

July 10th 2024

Re: Payroll Changes – BTS Ontario

Sisters and Brothers,

We are writing to inform you about some important changes that will be taking place regarding the payroll system.

As you are all aware, payroll issues have been a growing concern in recent years. In response to this, we have requested a change to our current system in order to prevent any future problems related to payroll.

We are pleased to announce that the company has responded to our request by agreeing to transition from our current system to the SAP 90 system, which is currently utilized by Bell Canada members. This transition is scheduled to take effect in January of 2025, and has been approved unanimously by the BTS provincial delegates.

As part of this transition, there will be a change in the date in which you are paid. You will now be paid on the first Friday of each month, while still being paid on a biweekly basis. As a result of these SAP changes, payment date calendar will be adjusted and employees will receive a 1-week pay to allow the pay adjustment.

Additionally, in an effort to enhance efficiency, the company will be providing training for managers to ensure diligence in the approval process.

Furthermore, with the migration to the SAP 90 system, the company plans to implement a monitoring system that will proactively identify any \$0 payments before payday. This will allow for sufficient time to make any necessary corrections before the payment date. The company is also exploring the development of a business rule that would automatically pay the baseline for minimum hours as per the collective agreement for RPT, with any additional adjustments made afterwards. Updates on this development will be provided as they become available.

Lastly, we want to assure you that the SAP migration project will not impact the current Disability program or its current management practices.

Anyone with any questions or concerns can reach out to their Local President or Chief Steward.

In Solidarity,

Jim Fling	Local 34-O
Kevin Paddon	Local 31
Mike Snell	Local 30-O
Colum Lynn	Local 1996-O
Clayton Nunn	Unifor National Representative