



## **Bell Craft & Service**

### **Joint Labour Relations Committee Meeting**

### **Follow-Up**

**Date:** July 8, 2026

**Location:** 810 Fortune Cres Kingston, ON

**Time/Temps:** 10:00am

**Unifor:** Clayton Nunn, Robert Tulloch, Alain Sévigny, Marshall Saar, Philippe Charron, Paul Couvion, Marc-Andre Girard, Kristyn Westoby

**Bell:** Robert Marchessault, Gabriel Coutu, Stephane Martel, Kristine Dobson, Scott Watson, Paul Robert, Louise Thiffeault

#### **Bell Craft & Service – Joint Labour Relations Committee (JLRC) Update**

**July 9, 2026**

Brothers and Sisters,

Your Bell Craft Bargaining Committee met with Bell on July 8 as part of the Joint Labour Relations Committee (JLRC). The meeting addressed a number of issues that members have raised from across Ontario. Below is a summary of the discussions, Bell's responses, and where the Union will be taking further action.

#### **1. Mid-Year Benefits Coverage Review**

##### **Union Position**

The Union requested a mid-year review of the benefits plan, consistent with our request made during the fourth quarter JLRC meeting in 2025. Our objective is to review coverage before annual renewals and identify opportunities for improvements.

##### **Company Response**

Bell provided a benefits presentation outlining current coverage.

### **Union Follow-Up**

The Union will review the information provided, identify gaps in coverage, and continue discussions with Bell regarding potential benefit improvements before future renewals.

## **2. Contracting Out of F2 Copper Cabling Work (Greater Toronto Area)**

### **Union Position**

The Union sought clarification regarding the contracting out of F2 cabling work, including the scope of work being outsourced, the company's rationale, and the potential impact on bargaining unit members.

Our concerns remain straightforward:

- Once bargaining unit work is contracted out, it rarely returns.
- Members expect Bell to invest in its own workforce rather than contractors.

### **Company Response**

- Approximately 20 contractors per day are currently performing this work.
- Bell advised that Cable Technicians will continue performing preventative maintenance work.
- F1 work, fibre work, and pattern work will remain with Bell technicians.
- Bell also advised that this model may be expanded into Montreal.

### **Union Follow-Up**

The Union will continue monitoring this work closely, challenge any contracting out that violates the Collective Agreement, and pursue all available avenues to protect bargaining unit work.

## **3. Consultation on New Company Policies**

### **Union Position**

The Union raised concerns regarding new policies being implemented through EMMs without prior consultation through the JLRC process.

### **Company Response**

Bell acknowledged that policy meetings can and should be scheduled to discuss significant changes before implementation.

### **Union Follow-Up**

The Union expects meaningful consultation before new policies are implemented and will insist that the JLRC process be respected.

## **4. Access to Sick Leave Information**

### **Union Position**

The Union requested access to employee sick leave information necessary to properly represent members.

### **Company Response**

Bell declined to provide the requested list.

### **Union Follow-Up**

The Union will seek clarification regarding what information Bell is prepared to provide while balancing privacy obligations and ensuring the Union can effectively represent affected members.

## **5. Inclusion of L3 VMS Technicians in MOS Schmidt**

### **Union Position**

The Union requested that L3 VMS Technician positions be included within the Specialist A classification under MOS Schmidt.

### **Company Response**

Bell advised that the matter is currently the subject of an active grievance affecting multiple provinces and requested that the grievance process continue.

### **Union Follow-Up**

The Union will continue advancing the grievance while ensuring affected members' classification concerns are fully addressed.

## **6. Compliance with Job Posting Timelines**

### **Union Position**

The Union raised concerns over repeated delays in posting and filling positions within the timelines required by the Collective Agreement.

### **Company Response**

Bell acknowledged delays, including missed 20-day selection periods.

Both parties agreed to continue discussions outside the meeting.

### **Union Follow-Up**

The Union will continue pressing Bell to comply with negotiated timelines and will monitor future postings to ensure compliance.

## **7. Grievance Notification Process**

### **Union Position**

The Union requested clarification regarding the proper process for first-step grievance notifications.

### **Company Response**

Bell confirmed that Operations CP3 Managers are responsible for responding and scheduling grievance meetings. Labour Relations may be copied but Operations should manage the process.

### **Union Follow-Up**

The Union expects this direction to be communicated consistently throughout the organization to avoid unnecessary delays.

## **8. Equal Treatment Legislation**

**Union Position**

The Union requested Bell's formal position regarding the new Equal Treatment legislation and advised that a National Policy Grievance will proceed.

**Company Response**

Bell maintains that it is exempt from the legislation due to the seniority provisions contained within the Collective Agreement.

**Union Follow-Up**

The National Union will proceed with its Policy Grievance and continue seeking clarification regarding the application of the legislation.

**9. Wage Schedule B Employees Performing Building Technician (A) Work****Union Position**

The Union raised concerns regarding Wage Schedule B employees performing Building Technician (A) work.

**Company Response**

The Company agrees that the positions should be reviewed.

**Union Follow-Up**

The Union agrees with the review process, however will continue pursuing appropriate grievances where necessary.

**10. Recording of Meetings****Union Position**

The Union advised that meetings at any level should not be audio or video recorded without mutual agreement from all parties involved.

**Company Response**

Bell agreed.

**11. Cross Skill Training****Union Position**

The Union continues to challenge the implementation of Cross Skill Training where it expands duties beyond negotiated language or bypasses the negotiated posting process.

**Company Response**

Bell maintains that it has the right to reassign work when necessary.

Both parties acknowledged that arbitration will likely be required.

**Union Follow-Up**

The Union will continue preparing this matter for arbitration while protecting negotiated classifications.

## **12. Memorandum of Agreement – 70 New Hires**

### **Union Position**

The Union requested an update regarding implementation of the Memorandum of Agreement covering the hiring of 70 new employees.

### **Company Response**

Bell has hired 47 new employees since the new contract has been ratified, however, they indicated that in their opinion the requirement of 70 new hires has been met based on the Expertech integration.

### **Union Follow-Up**

The Union will continue requesting regular updates until all commitments under the Memorandum of Agreement have been fulfilled.

## **13. COE Technician Training**

### **Union Position**

The Union requested clarification regarding training schedules, locations, qualified trainers, and confirmation that members are receiving the appropriate tools, equipment, and resources. Additionally, the union expressed concerns about the expectation of peer-to-peer training, noting that the company has not addressed the possibility of wage progression.

### **Company Response**

Bell advised that further discussion is required, including discussions through the Corporate Health and Safety Committee.

### **Union Follow-Up**

The Union will continue pursuing this issue through both Labour Relations and the Corporate Health and Safety process to ensure members receive adequate training and are equipped to perform their work safely.

## **In Closing**

Your committee will continue to seek clarification where and when necessary, and will provide adequate feedback regarding all outstanding items. Any items not addressed will be placed on the next JLRC which is scheduled on September 10<sup>th</sup>.

## **In Solidarity,**

**Marshall Saar – Local 35-O**

**Paul Couvion – Local 46**

**Rob Tulloch – Local 26**

**Clayton Nunn – National Representative**