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June 6, 2018

Ms. Mireille Bergeron
Directrice, RH, RT, S&S et Communications
Bell Technical Solutions

Sent by email mireille.bergeron@bell.ca

Ms. Bergeron,

Re: Not Renewing the Averaging of Hours Agreement

On May 30th I held a conference call with all the Bell Technical Solutions Local Leadership and our Ontario Bargaining Committee to discuss the National Policy Grievance BTS-ON-18-01 that we filed. Our intent during negotiations was clear; consecutive days of rest for full-time employees, furthered by consecutive days of rest for full-time employees during periods of reduction and reinforced again for part-time employees; consecutive days of rest, once in a pay period.

Workforce Management and the Company continue to operate under the same conflict as before our negotiations. It is clear to us that little effort has been made to rectify this issue or fully implement the new Collective Agreement.

At our first meeting, we were confronted with threats of over-scheduling full-time employees on Saturdays, due to the fact the Company cannot find a solution to schedule consecutive days of rest. The solutions then offered by the Company are selections of preferences that already exist for all employees;

- Work 10 consecutive days straight
- Work 6 days in week one and 4 days in week two of a pay period
- Agree to have a 3 day weekend followed by single day of rest or the opposite order
- Agree to work 4 shifts of 10 hours per week

The Locals agreed with our Committee not to renew the existing Averaging of Hours Agreement that expires today, Wednesday, June 6th due to this conflict.

The Company's actions of over scheduling on weekends, forcing overtime on speculation, cutting the number new hires already scheduled, and the continued "On-Call" treatment of part-time employees on their days of rest, only amplifies the situation.

Our Locals will be explaining to our membership, that going forward they are only to work 48 hours per week, while maintaining their ability to work the maximum, 416 hours of overtime in a year.

In the days ahead, I will be notifying the Ministry of Labour Canada that our Averaging of Hours Agreement has not been renewed.

Sincerely,



Tyson Siddall
Telecommunications Director

cc: Jean-Philippe Paradis, Bell Technical Solutions President
Ontario Unifor BTS Bargaining Committee
BTS Locals in Ontario
National Representatives that service BTS
Chris MacDonald, Assistant to the National President

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