

July 21, 2022

Via email

To: Bell Clerical Members

Greetings,

Unifor is aware of communications received from the Senior Vice President of Labour Relations at Bell to our members encouraging them to cross the picket line should negotiations result in strike action. Such behaviour on the part of Bell is inconsistent with the Maintenance of Activities Agreement, which was negotiated and entered into in good faith by Unifor at the Canada Industrial Relations Board. This agreement defines the activities that must be maintained in the event of a strike or a lockout, pursuant to section 87.4(2) of the *Canada Labour Code* ("Code") and establishes a protocol for justifying the use of bargaining unit members to perform work during a strike.

We remain committed to honouring our obligations and we expect Bell to do the same. Members should know that the Union is exploring options, including the filing of an unfair labour practice pursuant to section 94 of the Code, to address what appears to be interference with the Union's representational rights.

We remind everyone of our commitment to solidarity and encourage all of our members to familiarize themselves with their obligations to each other pursuant to the Unifor Constitution, and in particular, Articles 2 and 5. We will not permit Bell, or any other employer, to drive a wedge between our members or undermine our Union. Together, we will demonstrate that we are united in our goals to secure the very best working conditions for our membership. Together, we will demonstrate that our solidarity is unbreakable.

In solidarity,



**Chris MacDonald**  
Assistant to the National President



**Olivier Carrière**  
Assistant to the Quebec Director

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