

**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**UNIFOR**

(the "Union/Unifor")

-and-

**BELL TECHNICAL SOLUTIONS**

("BTS/Company")

**RE: STRUCTURED CABLING DIVISION**

Whereas the purpose of Letter of Agreement 13 in the Collective Agreement is to outline the terms upon which the parties will work towards formalizing an MOA clarifying the job descriptions and requirements of Technicians and Cable Pullers that are part of the Structured Cabling Division.

And whereas the parties have come to an agreement regarding the aforementioned items

**NOW, THEREFORE THE PARTIES AGREE AS FOLLOWS:**

1. This agreement does not replace or supersede letter of agreement #13.
2. The 15 employees identified (Appendix A) in the October 26 2018 meeting will have their common localities adjusted as per the document shared with the bargaining committee. Their status will be changed accordingly if they are warranted of an upgrade in their correct common locality. This will be processed by January 31<sup>st</sup> 2019.
3. The work addresses of the structured cabling employees will be corrected in the HR system to reflect the work center associated with their common locality.(see "Appendix B" for details) This will be processed by January 31<sup>st</sup> 2019
4. The Company will advertise a 1-time posting process by January 31<sup>st</sup> 2019 for only the technicians under the structured cabling division to move to rural areas outside of the GTA where the Company has sustainable work.
5. Once this process is complete, the Company will have a 1-time internal posting process to be posted on or before February 28<sup>th</sup> 2019 for only the technicians under the cabling division to distribute the Technicians in the cabling division more evenly around the GTA. (see Appendix C). Going forward the Company will distribute their hiring within the structured cabling department amongst the common localities where the sustainable work is identified.
6. The parties have also discussed and agreed to the Cable Puller job description outlined in Appendix D of this document
7. Notwithstanding Article 10, going forward, the GTA will have a "geofence" (see Appendix C) around it allowing Technicians and Cable Pullers working in the GTA to go to where the work

is based on the needs of the business within the GTA. Daily transfers may occur outside of the GTA for special projects or national accounts only. Hours of work for regular part time employees will continue to be evaluated based on article 16.04c) and d) of the collective agreement.

- 8. Once the above changes are completed, the seniority list will be finalized and no further changes will be made and all outstanding issues will be considered to be resolved by the parties barring any errors or omissions.
- 9. The Parties agree that should any issues arise in the future we will reconvene a meeting to identify solutions and come to an agreement on resolving the issues.

Dated at [Mississauga], Ontario this 14<sup>th</sup> day of December, 2018.

  
\_\_\_\_\_  
Tyson Siddall

  
\_\_\_\_\_  
Mark Olmstead

## **APPENDIX C**

Below are the common localities of the "GTA" outlined in the above Memorandum of Agreement.

**416 East**

**416 Core**

**416 West**

**Oakville-Mississauga**

**Brampton**

**Markham**

## APPENDIX D

### CABLE PULLER JOB DESCRIPTION

Reporting to the Field Operations Manager, the Cable Puller is responsible for the placement of copper and fiber optic cable, including telecommunication equipment, maintaining high standards for quality and customer service, and ensuring the security of material and equipment on site.

### ACCOUNTABILITIES AND RESPONSIBILITIES

1. May interact with customers at job sites
2. Communicates regularly with dispatch, technicians and the Project Manager
3. Completes forms for the purpose of time reporting, personal expenses, and assigned task tracking for work performed in that day.
4. Maintains on a continuous basis, working knowledge of policies and administrative procedures and their proper application for the completion of all job assignments
5. Contributes to work team to ensure proper equipment is available for the completion of job assignments and ensures the security of all company equipment from loss, theft or damage
6. Adheres to all Bell Technical Solutions' Health and Safety policies and procedures
7. Supports the organization of the team's daily activities, with a work crew of Technicians and other Cable Pullers
8. Participate in safety plans and processes
9. Can be required to support technicians on all jobs where placing fiber and copper cabling is the primary function of the work required. (E.G. Data cabling projects and Construction cabling projects etc.)
10. Cable pullers will only be assigned to a job where a technician is performing the final sign off and completion.
11. Placing / running copper and Fiber cabling
12. Terminating copper cabling (LAN, Voice and COAX) on jacks. In residential MDU projects, the P3000 (or equivalent) in-suite demarcation location only.
13. Cable pullers can label equipment related to assign tasks in a project environment.
14. Assisting the technicians with Testing both Copper and Fiber cabling (the inactive end)
15. Assisting the technician with mounting equipment/hardware.
16. As Work functions evolve with Technological Advancements the Company will discuss with the union at LRC on how to modify job functions. No changes will be made to the work function of the cable puller without the mutual agreement of the parties.
17. A Cable Puller will not perform any work functions of a Technician.

## **COMPETENCIES AND QUALIFICATIONS**

18. Ability to approach all work assignments with great professionalism, exceptional customer service skills and a solid work ethic.
19. Proficient in English (written & verbal)
20. Ability to take direction while under the supervision of a lead technician
21. Willingness to learn and undertake new challenges and complete work within assigned timeframes
22. Ability to climb ladders, work at heights and in small spaces; cannot be afraid of heights or claustrophobic.
23. Ability to frequently lift up to 55 lbs., or more with assistance
24. Ability to distinguish colour-coded wire, read blue prints, and work with tools
25. Ability to perform duties with minimal supervision; may be required to work alone in some situations

## **WORKING CONDITIONS**

26. Flexibility to work full time hours, with the possibility of evenings and weekends
27. This position typically operates at a customer's site and/or other field locations
28. Must have a valid G2 driver's license and personal transportation with the ability to commute to various customer sites
29. Mix of indoor and outdoor work; customer locations including construction sites
30. Climbing is required – step and extension ladders
31. Work in small spaces will be required
32. Frequent exposure to all types of weather conditions (e.g. snow, rain)