National Office
115 Gordon Baker Road
Toronto, ON M2H 0A8

UNIFOR
theUnion | lesyndicat

Bureau National
115 chemin Gordon Baker
Toronto (Ontario) M2H 0A8

Len Poirier
National Secretary-Treasurer
Secrétaire-trésorier national

Lana Payne
National President
Présidente nationale

Daniel Cloutier
Quebec Director
Directeur québécois

Bell Craft & Service Update

November 18, 2026

Brothers, Sisters, and Siblings,

Re: National Policy Grievance – Equal Treatment Rules on Pay

We wish to inform you that a national policy grievance was filed on November 18, 2026, concerning the federal equal treatment legislation that came into effect on October 20, 2026. This national policy grievance covers all affected employees in the Bell Craft bargaining units and seeks remedies on their behalf.

The grievance acknowledges the two-year transition period provided for in the Canada Labour Code, during which certain provisions of existing collective agreements may continue to apply. The legislation also allows certain pay differences, including those based on seniority, merit, or productivity. How these rules apply at Bell remains to be determined, and a wage adjustment is not guaranteed. We will continue to press for wage adjustments for affected members and keep you informed as the grievance proceeds.

It is the union's position that the national policy grievance encompasses all affected employees. However, individual and local policy grievances may continue to be filed. Any grievances filed on this issue, whether already filed or filed in the future, should be held in abeyance pending the outcome of the national policy grievance.

In solidarity,

Paul Couvion
Marshall Saar
Donovan Nezbeth
Clayton Nunn – National Representative

Alain Sevigny
Philip Charon
Marc-Andre Girard
Benoit Potvin – National Representative