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# **BULLETIN NO. 19**

## **BELL**

### **Craft and Services Employees**

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#### **Joint Labour Relations Committee**

Dear colleagues,

Your bargaining committee met with the company for the JLRC meeting in Ottawa on May 28 and 29, 2019. We discussed many issues including the following:

1. The RIO applications and selections were reviewed extensively. Identified concerns were addressed and resolved. We worked with the company to solve problems in areas where there were still surplus issues. We believe we have achieved the best possible outcome with as many senior volunteers as possible getting RIOs and the return of 70 of the 76 Surplus employees to work (6 voluntarily chose not to return).
2. TMI/Horizon outages and the effect on employee scorecards – the company assured us that the outages and issues are files that don't download properly to the system and once that issue is fixed (usually same day) the files download and the scorecard updates. Any anomalies are then looked at manually, but overall scorecard fluctuation happens and should be looked at over months not over weeks or day to day.
3. The application and administration of time off requests – requests are not being dealt with in a timely manner, the company will look at this; however they maintain that not all requests will be granted as per business needs and that in emergency or exceptional situations the tier C manager has the discretion to approve requests.
4. Manhole Attendant – There was a discussion about the duties of the attendant and responsibility for safety. We will be referring this issue back to the corporate H&S committee to further investigate.
5. Insulated Coveralls – confirming our understanding that was reached and no further issues should arise.

6. Contracting Out Meetings/EMMs – We reinforced our position that these meetings need to happen as the information is not getting to the affected locals. The company will work with us on re-establishing these meetings in the near future. We requested that in order for these meetings to be as productive as possible, and function as intended, that information should be sent out in advance in order for locals to review and bring their questions to the meetings.
7. BTS performing cable work (still) – the company has assured us that in regards to the cable work that there are monthly meetings to address this issue from both BTS and Bell management at all levels, that the Network team has been advised not to engage BTS in cable work and that they continue to advise BTS technicians not to perform this work (please continue to forward any examples to your local rep for investigation).
8. BTS doing daily Business Data, multiline, and ORS work – we have identified this issue to the company, they advised us they don't see the same issue we are identifying. Please send any examples to your local rep for investigation.
9. Bell Mobility performing Data functions at Cell Tower locations – we have identified this issue and the company will investigate it.

We also had a discussion about the reduction of hours for part timers. The Company agrees that now that the RIO has addressed the surplus those part-timers whose hours were cut in the spring will be returned to full time hours for the foreseeable future, however they do maintain the right to reduce hours based on the flexibility and requirements of the load.

### **Strength Lies in Solidarity!**

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