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# **BULLETIN NO. 20**

## **BELL**

### **Craft and Services Employees**

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Dear colleagues,

The new provisions of the Canada Labour Code coming into effect September 1<sup>st</sup>, 2019 – not all regulations have been defined by the government and the company has applied for exemptions in some cases. Due to the dissolution of parliament, we do not expect answers until after the election and will look further into the details and impact once details are finalized.

Attendance Management Policy – the Company has committed to administering attendance on an individual case by case basis. They have also committed to looking at outstanding grievances where letters/discipline may have been unwarranted.

District Expectations, five page document – the company has agreed that the roll out of this document was inconsistent and not well conducted, however the contents of the policy are expected to be adhered to and that they will first attempt coaching but will proceed to disciplinary measures should members refuse to comply.

Bell Mobility performing Bell Craft Data work – The issue brought forward to the Company was that the Bell Mobility Technicians are being given equipment and access to install routers/switches in areas previously installed by Bell Craft Data Technicians that essentially serve as a demarcation point between Bell Wireline Network and Bell Mobility Services. The company has committed to looking into all of the examples provided and responding to our concerns.

Bell Technical Solutions Performing Bell Craft Cable Repair Work – The Company is aware of the numerous issues, examples and grievances on this topic. They have had many conversations with BTS management on this topic and have voiced their frustrations to us over the ongoing issues and examples that keep arising. They have indicated to us that BTS has been directed to discipline any employees who continue to perform this work. The company will update us on progress on this issue, please continue to provide examples to your local steward.

National Policy Grievance regarding the Position Advisory Committee (2013) – An attempt to settle these issues has been ongoing; unfortunately the company has refused to solve any of our major concerns that were the fundamental reasons for filing the grievance. At this point an arbitrator is seized and new dates will be determined in the near future.

Alternate vacation schedule memorandum – Please see attached document.

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

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