



## **Contracting Out, Arbitrary Layoffs and Targeted Retirement Incentive Offers**

*Bell Craft Bargaining History, Issue 7 of 8*

In Spring of 2019, while raking in record profits, Bell decided to trigger a layoff.

A claim of “lack of work” was made, however how much of that work was going to contractors. We cannot predict when Bell will make the next move to trigger arbitrary layoffs.

With no guarantee of work, or staffing levels and a company that continuously looks for ways to give craft bargaining unit work away to other workgroups and third-party contractors, our jobs are insecure. But we can work to right the scales.

Through hard work and tough decisions, the union was able to reverse the company’s decision on layoffs. We could only protect workers from layoff by agreeing to target based Retirement Incentive Offers, which unfortunately lacked consideration towards some of our senior members for their years of hard work and service.

There is no telling if this would even be possible if the company were to trigger another layoff. Which is why we absolutely need to secure job security in the form of guaranteed work for the craft bargaining unit and improved language concerning the layoff of craft bargaining unit members.

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**Bell, it's time for respect and job security for the Craft and Services Bargaining Unit.**

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