

LES EMPLOYÉES DE BELL EMPLOYÉE DE BUREAU ET GROUPE CONNEXE

CLERICAL AND ASSOCIATED EMPLOYEES

INITIATIVE DE SOUS-TRAITANCE AU RÉSEAU | OUTSOURCING INITIATIVE IN NETWORK

Sisters, brothers, siblings,

Last week, Bell announced a new initiative to outsource work normally performed by clerical employees. Specifically, tasks normally performed by employees of profiles 203, 224 and 229 of Nicholas Payant's service in Network.

It's important to confirm that no current employee will lose their job due to this new outsourcing initiative.

However, it is also important to know that we are just coming out of a long and difficult round of bargaining for this unit. Negotiations where the issues of protecting our jobs and reducing outsourcing occupied a large part of the discussions. However, the employer made these announcements directly to your local union representatives without having a prior discussion with the national union in order to exchange, review and discuss these issues. A step that is crucial and mandatory under the collective agreement.

The employer says that this new outsourcing initiative is necessary, since it does not have time to train enough new employees to meet the large volume of work that will be generated in 2023 in this department. However, we did not receive any answers to our questions indicating that no upstream preparation has been made and above all, that no solution is in preparation this year in order to respond to a possible larger volume of work in 2024. We must come to the conclusion that the employer's plan for the future of our jobs is to keep transferring the work to other vendors.

This type of situation should push us to work even harder over the next few years, in preparation for the next round of bargaining. If the employer maintains its practice of contracting our work out at every possible opportunity and we remain silent, all of our jobs will be contracted out in the near future. We must stand up and denounce this kind of practice.

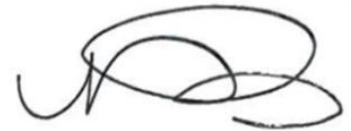
In closing, we want to remind everyone that your union is working hard to have [an anti-scab law implemented for federally-regulated employees](#). In doing so, the next time you give your union a clear strike mandate to protect our jobs, we won't have to deal with an employer who tries to divide the members by asking workers to cross a picket line.

It is high time that we gave ourselves the necessary tools to protect our jobs.

Thank you and solidarity,

A handwritten signature in black ink, appearing to read 'Hugues Perreault', with a stylized flourish at the end.

Hugues Perreault
National Representative
HP/cv_SEPB 343

A handwritten signature in black ink, appearing to read 'Nena Bogdanovich', with a large, circular flourish.

Nena Bogdanovich
National Representative