



CEP

Communications, Energy and
Paperworkers Union of Canada

BARGAINING ISSUES

Craft and Services Employees

Bell Canada

Presented to Bell Canada

September 6, 2012

Article 4 – Union Representation

- a) Amend 4.02 c) to read “Chief Stewards and Local Officers may, in addition to their normal duties under this agreement, handle grievances at Step 3 and at arbitration for members of their local who are employed in other bargaining units.
- b) Amend 4.03 (b) to read “Except where the provisions of Article 11 or Article 16 apply, no Steward or Local Officer will be selected for a relocation which would render him ineligible to represent his voting unit.”

Article 5 – Time Allowance

- a) Amend the 3rd sentence in 5.04 (a) to read “Provided reasonable notice has been given, such request will not be denied.”

Article 9 – Definitions

- a) Eliminate Temporary status and reclassify all Temporary employees to Regular.
- b) Eliminate Regular Term status and reclassify all Regular Term employees to Regular.
- c) Provide for process for automatic reclassification from Regular Part-Time to Regular Full-Time.

Article 12 – Safety and Health

- a) Amend 12.05 to read “The Company shall pay for all safety equipment that employees are required to wear including safety footwear.”

Article 13 – Discipline

- a) Definition of Security Interviews to include any discussion with management related to Bell’s code of conduct and / or other Bell policies.
- b) Right to refuse to perform work outside of the bargaining unit without threat of discipline.
- c) No discipline for information derived solely or primarily from Telepod data.

Article 14 – Grievance Procedure

- a) Streamline grievance procedure to make it more effective and efficient.

Article 18 – Hours of Work

- a) Establish the eight week schedule as the standard for scheduling in all areas.
- b) Increase maximum banked time to 200 hours.
- c) Double time hours to be banked at double time.
- d) All banked hours to be included in pension calculations.
- e) Increase in guaranteed hours for Regular Part-Time employees.
- f) Increase to off-shift differentials.
- g) Re-introduction of Consecutive Saturday premiums.
- h) Re-introduction of 1.5 times pay as Sunday premium.
- i) Days of rest to scheduled consecutively.

Article 19 – Overtime

- a) Consistent application of overtime pay for all statuses.
- b) Amend 19.10 to replace “called” and “called in” with “contacted”.

Article 20 – Holidays

- a) Amend 20.01 to add two additional “floating” holidays.

Article 21 – Annual Vacations

- a) Increase vacation entitlements, including additional weeks for employees with more than 25 years of service.
- b) Amend 21.04 (b) to shorten the summer period.
- c) Amend 21.10 (b) to increase from 22% to 25%.
- d) Amend 21.12 to increase from 25% to 30%.
- e) Amend 21.21 to provide for full vacation after 21 days worked in year of retirement.

Article 22 – Transfers and Reassignments

- a) Protections from force transfer or reassignment for senior employees.
- b) Replace “functional group” with “seniority unit”.
- c) Amend 22.08 to remove “and who has the necessary qualifications”.
- d) Amend 22.08 to replace “at the reporting centre” to “in the headquarters”.
- e) Amend 22.13 to limit temporary reassignment to a maximum of 90 days.
- f) Amend 22.14 (g) to provide for Union agreement in all cases.

Article 23 – Travel Allowance, Living and Transportation Expenses Paid

- a) Amend 23.04 to increase daily travel allowances.
- b) Amend 23.05 (a) to define “very early” as before 7 a.m.
- c) Amend 23.05 (b) to define “very late” as after 6 p.m.
- d) Amend 23.06 and 23.18 to make per diem payable when working away from home over a meal period.
- e) Amend 23.08 (b) to increase per diem allowance.
- f) Change concept of “travel allowance” to “travel reimbursement”.

Article 24 – Job Posting Procedure

- a) Provide for Union involvement in the job posting process.

Article 25 – Sickness Absence and Benefits

- a) Costs for all medical documentation to be paid by the Company.
- b) General improvement to all benefits listed in 25.01.
- c) Increase in Flex dollar amount and allow unused portion each year to be transferred to RRSP.
- d) Reinstate full Post-Retirement Benefits (PRB).
- e) Reinstate Paid Absence Prior to Pension (PAPP).

- f) Review language of Article and update as appropriate.
- g) Ensure Pension Plan is updated to account for OAS at age 67.
- h) All benefit entitlements to be arbitrable.
- i) Create an Ombudsperson position to assist employees with benefit issues.
- j) Amend 25.01 to remove “for the duration of this Agreement”.

Article 30 – Bereavement Leave

- a) Bereavement Leave to include same-sex spouses.
- b) Bereavement Leave to include son-in-law, daughter-in-law, brother-in-law, and sister-in-law.
- c) Amend 30.01 to replace “that occur during the five days immediately following the day of death” with “for five days to be used as required”.

Article 34 – Cost of Living Allowance

- a) Amend to provide for full CPI cost of living increases in each year of the agreement.

Article 35 – Duration

- a) To be determined.

Attachment B – List of Headquarters

- a) Add Cambridge and Waterloo.

Attachment C – Wage Schedules

- a) Substantial wage increases for all steps in all wage schedules in each year of the agreement.
- b) Resolve grievance pertaining integration of employees from Nexacor.

Attachment E – Supplemental Allowance Plan

- a) Update top end of schedule to current pay rates.

Memorandum of Agreement “Re: Sale of Business”

- a) Update language for full term of new collective agreement.

Memorandum of Agreement “Joint Transition Committee”

- a) Update language to current reality.

Memorandum of Agreement “Fluctuations of Work Volumes”

- a) Review and update or remove.

Memorandum of Agreement “Standby Program”

- a) Increase premium to 1.5 hours pay for weekdays.
- b) Increase to 2.5 hours pay on Saturdays, Sundays, and Holidays.

Letters of Intent

- a) Convert all Letters of Intent to contract language or Memoranda of Agreement.

Letters of Intent “Contracting Out”

- a) Convert to contract language with clear restrictions on the Company’s ability to contract out bargaining unit work.

Letter of Intent “Flow Through Training Locations”

- a) Delete

Letter of Intent “Disability Plans”

- a) Convert to Memorandum of Agreement and remove “for the duration of the current collective agreement”.

Letter of Intent “90/10 Seasonal Leave with Income Averaging”

- a) Amend to provide maximum of two weeks of summer vacation

Miscellaneous

- a) Discuss succession planning to ensure the scope of the bargaining unit as employees retire.
- b) Create a Joint Labour Relations Committee in each province.
- c) The Company to contribute 2 cents per hour paid to the CEP Paid Education Leave Fund (PEL).
- d) The Company to contribute 3 cents per hour (\$60 per year per employee) to the CEP Health Safety & Industrial Relations Training Fund (HSIRTF).