



GRIEVANCE/COMPLAINT #: Bell Craft ON 17-02

LOCAL #: POLICY BARGAINING UNIT: Bell Craft

NAME OF GRIEVOR(S): **Chris MacDonald, Assistant to the President ON BEHALF OF UNIFOR**

OCCUPATION OF GRIEVOR(S): _____ DEPARTMENT: _____

LEVEL 1 MANAGER'S NAME: _____ ADDRESS: _____

DATE OF THE EVENT GIVING RISE TO THE GRIEVANCE OR COMPLAINT: _____

NATURE OF THE GRIEVANCE OR COMPLAINT (INCLUDING LOSS OR DETRIMENT SUFFERED):

Performance Road Map

FOR GRIEVANCES, STATE CONTRACT CLAUSE(S) ALLEGED TO HAVE BEEN VIOLATED: *The employer, Bell Canada, 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.*

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.

UNION STEWARD: _____

SIGNATURE OF GRIEVOR(S):

DATE: October 20, 2017

MANAGER'S SIGNATURE UPON RECEIPT: _____

DATE: _____

STEP 1:

DATE MANAGER ADVISED OF GRIEVANCE: _____ DATE DECISION RENDERED: _____

UNION REP.: _____ MANAGEMENT REP: _____

STEP2:

DATE MANAGER ADVISED OF GRIEVANCE: _____ DATE DECISION RENDERED: _____

MANAGEMENT STATEMENT OF POSITION: _____

UNION REP.: _____ MANAGEMENT REP.: _____

DISPOSITION OF THE GRIEVANCE OR COMPLAINT AFTER STEP 2: _____

_____ REFER TO STEP 3
_____ OTHER (PLEASE PROVIDE DETAILS): _____
