

February 14th 2024

Re: BTS Ontario – Union LRC Update

Sisters and Brothers,

We would like to inform you that the BTS Ontario bargaining committee held a scheduled meeting with the Company today, as part of our ongoing Labor Relations Committee (LRC) discussions.

As expected, the agenda for today's meeting covered various topics, primarily focusing on day-to-day issues brought forward by the provincial delegates. These issues included matters related to daily movement, payroll, scheduling, and other operational concerns.

However, in light of the recent announcement made by Mirko Bibic, it was not surprising to see additional items added to today's agenda that were directly influenced by this development.

The Company introduced the following items for discussion during today's meeting:

1. The provision of additional Voluntary Separation Packages (VSPs) to address potential surplus areas within the organization.
2. The possibility of reducing hours for full-time employees, in accordance with article 16.03 of the collective agreement.

The Company has clearly stated that their intention is not to compromise their flexibility and, as a result, they have assured us that they will not consider laying off Regular Part-time employees. However, it is important to note that they have already implemented a hiring freeze and will not be recruiting new employees in Ontario for the remainder of the year.

In response to the company's proposal to exercise Article 16.03, the committee has provided the company with valuable insights regarding the potential obstacles and pitfalls associated with this decision. These include the potential impact on daily movement, equitable distribution of working hours, overtime arrangements, and structured cabling. We believe it is essential to consider these factors carefully before proceeding in this direction.

Furthermore, the proposal to reduce full-time hours will create financial burdens, have a negative impact on employee morale, and in all likelihood will increase the number of grievances across the province.

Unfortunately, we find ourselves dealing with a company that exhibits little to no respect for our union or, more importantly, for our members (their employees).

In the coming days, we will be organizing a delegates meeting to discuss and coordinate our next course of action. In the meantime, we encourage you to reach out to your local representatives if you have any questions or concerns. Please disregard any negative comments or rumors you may come across. Rest assured, we fully understand and share your concerns and frustrations regarding the recent announcement and the inevitable changes that lie ahead.

In the meantime, we will continue to update you as we work through the process.

Thank you for your continued support.

In Solidarity,

BTS Ontario Bargaining Committee

Jim Fling – Local 34-O

Kevin Paddon – Local 31

Mike Snell – Local 30-O

Colum Lynn – Local 1996-O

Clayton Nunn – Unifor National Representative

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