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2013 BARGAINING PROPOSALS

COMMUNICATIONS SALES EMPLOYEES

Presented to Bell Canada

November 12, 2013

Approved by the Unifor 2013 Bargaining Caucus of Communications Sales Employees

➤ No Concessions

- The union wants and expects full disclosure from the Company, any business plans, restructuring or organizational plans that may impact our membership and this set of negotiations or cause the union to reassess our bargaining strategy.
- The union expects full retroactivity for all rights and privileges of the collective agreement as of the date of expiry.
- The union wants a list of all occupations covered by this collective agreement.
- As the sole authorized bargaining agent for the Communications Sales Employees, no transaction or negotiation is valid with any employee under any circumstance unless done through the authorized bargaining agent.

1. Job Security

- 1.1 Reclassify temporary employees to regular status.
- 1.2 Reclassify the employees who have regular part time status to regular full time status.
- 1.3 Obtain protection against outsourcing for work that is done by the bargaining unit.
- 1.4 Modify article 8 to include a job posting process.
- 1.5 Team Specialists/Coordinators to become permanent after a specific period of time.

2. Compensation

- 2.1 Get a substantial salary increase.
- 2.2 Direct Marketing Associate and Business Market Bonus plan listed in the collective agreement.
- 2.3 Lost wages for time allowance to include an average of Incentive, commissions, bonus plans, hype, etc.
- 2.4 Implement a system of recognition of bilingualism

3. Hours of Work

- 3.1 Overtime to be banked in the same format as overtime hours paid.

4. Leaves

- 4.1 Increase days off under Article 10.08 and 10.12.
- 4.2 Improve article 10.04 to include daughter-in-law, son-in-law and great grandparents.

5. Benefits

- 5.1 Protect the rights of members for sickness allowance to be listed in the collective agreement.

6. Seniority

- 6.1 Strengthen article 4.01; specify that scheduling, vacation, days off and over-time are distributed by seniority.
- 6.2 Delete 5.05

7. Payment for time not worked

- 7.1 More flexibility with scheduling PDU (10.08)
- 7.2 Allowances for time off in emergencies.

8. Union-Management relations

- 8.1 Modify article 21.02 (b) to say that a union representative must be present at any meeting with any employee who may receive a disciplinary measure.
- 8.2 Modify article 26.01: That Bell Canada pays all of the costs of meetings including simultaneous translations related to the Collective Agreement.
- 8.3 Renew the Letter of Intent on the consultative process. The committee shall be renamed as the Labour Relations Committee with equal participants of union and management who shall meet at least 2 times per year to address matters arising out of negotiations at the request of either party.
- 8.4 Time allowance for union bargaining agents beyond the date of the expiration of the collective agreement during bargaining or in conciliation.
- 8.5 Establish an expedited Arbitration process under article 14 for all grievances dealing with suspensions or terminations.

9. Duration of agreement

- 9.1 Establish the duration of the Collective Agreement for 3 years to ensure stability and security of employment for members.

10. Other

- 10.1 Renew the Memorandum of Understanding regarding the wage freeze for employees who continually hold positions in the Business Market in the Collective Agreement.



- 10.2 Maintain and strengthen the Letter of Understanding regarding Direct Marketing and Business Market bonus plan to include all calculations of commissions, bonuses, incentive or any other hype plans.
- 10.3 Review all letters of Understanding and all Memorandums of Agreement.

Note: The union reserves the right to amend these issues or to formulate new issues during bargaining.