



**Communications, Energy & Paperworkers  
Union of Canada**

**BARGAINING ISSUES BOOK**

**Bell Clerical and Associated Employees**

**Presented to Bell Canada**

May 5, 2009

## 1. Job Security

- 1.1 Improve the Memorandum of Agreement on outsourcing/contracting out in order to eliminate any outsourcing and contracting out of jobs.
- 1.2 Protect employees with 25 years and more of net credited service (NCS) from being declared surplus.
- 1.3 Improve the Workforce adjustment plan Memorandum of Agreement's provisions and appendix A but not limited to :
  - 1.3.1 Improve the displacement process in order to respect seniority by eliminating the 8-year NCS rule.
  - 1.3.2 Provide all necessary training time to prevent declaration of surplus.
  - 1.3.3 Review the application of the Red Book.
- 1.4 Establish a mechanism of employee reclassification:
  - Temporary to regular part-time and
  - Regular part-time to regular full-time.
- 1.5 Include into the collective agreement the minimum guaranteed hours for the part-time employees.

## 2. Compensation

- 2.1 Obtain a substantial wage increase for all employees.
- 2.2 Achieve and maintain pay equity.
- 2.3 Improve the salary treatment in case of promotion, *during a temporary assignment to a job in a higher salary group and ensure that this does not result in a loss of pay to the employee (Articles 21.05 and 21.06)*
- 2.4 Increase the differential for work in off-normal period from \$0.60 to \$0.75. [*Articles 22.01(a) and 22.01 (b)*]
- 2.5 Reactivate Article 35 (*Cost of living allowance*) for the last two years of the Collective Agreement.
- 2.6 Allow the employee, at their request, to bank the equivalent time of any premiums.
- 2.7 Modify Article 21.06 (*Temporary work assignments*) to make it applicable from the first day of the assignment.
- 2.8 Maintain the Achievement Incentive Plan (AIP).
- 2.9 Review salary treatment in case of promotion and temporary assignments.



### **3. Paid days off**

- 3.1 Increase the number of Personal Days Off With Pay (PDP) to six (6) days and allow the employee to convert them into Personal Emergency Days with pay (PEP).
- 3.2 Strengthen the allocation of vacation weeks for the summer period, at the choice of the employee. (*Article 28.03*)
- 3.3 Shorten summer period by two (2) weeks (*Art. 28.03*).
- 3.4 Review and modify Article 30 (*Bereavement Leave*) to allow the employee to postpone the days off provided in Article 30.01 and 30.02 if the funeral, cremation or burial is postponed.
- 3.5 Recognize any new federal statutory holiday created during the term of the collective agreement.
- 3.6 Add Family day to article 27.02, section (b) (ii).

### **4. Job evaluation**

- 4.1 Obtain a better salary protection in case of downgrade after a job evaluation.
- 4.2 Elimination of the Joint Profile Committee and replace it by a validation committee.
  - Job evaluations to be done by a corporate company committee.
  - The results to be presented to the validation committee.
  - Implementation of an expedited appeal process.

### **5. Union-Company relation**

- 5.1 Allow modification of the wording of a grievance at step 3 of the grievance procedure.
- 5.2 Include the expedited arbitration process into the collective agreement for all grievances.
- 5.3 Modify Article 11.01 (Expenses) so that Bell Canada pays all expenses incurred with respect to meetings or proceedings contemplated by the collective agreement.
- 5.4 Integrate Bell I.C.T. collective agreement into Bell Canada Clerical and Associated Employees' collective agreement.
- 5.5 Control the temporary work assignments on management positions. (*Article 4.03*)



- 5.6 Modify Article 8 (*Time Allowance*) to insure a better flexibility to the local executive members.
- 5.7 Amend the Memorandum of Agreement on *Security Interviews* to ensure the presence of a union representative 15 minutes prior to the interview
- 5.8 The Company will not use CEP members for an assignment in a coaching, training or shadowing position within an off-shoring or outsourcing exercise.

## **6. Health and Safety**

- 6.1 Modify Article 13.04 (a) (*Health and Safety*) to add (2) two union representatives (one from Ontario and one from Quebec) so that the Corporate Health and Safety Committee is composed of 3 union representatives.

## **7. Duration of agreement**

- 7.1 Establish the duration of the Collective Agreement to ensure stability and security of employment for members.

## **8. Benefits**

- 8.1 Maintain post retirement benefits.
- 8.2 Increase Flex dollars to \$1000.
- 8.3 That an employee is only put on rehabilitation benefits when off work due to relapse of same medical condition.
- 8.4 Improve relapse rules for rehabilitation benefits.

## **9. Other**

- 9.1 That the Company provide Locals with detailed information on employees in order to establish members lists.
- 9.2 Introduction of the CEP Humanity fund via the Employee giving fund.
- 9.3 Improve employee mobility between certifications.
- 9.4 Following the merger align CEP union representation wording.



9.5 Review the application of all letters of intent and all memoranda of agreement.

**Note:** The union reserves the right to amend these issues or to formulate new issues during bargaining.

