

Title: Open Letter to Reno Vaillancourt

Vice President, Human Resources & Labour Relations

Reno,

Since the spring of 2020, I have had the privilege of servicing the telecommunications sector, specifically Bell Craft and Services and BTS in Ontario, alongside many dedicated and talented individuals, many of whom are included in this correspondence. These individuals genuinely care about their co-workers, customers, and communities.

Regrettably, I cannot extend the same description to those I have encountered on the salary side. It is my belief that many of your managers have been limited or prevented from embodying and promoting these same principles.

The truth is, under your leadership, or shall I say lack thereof, your managers have consistently made errors and imposed unattainable standards. These directives have had an extremely detrimental impact on our members. Your recent actions and decisions have only served to further unite our units, while you conveniently leave those under your supervision to deal with the fallout. It is disheartening to witness you hiding behind the protective shield of your company's hierarchy, believing that you are too important to face the individuals affected by your absurd decisions and blatant disregard for your employees, customers, and even our union.

In our open letter to Yan Boissonneault, we requested a meeting for the Bell Delegates, which was completely ignored. You have consistently ignored and disrespected our local leadership. It is evident that you thrive on power and control, while doing nothing but hindering progress at all levels. Your personal decisions only serve to negatively impact relationships, without any justifiable reason other than to stroke your own ego.

Enough is enough. It is time to stop hiding, to put an end to the hypocrisy and lack of accountability.

Our members have reached their breaking point with the blatant lies and manipulation coming from your direction. The latest email from Niki Moffat was merely the cherry on top of a very unsavory cake.

In her message, Moffat had the audacity to suggest that we are partners in this process. Let me make it abundantly clear - we are not your partners. We do not respect your decisions. We do not condone your actions or behavior.

You have left us with no other option but to negotiate severance packages for our members. The insinuation that we had any choice or say in the matter is not only incorrect, but downright shameful and disgusting.

It's time for you to face the music and accept responsibility for the mess you have created. Our members deserve better than this deceitful charade. It's time for a reality check and for you to start treating us with the respect and honesty we deserve.

In conclusion, I could politely request that you please advise or patiently await your prompt response, but let's be real - you'll probably just ghost us again.


With that being said, I'll just leave this link here for you - a little extra reading material for your enjoyment!

[www.shameonbell.ca](http://www.shameonbell.ca)

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