

April 16, 2024

SENT VIA EMAIL

To: Unifor Locals representing telecommunications members employed by Bell Canada

Dear Sisters, brothers, siblings,

As you're aware, on February 8th, the company announced a need to reduce our clerical workforce by approximately 10%. Over the following five weeks, discussions were held to explore options, including offering voluntary separation packages (VSP) to mitigate the impact of job losses.

Throughout these discussions, both verbally and in writing, the Union expressed clear disagreement with the surplus initiatives proposed by Bell Canada. We specifically communicated that after assessing the outcomes of the VSP offering, any further surplus declarations would require meaningful dialogue and collaboration to explore alternatives and minimize job losses.

Today, during a virtual meeting with the employer, we were informed that not all VSPs were accepted, resulting in the need for additional job surplus declarations. To our complete surprise, the company presented a predetermined plan with an unrealistic and rushed deadline, which they insisted we follow.

Initially, we requested an extension of the surplus declaration deadline to facilitate genuine discussions and seek alternative solutions. However, the company adamantly refused, insisting that we follow their rushed timeline.

Furthermore, the Company is well aware that many of the proposed surplus declarations involve work that is currently outsourced to external vendors, potentially violating our collective bargaining agreement.

We have notified the company that if they proceed with these surplus declarations, we will file grievances and explore all available legal avenues to challenge their decisions.

In solidarity,

Your Ontario and Quebec Local Presidents

Your Clerical Bargaining Committee

Your National Representatives - Hugues Perreault and Nena Bogdanovich

cc: Len Poirier, National Secretary-Treasurer, Unifor
Roch Leblanc, Telecommunications Director, Unifor
Hugues Perreault, National Representative, Unifor

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