



**Unifor National Policy Grievance** # BTS-ON-17-04

Employer: Bell Technical Solutions - Ontario

Name of Grievor(s): Tyson Siddall on behalf of Unifor

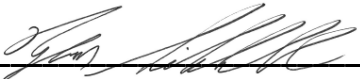
Date of the Event Giving Rise to the Grievance or Complaint: On going

**Nature of the Grievance or Complaint (Including Loss or Detriment Suffered):** The employer, Bell Technical Solutions, is violating employees' right to fair and reasonable working conditions by implementing and applying its Performance Road Map (PRM). Among other things, the performance and productivity measures imposed by the PRM are fundamentally flawed and impact employees by subjecting them to an unhealthy work climate and significant stress, thereby negatively affecting or posing a risk to their health and safety. Considering the flaws of the PRM, this policy should be declared unreasonable, abusive and arbitrary.

**For Grievances, state contract clause(s) alleged to have been violated:** The Union alleges the Company to be in violation of the collective agreement in specific but not limited to Article 3, 11, 12, 32, the Company Business Code of Ethics, Company policies and procedures and any other law of statute that may apply.

**Settlement Desired:** Declare that the employer violated the right of employees to fair and reasonable working conditions with the implementation of its Performance Road Map (PRM);  
Declare that the Performance Road Map implemented by the employer is unreasonable, abusive and arbitrary;  
Declare that the application of the Performance Road Map may violate the psychological integrity of the employees and creates an unhealthy work climate;  
Order the employer to cease imposing Performance Road Maps on employees, to cancel existing performance improvement plans and to fully restore the rights, benefits and privileges of the employees aggrieved by this Program;  
Order the employer to collaborate and engage in a dialogue with the union Unifor with a view to improving the work climate and offering a respectful work environment for employees;  
Order the employer to pay moral and punitive damages as compensation for the harm suffered by the employees as a result of the application of the Performance Road Map, adjusted with legal interest and additional compensation.

**Tyson Siddall, Telecommunications Director**

Signature of Grievor(s):  \_\_\_\_\_

Date: Nov. 3, 2017

Manager signature upon receipt: \_\_\_\_\_

Date: \_\_\_\_\_

**Step 1:**

Date Operations Manager Advised of Grievance: \_\_\_\_\_ Date Decision Rendered: \_\_\_\_\_

Union Rep: \_\_\_\_\_ Management Rep: \_\_\_\_\_

Resolution: \_\_\_\_\_

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**Step 2:**

Date Regional Manager Advised of Grievance: \_\_\_\_\_ Date Decision Rendered: \_\_\_\_\_

Union Rep: \_\_\_\_\_ Management Rep: \_\_\_\_\_

Resolution: \_\_\_\_\_

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Refer to Pre-Arbitration Step Date: \_\_\_\_\_

One Copy for Management, One Copy for Union, One Copy for Grievor

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