



09/02/2026

BTS Ontario – Bargaining Committee Update

Brothers and Sisters,

We wanted to provide a few updates on issues that have come up as we continue to work through the implementation of the new Collective Agreement.

Reduction of Hours

A reminder regarding the new limits we negotiated on reductions of hours. Under the new language:

- **RFT-1 employees cannot be reduced more than 6 pay periods per calendar year.**
- **RFT-2 and RFT-3 employees cannot be reduced more than 13 pay periods per calendar year.**

There may be some one-off situations through the remainder of 2026 as we transition to the new language. This is particularly relevant now that the reduction-of-hours process applies to Structured Cabling.

For example, there may be situations where some Structured Cabling technicians are reduced while other technicians under the same classification are not because those individuals have already reached their annual reduction limit based on reductions earlier this year.

This is a transition issue. Everything resets January 1, 2027, and moving forward everyone will be operating under the same annual limits.

Permanent Part-Time Positions

The Company issued a communication yesterday regarding the newly negotiated Permanent Part-Time (PPT) classification. Unfortunately, there are several parts of that communication that do not reflect what was negotiated at the bargaining table.

We have already raised our concerns directly with the Company.

First, the Company communication indicated that PPT positions are available to Logistics Attendants. The negotiated language is clear that PPT status is not available to Logistics Attendants, Structured Cabling or Cable Pullers.

Second, the Company referenced a six-month commitment and indicated that employees would only be able to change their preference twice per year. The Union did not agree to those restrictions. Our discussions at the bargaining table were around employees having the ability to post into and out of these positions in connection with the eight-week scheduling process. The negotiated upgrade and transfer language specifically establishes a posting process tied to every other eight-week schedule.

We have asked the Company to identify where it believes a six-month commitment was agreed to and have requested that the communication be retracted or corrected before the process moves forward.

We are currently waiting for the Company's response. This is a newly negotiated classification and it needs to be implemented as negotiated — not with additional conditions added after the fact.

If we cannot resolve the issue with the Company, we will grieve it.

Discipline

On a more positive note, we have seen a steady decline in discipline over the past several months.

As many members are aware, there have been significant changes at various levels within BCE, including changes within Labour Relations and the establishment of a new LR team overseeing various aspects of several bargaining units.

Following discussions with some of the newly appointed Vice-Presidents at Bell, we are optimistic that we will continue to see improvement in this area. We will continue to monitor discipline closely and address issues where necessary.

September LRC

Our next Labour Relations Committee meeting with the Company is scheduled for Wednesday, September 23.

There are a number of outstanding implementation and workplace issues that will be addressed at that meeting.

We will continue to keep the membership updated as these matters move forward.

In Solidarity,

Jim Fling	Local 34-O
Colum Lynn	Local 1996-O
Jeff Mark	Local 47
Drew Kerrigan	Local 42
Clayton Nunn	National Representative