

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

May 5<sup>th</sup>, 2023

Dear members,

We wanted to provide you with an update to our memo dated February 7<sup>th</sup>. The first day of the hearing on the application of the Bell Canada vaccination policy on our members is scheduled for June 9<sup>th</sup>, 2023, with arbitrator Francine Lamy. The hearing will help establish, among other things, the parameters of the hearing, to identify the evidence and to present the basic arguments of the two parties.

Other dates are scheduled for arbitration in 2024: May 16<sup>th</sup>, September 19<sup>th</sup>, October 17<sup>th</sup>, and November 4<sup>th</sup>. We will also ask the arbitrator if it is possible to obtain new, closer dates following the first day of the hearing.

At this time, we are working on reviewing the lists and confirming that all individual grievances are properly tied to the right category of grievance.

We would like to point out that we continue to approach these files from the perspective of three categories of employees:

- First category: Full-time teleworkers (regardless of the bargaining unit). These individuals are isolated at home and pose no risk of contamination in the workplace;
- Second category: Workers who are primarily teleworking, but who are required by the employer to report to the workplace 1 or 2 times per month;
- Third category: Workers who are in the field and in contact with colleagues or clients, or who work in pairs.

These three categories above will be represented by about fifteen lead cases, which will have behind them cases of the same category identified by our respective locals and councils across the country. However, it was decided not to proceed in a sequential way (one category at a time) because this approach would extend the process, which could be long. Throughout the arbitration hearing, the three categories will be clearly identified and treated separately.

One of the critical elements at this time is the confirmation of the categories of each of our individual grievances. In Quebec, this is under the direction of our lawyer in the file, Catherine Massé-Lacoste. In the rest of the country, it is our joint responsibility, the respective National Representative and Grievance leaders, to ensure the accuracy of these lists.

We thank you all for your cooperation on this file and we will continue to provide you with updates in the weeks to come.

In solidarity,



**Len Poirier**  
**National Secretary-Treasurer**



**Oliver Carrière**  
**Executive Assistant to the Québec Director**



**Roch Leblanc**  
**Telecommunications Director**

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