

**TOGETHER  
WE STAND**

2025  
Bell Clerical Bargaining



## **Together We Stand: Meet Your Bargaining Team**

Dear Members,

Thank you for your response the **Together We Stand** campaign launch. Your collective strength and support are exactly what we need to build momentum as we look ahead to bargaining this fall.

We know it's essential to have strong and committed representatives at the bargaining table – and that's what we have in your bargaining team. The individuals on your Bell Clerical Bargaining Committee are your fellow members who have stepped up to advocate for our work and our future. They bring a wealth of experience and a deep understanding of the challenges we face.

We are proud to introduce your 2025 Bell Bargaining Committee. We encourage you to take a moment to read their bios below. Their strength is our strength, and together, we'll continue to stand strong.

In solidarity,

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### **Simona Sladkowski**

Simona Sladkowski was hired at Bell Canada in July 1988. She went to her first membership meeting in 2002 – because they were serving pizza – and before she knew it, she was hooked. Simona knew that she would be involved with the Union for the rest of her career with Bell Canada. Attending just one meeting awoke a passion inside her. She became obsessed with wanting to help members with their issues and to make sure that they were protected from the Company's cunning ability to circumvent the Collective Agreement.

In addition to workers' rights, Simona has advocated and lobbied for universal health care and senior care in Ottawa, as well as numerous other social causes.

With the Bell Clerical Collective Agreement ending on November 30, 2025, Simona was humbly re-elected to serve as a bargaining agent for the third time. She is passionate about representing each and every Bell Clerical member.

Presently, Simona serves as Local 6008's Vice President and Chief Steward. She has attended arbitrations and filed numerous grievances and continues to support her members 24/7.

Even though her time with Bell Canada will come to an end in the coming years, Simona will continue to support members' issues and concerns and fight for their rights. She is – and will always be – UNION proud!

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### **Michelle Vatafu**

Michelle Vatafu is the Secretary-Treasurer of Unifor Local 6008 and the Treasurer of the Telco industry council. She has presented grievances at step three and attended several arbitrations – one for a member that lasted 11 days.

Michelle is well versed in the Collective Agreement, the Red Book and displacement process.

Her advocacy experience also includes going to Ottawa to campaign for a National Pharma Care plan and fight for better living in Long Term Care facilities.

She has sent emails to Mirko and Reno several times a year trying to get a reply from them. She will continue to do this for the rest of her career with Bell.

Michelle is excited to be part of your Bargaining team to represent Telco members for the December 1st, 2025 Collective Agreement!



### **Sapna Sagar**

Sapna Sagar is President of Unifor Local 6006. She is honoured to be elected to the Bell Clerical Bargaining Committee for this round of negotiations.

Sapna has been with Bell Canada for over 24 years and involved in the union for just as long. Over the years, she has had the chance to grow alongside so many incredible members. It's that connection that drives her to keep pushing for fairness and respect in the workplace.

As President of Local 6006, Sapna has had the privilege of representing various sectors at the table and, among other achievements, she has been able to bargain strong job security language. As a woman and a woman of colour, she cares deeply about making sure all voices are heard. Sapna is ready and excited to stand strong with the team and fight hard for what workers deserve. She is grateful to be entrusted with this important task.



### **Steve Couillard**

Steve Couillard began his career as a unionized employee at Bell on March 30, 2005. After starting out as a first-level residential customer service agent, he gradually rose through the ranks to occupy positions at the third and highest level of the department.

He got his first experience in union involvement in 2010, when he took on the role of shop steward. He subsequently held several other positions, including chief steward and health and safety representative, before being elected president of Local 6003 in 2015.

In 2013, he participated for the first time as a bargaining agent at the negotiating table, an experience he describes as a veritable master class in the process of collective bargaining. This formative experience motivated him to return to the table in 2017, in 2021, and once again this year with the rest of the bargaining committee.

Constantly driven by his commitment to defending members' rights, Steve is preparing to represent members' interests with determination during the upcoming negotiations, and he is counting on members' support to help ensure his success.



### **Mohsen Ben Kheder**

Mohsen Ben Kheder holds a bachelor's degree in business administration (BBA) from HEC Montréal and Université du Québec à Montréal (UQAM). With over 30 years of experience at Bell Canada, he has developed extensive expertise in the telecommunications sector, a rapidly evolving field in which he has successfully adapted to technological, human and organizational changes.

Since first becoming involved in the union in 2009, Mohsen has held various positions that have allowed him to defend his co-workers' rights with conviction while improving their working conditions. Since 2018, he has served as president of Local 6000, a role he fulfills with integrity, rigour, and team spirit. He also participated in the most recent collective bargaining negotiations with Bell Canada, actively contributing to the defense of workers' rights and the advancement of their demands.

At the same time, Mohsen has been a member of the Black, Indigenous and Workers of Colour Committee, a forum for dialogue and action promoting greater equity and representation in the union movement. He is also an active member of Montreal's North African community, supporting newcomers in their integration into Quebec society and helping them find jobs, with the aim of facilitating their transition and personal development.

On a personal level, Mohsen is the father of two teenagers, a role that heightens his awareness of social realities and reinforces his commitment to building a more united, inclusive and equitable society every day.

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### **Gaétan Massé**

Gaétan Massé has worked at Bell for 34 years, holding various positions in customer service before joining the network engineering department. His vast experience has given him a deep understanding of the company's internal operations and the realities faced by his colleagues.

Gaétan has been actively involved in the union movement for over seven years. He currently serves as vice-president of Local 8284 and is responsible for the Bell clerical unit.

He is committed to defending members' rights with rigour, empathy, and determination. A proud union representative, Gaétan does everything in his power to make his co-workers' voices heard and improve their working conditions. He looks forward to representing members at the bargaining table during the upcoming negotiations and is determined to win concrete gains for all members.

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### **Nena Bogdanovich**

Nena Bogdanovich is the Toronto Area Director for Unifor and a proud Bell Clerical member. Before becoming a National Representative 22 years ago, she worked at Bell

in the Collections department in Ottawa and later in the Small Business Market in Toronto, giving her first-hand insight into the work and challenges of our members.

Throughout her career, Nena has been at the forefront of bargaining, grievance handling, and member mobilization, always fighting to protect jobs and improve workplace conditions. For this round of negotiations, she will serve as spokesperson alongside her counterpart, Hugues Perrault — a remarkable team committed to delivering results.

This round of bargaining is critical to safeguarding our work, our rights, and our future. With unity and determination — *Together We Stand*.

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### **Hugues Perreault**

Hugues Perreault is a seasoned negotiator, dedicated union activist and a proud Bell Clerical member. Bell Canada employee from 2002 to 2021, he became actively involved in the union in 2003. From 2015 to 2021, he served as President of Local 6001 and was a member of the Bell Clerical bargaining committee, gaining a deep understanding of the workplace and the challenges faced by members.

A National Representative with Unifor since 2021, and Quebec Political Action and Mobilization Representative since 2023, Hugues has negotiated dozens of collective agreements in several sectors, including telecommunications, manufacturing, marine transportation, forestry, and media — always with a strategic approach focused on delivering concrete results for members.

For this round of bargaining, he is proud to serve as co-spokesperson in support of his counterpart, Nena Bogdanovich, and the rest of the bargaining committee — a team determined to protect our jobs, our rights, and our future. Standing Strong. Together!