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## **BELL CANADA BULLETIN - February 2, 2018**

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**TO: ALL LOCALS WITH FORMER BELL ALIANT CRAFT MEMBERS**

Greetings,

As you are aware, a National Policy grievance was filed in regards to the Position Assessments that were done for the approximately 34 Bell Aliant Craft members who were hired after 2012 in regards to the integration of Bell Aliant into Bell Canada.

At the arbitration hearing in October, the Company agreed that the process from 2016 was not sufficient and offered to redo the assessment. We are writing to you today to let you know that this process will be starting shortly. Meetings will be held with each of the technicians which will include the manager and a union representative (this could be a local union rep or the bargaining rep for that area or both). Technicians will be asked to fill in the assessment questionnaire. It is very similar to the last questionnaire. We will be providing to you a job posting template for a specialist position that you will be able to look at and compare your duties too.

We ask that you take as much time as necessary in the meeting to include as much detail as possible. Assessments like this are based on several factors including how physical the job is, how much authority or responsibility you have, how much training you need to do the job, etc. Try and keep these factors in mind while filling in the questionnaire. Once all of the data has been compiled, the Company and the Union will review the data and may contact the technicians or managers for further clarification or detail before they are put through the final assessment. The results will be given to the Union and the technicians and all of this information will be brought before the arbitrator in May at our next dates. If there are issues that stem from this process they will be addressed there.

We will continue to update you as necessary.

In Solidarity,

Maureen Dawson

National Representative

Alain Portelance

National Representative