

Update
March 29th, 2017



Bell Canada
Clerical and Associated Employees
Locals 37, 6004, 6005, 6006, 6007, 6008

Sisters and brothers,

As we prepare for negotiations for the renewal of the Bell Clerical Collective Agreement, we'd like to update you on an important step that your Union has taken to fight the erosion of our bargaining unit work.

A few years ago, several locals reported that a number of job postings for 'Specialists' described tasks and responsibilities that are actually Bell Clerical bargaining unit work - which meant that managers would be doing our work. The same thing was happening with subcontractors or third-party vendors who were sharing our workspace. These contractors are supposedly employed by external firms, but we believe that the actual employer for some of these groups is Bell Canada. In our view, this is a way of getting around the scope clause of our collective agreement, and it is causing job loss or erosion of our members' work.

In the spring of 2015, we filed an application with the Canada Industrial Relations Board (CIRB) demanding that this Specialist work should be in our bargaining unit.

After our application was filed, the parties initially agreed to use the CIRB's mediation services to try to resolve these disputes. Several meetings were held in 2015, 2016 and 2017. Unifor filed a huge amount of evidence that clearly demonstrated the seriousness of these issues. Despite this, after a long mediation of almost two years, it ended in failure. On February 16, 2017, Bell Canada submitted an offer of settlement that did not address at all the vital issue of protecting our members' work. Unifor made the decision to end the mediation process, and advised the CIRB on March 7th of our intention to proceed with a formal hearing.

We know that this legal challenge will take time. Despite this, we are resolved to continue the fight. Why? For the protection of our members' jobs!

In solidarity,

JOSEPHINE PETCHER
Unifor National Representative

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