

April 6th, 2023

SENT VIA EMAIL jean-luc.riverin@bell.ca

Jean-Luc Riverin
President
Bell Technical Solutions

Dear Mr. Riverin,

In the spring of 2022, Unifor and BTS reached a tentative agreement, which we can admit, left the majority of our members feeling much more optimistic than previous years. A new benefits plan (among other improvements), ultimately led to the ratification of said agreement. Just months later, add in the creation of a new DC Pension and at that time, many people were openly discussing how these improvements could alter the Company's attrition issues and our members overall experience including work-life balance.

Fast forward one year and I can assure you, those positive comments are now far and few between. The joint labour relations meetings between the Unifor bargaining committee and your senior leadership team are becoming less productive each quarter. A new benefits plan and pension plan which was once celebrated by your employees is now the subject of negativity, frustration and confusion. The reality is your team has failed to properly educate, disclose and/or provide our members with the proper direction, regarding the rollout of these plans and their options related to such.

The Unifor Bargaining Committee has been requesting confirmation regarding the rollout for months now. We have stated on numerous occasions, our members have questions and need to understand their options. We simply asked that this information be provided and accessible to our members and in a timely manner. A simple request, which has been ignored and neglected.

On April 3rd 2023, Senior Labour Relations Manager Jean-Marc Ouimet finally indicated to the Union leadership the Company's plans. The enrollment period will begin on May 8th 2023, with only two time slots (one hour in length) to host a virtual Q&A session. It's difficult to outline what's more frustrating....A total of two hours being provided for Q&A to nearly 4000 employees, or the Company's lack of respect towards timelines previously agreed upon during joint labour relations meetings and further solidified in the collective agreement.

Unfortunately, this disastrous rollout of the new Benefits and Pension plan is just one of many current issues this bargaining unit has faced in recent months.

Some additional issues include the following:

- The denial of TGP/PGU for senior technicians while junior part time members in those same common localities are being sat.
- Management is denying our reps in person meetings due to a Company generated “travel ban”.
- Garage dispatch members are being asked to report to their work centres prior to the start of their shifts in order to achieve "10 minute shop dispatch times”.
- Our trainers are being asked to perform driving evaluations on job candidates. This is a management function - not the union's.
- Numerous inconsistencies from region to region regarding practices and/or directives.
- Cable pullers being equipped with fusion or mechanical splice kits and being told to perform fiber terminations.
- Various scheduling issues.

THE LIST GOES ON!!!

That being said, I suggest we immediately arrange an in person meeting with yourself, your senior leadership team and the provincial delegates, to discuss the items I have listed above. These concerns should not be taken lightly and need to be addressed immediately to ensure the health, safety and well-being of our members. It is not only in the best interest of your employees and their families, but also that of your brand.

We would appreciate your co-operation with these urgent and very serious matters and look forward to your response.

Sincerely,

Jim Fling – Local 34-O

Kevin Paddon – Local 31

Colum Lynn – Local 1996-O

Mike Snell – Local 30-O

Clayton Nunn – Unifor National Representative

cc: Jean-Marc Ouimet, Nathalie Beaudry, Roch Leblanc, Len Poirier, BTS Ontario Delegates