



Proposed Modifications to the Collective Agreement

2013 Bargaining between Bell Canada and the Communications, Energy and Paperworkers Union of Canada (CEP)

We recognize that our clerical employees demonstrate pride in their work; they play an integral role in the service delivery of Bell to our customers. We want to build on this by fostering employee mobility across Bell.

- Explore ways to provide more career opportunities while achieving the principle of having the right person at the right place with the right skills
- Review language to ensure efficient implementation of the above

Administration

- Maintain appropriate workforce flexibility and retain a competitive cost structure
- Work together in simplifying the administration of the agreement and in building the foundation of stronger relations through the introduction of Joint Labour Relations Committee

Compensation

- Review taking into account Bell's objectives and ability to compete

Duration

- Four and a half years; expiring on November 30, 2017

Bell reserves the right to add, adjust or amend any of the items included in this document during the bargaining period.

March 20, 2013

