

# Unifor Bell Clerical 2017 Bargaining Highlights

## Non-monetary Demands

*The following is a summary of the non-monetary proposals that your Bargaining Team put forward to Bell Canada. The proposals outline the union's demands to strengthen or change parts of the 2013-2017 Collective Agreement.*

*To better understand the changes members should review this document along with the Collective Agreement that covers Bell Canada Clerical and Associated employees.*

### » **Fair performance management**

The Collective Agreement to include language for setting reasonable performance targets and measurements; advance notice of changes to targets and measurements to be provided to Union and employees.

### » **Fair system for Profile evaluations**

The Letter of Intent on Profile and the job profile evaluation process and decisions should be integrated into the Collective Agreement, and made subject to the grievance and arbitration process. Job profile evaluations shall be evaluated by an independent firm selected jointly by the Union and the Company, and a clear appeal process be put in place

### » **Union notice of all employee changes**

Article 6.02 - Notice shall be given to the Union of any employee movement in the workplace.

### » **Employee protections during discipline-related meetings**

Article 6.03 (b) - A representative of the Union must be invited to attend meetings which may lead to discipline.

### » **Greater union representation at negotiations**

Article 9.02 - To increase the number of bargaining representatives of the Union.

### » **Management rights to be reasonable**

Article 12.01 - Add that "Management rights will not be exercised in an unreasonable manner."

### » **Shorter time for discipline to remain on employee files**

Article 15.02 - To change the sunset clause for discipline to be twelve months instead of two years.

### » **More notice and consultation with the union for technological change**

Article 19 - Change the text so that Canada Labour Code applies to technological change, including automation, and changes to work methods, organization, and operations.

» **Greater protection for seniority rights**

Article 23.01 - Remove the following text "to the extent that in its judgment circumstances will permit, having due regard to Company operations".

» **More respect for seniority and current employees in job posting process**

Article 33 - Change the text to state that if positions are available after offers have been made to employees with a 912M surplus or a medical on file, those positions are to be offered internally based on seniority, provided the employee has the skill, ability and qualifications to do the work.

» **No reduction of benefits**

Article 36 - The level of benefits maintained as a minimum.