

December 19th, 2024

To: Bell Craft and Service Ontario Delegates

Re: Implementation of new Bell Craft Agreement

Sisters and Brothers,

We would like to take a moment to provide some clarifications regarding the implementation of the new Bell Craft agreement.

1. Wage Increase:

The company is currently in the process of making the necessary adjustments to the SAP system to reflect the \$1.20 per hour wage increase. This is a standard procedure, and we anticipate that it will be resolved by January, pending confirmation from the company. Retroactive pay will be issued back to December 1st following the completion of these changes.

2. Banked Time:

The increase in banked time to 160 hours will also be implemented once the adjustments to the SAP are finalized. We expect this change to take effect in March or early April.

3. Reclassifications:

The reclassification process is projected to commence in mid to late January.

4. Safety Boots, Per Diem, and TDC:

These provisions will be effective immediately.

Furthermore, we have received feedback from local representatives regarding the company's stance on the union's use of OUP, OEP, and OSP codes. A preliminary discussion has taken place within the Joint Labor Relations Committee (JLRC) to address our concerns. We plan to reconvene in January after the holiday season to continue these discussions. In the interim, the company has agreed to maintain the status quo.

We sincerely appreciate your patience and understanding as we collaborate with the company to ensure these changes are implemented both timely and accurately.

Wishing you all a joyful holiday season.

In Solidarity,

Paul Couvion - Local 46
Marshall Saar - 35-O
Steve Wanless - 27-C

Clayton Nunn - National Representative