
LONDON47	LONDON SOUTHDALE
WNDSON12	WINDSOR GOYEAU

CLLI	Central Office
OTWAON10	OTTAWA BANK
OTWAON23	OTTAWA O'CONNOR
OTWAONDT	OTTAWA O'CONNOR
OTWAONEF	OTTAWA O'CONNOR
OTWAON34	OTTAWA RIDEAU
OTWAON09	OTTAWA VANIER
BARION18	BARRIE
NRBAON24	NORTH BAY
SSMRON94	SAULT STE. MARIE QUEEN
SDBRON98	SUDBURY MINTO
BMTNON13	BRAMPTON JOHN
MALTON22	MALTON-DERRY
OSHWON95	OSHAWA
RMHLON34	RICHMOND HILL
SPNGON18	SOUTH PICKERING
UNVLON55	UNIONVILLE



ATTACHMENT B

CLI	Central Office
QUBCPQ06	ST-CYRILLE
TOROON06	TORONTO EGLINTON
BTFDON17	BRANTFORD
CHHMON17	CHATHAM
KTNRON08	KITCHENER KINGSWAY
KTNRON09	KITCHENER NORTH ALBERT
LONDON15	LONDON WHITNEY
LONDON16	LONDON HYDE PARK
STTMON28	ST. THOMAS
WINDSON13	WINDSOR AVONDALE
WINDSON14	WINDSOR FRANCOIS
LNDSON09	LINDSAY
RTBOON62	PETERBOROUGH
SDBRON44	SUDBURY LASALLE
SDBRON96	SUDBURY ROCKWOOD
BURLON03	BURLINGTON GUELPH LINE
BWMVON96	BOWMANVILLE
CBRGON72	COBOURG
CKVLON01	COOKVILLE HURONTARIO
MALTON23	MALTON-INVADER
OKVLON30	OAKVILLE BALSAM
OKVLON54	OAKVILLE BRONTE
SSVLON39	STREETSVILLE PEARL
STCKON08	STONE CREEK
STCTON11	ST. CATHARINES LINWELL
WTBYON94	WHITBY



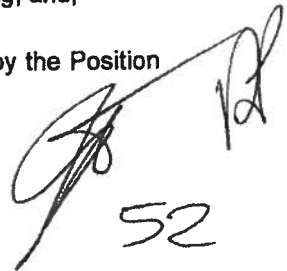
51

BTS TECHNICIAN HIRING
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR
REPRESENTING CRAFT AND SERVICES EMPLOYEES

The Company will hire 100 BTS employees to perform functions associated to, but not limited to, Bell Total Connect, Fibre To The Business (FTTB), Fibre To The Node (FTTN), and Business FibeTV on FTTN. The Company estimates that these hires will bring the bargaining unit to more than 4,000 Unifor-represented Craft and Services employees and would increase the proportion of business work performed by bargaining unit employees from 78% to 87% based on today's volumes.

The parties agree as follows:

1. Bell Canada will hire 100 BTS employees to perform functions associated to, but not limited to, Bell Total Connect, Fibre To The Business (FTTB), Fibre To The Node (FTTN), and Business FibeTV on FTTN;
2. In assuming capacity of aforementioned business volume, Bell Canada will fill 100 Craft and Services Regular Full-Time postings, of which 57 postings will be designated for Ontario and 43 for Québec;
3. Positions will be posted no later than July 1 2017 and employees will be expected to commence work between September 18 and November 30.
4. Candidates for the aforementioned postings will be selected exclusively from BTS and will be integrated with their full seniority.
5. Notwithstanding any arrangement or agreement currently in effect, the Company shall select the most senior candidates from among those who are qualified, as determined by the Company, provided that :
 - a) The candidate's performance on his existing position meets job requirements;
 - b) The applicant meets minimum requirements identified on the job posting, and;
 - c) The candidate is a Unifor represented person employed by BTS.
 - d) The templates for the jobs posted under paragraph 2 shall be made by the Position Advisory Committee.



Handwritten signature and initials, possibly 'JF' and 'R', with the number '52' written below.


Signed at city this xxth day of month, 201x.

FOR THE
COMPANY

FOR THE
UNION

Steve Desgagné

Alain Portelance

Handwritten signatures in black ink, consisting of two distinct scribbled marks.

53