

February 16<sup>th</sup>, 2023

**BY EMAIL**

## **Follow-up on Bell Canada's Vaccination Policy Grievances**

---

Sisters, Brothers, Siblings,

We have recently received a proposed settlement for the grievances filed by Unifor represented employees on Bell Canada's Immunization Policy. This included the rapid testing process which impacted employees who were placed on leave without pay between February 1<sup>st</sup>, 2022, and July 18<sup>th</sup>, 2022.

This settlement offer is solely to correct the loss of seniority impacting our members and would automatically end all vaccination-related grievances. After much consideration, and consultation with several National Representatives who represent Bell members, we have opted to refuse the settlement offer.

One of the reasons we reject the employer's offer is that it does not address the loss of income suffered by our affected members. Secondly, we believe that accepting this offer could open up a debate on the loss of seniority experienced by our members during the labour disputes over the past decade.

We believe that the proper course of action is to let a labour arbitrator decide the outcome. Whatever decision is made will be final and will put an end to the debate for good.

The next step will be to continue our discussions to confirm the grievance list for each category and Local and subsequently schedule arbitration in the near future. Dates for the three types of grievances identified in September's memo will be announced in the next few weeks. We know the pandemic has had a negative effect on all of us in one or another and we want a positive outcome to this saga. However, we believe that we should not accept a settlement that does not meet the expectations of our members who were affected by this complex situation.

In solidarity,

**Roch Leblanc**, Telecommunications Director | Directeur des Télécommunications

**Jean-Stéphane Mayer**, Quebec telecommunications Sector Coordinator

**Olivier Carrière**, Executive assistant to the Québec Director

JSM/cv\_sep343