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## BARGAINING BULLETIN #15

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December 4, 2015

### TO: ALL LOCALS WITH BELL ALIANT CRAFT MEMBERS

The Union and the Company have come to an agreement for the integration of Bell Aliant craft members into the Bell Canada craft collective agreement. The Union and the Company were mandated to come up with a solution. The agreement will be submitted to the Canadian Industrial Relations Board who will issue an order based on the sale business.

Details of the agreement providing for the integration of Bell Aliant members into the Bell Canada craft bargaining unit include the following:

- The Bell Aliant certification order (BARC) from 2006 will be cancelled
- All craft and services members currently covered by the BARC certification will henceforth be covered by the Bell Canada “Craft and Services Employees” certification
- These two points will become effective **following** an order issued by the CIRB.
- **Until this happens Bell Aliant craft members are still covered by the Bell Aliant Collective Agreement and all terms and conditions of that agreement remain in effect.**

The following points will become effective eight (8) weeks following the date of board approval to allow for the harmonization and configuration of systems.

#### Details:

- The lists of headquarters from Bell Aliant and Bell Canada will be merged to form one list that includes all of the headquarters.
- Articles 9.10 and 29 (Northern Service) of the BARC collective agreement will continue to apply to craft and services employees formerly employed by BARC.
- Full recognition of Net Credited Service (NCS).
- Transition of the BARC Corporate Safety and Health Committee into Bell Canada’s committee by April 1<sup>st</sup>, 2016.

- If there is a permanent forced transfer of an employee in certain areas of Ontario (listed in Appendix A of the MOA) before November 30, 2016, the employee will be granted immediate parity with Attachment C or G of the Bell collective agreement.

#### Employees who were Regular Employees before November 30, 2012

- Attachment C of the BARC collective agreement will apply to regular employees hired before November 30, 2012
- Lump sum payment of 2% retroactive to December 1<sup>st</sup>, 2014 and recognized as pensionable earnings
- Wage increase of 2% effective December 1<sup>st</sup>, 2015
- Parity to Attachment C of the Bell collective agreement on November 30, 2016
- Article 11 of the Bell Canada collective agreement shall apply.

#### Employees hired, rehired or reclassified to a regular status on or after December 1<sup>st</sup>, 2012

- Integrated into wage schedule B – “Advanced Technician” found in Attachment G of the Bell Canada collective agreement
- Maintenance of the employee’s current rate of pay if higher than the maximum rate in the new wage schedule and protection of their salary until the top rate of their new wage schedule is equal to or higher than their salary on the effective date (red-circling).
- The Company will have eight (8) weeks to determine whether the employee should be placed on wage schedule C – “Generalist Technician”, and, if so, the employee’s salary will be protected until the top rate of their new wage schedule is equal to or higher than their salary on the effective date
- If the Company deems that the employee should have been placed on wage schedule A – “Specialist Technician”, the employee will be entitled to pay with retroactivity to the date of board approval.
- The Memorandum of Agreement – “Force Adjustment”, included in the Bell collective agreement shall apply.

Your bargaining team will be having an initial meeting with the Company on December 10 in Ottawa to discuss how the integration will unfold once the board rules. We will take this time to discuss the logistics of the items that will be coming into effect after the eight week period. We understand that you will have many questions and we ask for your patience while we work with the Company to ensure the transition occurs as seamlessly as possible.

Your bargaining team

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*Your Bell Aliant Craft Bargaining Team*