

BULLETIN 2021

MARCH 31, 2021

COLLECTIVE AGREEMENT

Our current Collective Agreement with Bell Canada expires on December 31st of this year and Unifor ACL has begun preparations. On the week of April 5th, a survey will be sent to our members and we will make a call for proposals via our Locals to the entire membership to assist in prioritizing bargaining issues. We expect to begin bargaining with Bell in the fall.

BELL CENTRAL CRAFT BARGAINING

Unifor locals in central (Ontario & Quebec) began bargaining in December to get a new Collective Agreement with Bell Canada. After several rounds of talks both sides are meeting with the aid of a Conciliator beginning the week of March 22, 2021.

The Bargaining team has stated that they have been in concession bargaining with Bell for the last 21 years and it's time it stopped.

We are watching the situation closely and you can follow updates on the Unifor National website at <https://www.unifor.org/en/take-action/campaigns/bell-craft-bargaining-0>.

WORKING FROM HOME

A great number of our members traditionally working in an office setting have been working from home for the past year. Although working from home comes with a different set of challenges many of you have recently expressed in a national survey of Unifor your interest in remaining in such setting at various degrees in the future. Unifor ACL and your National Union are diligently analysing the situation.

Please be aware that Bell's current working from home policy in Central is much more restrictive than the relatively relaxed experience members in Atlantic Canada currently enjoy because of the pandemic.

Ultimately working conditions are to be negotiated with Unifor.

SCOPE OF BARGAINING UNIT

On February 5, 2021, lawyers representing the Council filed a "Scope of Bargaining Unit" application with the Canada Industrial Relations Board (CIRB). The purpose of this application is to have the CIRB make a determination if a multitude of employees of the employer belong into our Union. We will keep you posted on this topic as more information becomes available.

UNIFOR ATLANTIC COMMUNICATIONS LOCALS BIENNIAL MEETING

The call for the Unifor ACL Biennial meeting, to be held virtually, was sent on February 2nd, 2021 to all Locals. The purpose of the Biennial meeting is to exchange ideas and make policy recommendations to the Executive Board and the National Union, amend Unifor ACL's bylaws and elect Unifor ACL Executive Board positions.

LRO ARBITRATION

The arbitration involving the Limited Retirement Offer and the hiring of new members has ended. Upon further advice from our lawyers, council has withdrawn from the arbitration.

QAR ARBITRATION (QUALITY ASSURANCE REPRESENTATIVE)

This Arbitration took place on October 21-22, 2020. We are still waiting for the decision from the arbitrator.

BST /CST

On November 19, 2020, the Union met with Bell and a mediator in an attempt to finally resolve this issue. Once again there was no agreement reached but we are currently still discussing it with the Company.

GRIEVANCES

Over the past year your Unifor ACL Grievance Committee has been working tirelessly, the Council Executive would like to recognize and express their appreciation of the Committee's work.

In 2020 we were able to come to terms with the employer on 50 grievances of Steps 3 or higher. In the first 3 months of 2021, we have successfully come to terms with an additional 25 grievances. There are currently 70 active grievances on file of Steps 3 or higher not including those tied to other grievances based on the same issue/article in the Collective Agreement.

ARTICLE 10.08 FOOTWEAR

It has been brought to the Unifor ACL that members were being advised by Field Operations Leaders in December of a new direction on Article 10.08 regarding protective footwear. Your Union identified multiple issues with Field Operations Leaders, if you are experiencing any issues with the company's current interpretation please contact your shop steward.

SAFETY

For information regarding corporate health and safety committee and local health and safety committee changes please go to:

[Health and Safety Committee Changes:](#)

ERGONOMIC ASSESSMENTS

Most inside workers have been working from home since the beginning of the pandemic and this is a reminder to all to be sure they are working in an ergonomically safe manner. If any member has concerns about their current homework stations, they should direct these concerns to their manager.

ACHCCS (ATLANTIC CANADA HEALTH CARE COALITION SOCIETY)

If you have yet to sign up for your discount cards as members of the ACHCCS, please go to the Unifor ACL website and enroll. The link is below.

<https://uniforac.l.ca/>

MOST IMPORTANTLY

Contact your shop steward if you believe there are violations of the collective agreement in your workplace.

In Solidarity:

Jeff Nelson; Lee Pearce; Sandy Brideau; Faith Chaisson; Susan Rice

Jennifer Pauley; Stéphane Lamoureux; Cullen Bolger; Roch LeBlanc