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UNIFOR
theUnion | lesyndicat

Bureau National
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Len Poirier
National Secretary-Treasurer
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National President
Présidente nationale

Daniel Cloutier
Quebec Director
Directeur québécois

November 18, 2026

Gabriel Boileau
Director, Labour Relations
Bell Canada

Re: Canada Labour Code - Equal Treatment Pay Rules

Dear Mr. Boileau:

Please find enclosed a national policy grievance concerning the equal treatment pay rules under Part III of the Canada Labour Code that recently came into force.

The Union maintains that the wage provisions of the Collective Agreement contravene these requirements and has filed the enclosed national policy grievance to challenge those provisions and seek appropriate remedies.

Individual grievances concerning this matter may be filed and placed in abeyance pending resolution of the national policy grievance. However, the national policy grievance encompasses all affected employees and the remedies sought on their behalf, whether or not individual grievances have been filed.

If the Company disagrees with this position, please advise me in writing at your earliest convenience so that steps can be taken to file individual grievances on behalf of all impacted employees.

Please contact me if you have any questions.

Sincerely,

Clayton Nunn
National Representative
Unifor Canada

Enclosure: National policy grievance

GRIEVANCE/COMPLAINT #:
Bell-Craft-ON-2026-001

LOCAL #: NATIONAL POLICY
BARGAINING UNIT: Bell Canada (Craft & Services)

NAME OF GRIEVOR(S): Clayton Nunn, National Representative on behalf of Unifor

OCCUPATION OF GRIEVOR(S): _____ DEPARTMENT: _____

LEVEL 1 MANAGER'S NAME: _____ ADDRESS: _____

DATE OF EVENT: October 20, 2026, and ongoing

NATURE OF THE GRIEVANCE OR COMPLAINT:

The Union grieves the payment of lower wages under Attachment G of the Collective Agreement to employees who (i) perform substantially the same work; (ii) work in the same industrial establishment; (iii) perform work requiring the same skill, effort and responsibility; and (iv) work under similar working conditions.

On October 20, 2026, amendments to Part III of the Canada Labour Code requiring equal treatment came into force. The Union maintains that the wage differential described above is permitted only during the applicable transition period ending October 20, 2028, and that Attachment G must be brought into compliance with the Code.

CONTRACT CLAUSES ALLEGED TO HAVE BEEN VIOLATED:

Article 17; Attachments A to G; Part III of the Canada Labour Code; and any other relevant provisions of the Collective Agreement and applicable legislation.

SETTLEMENT DESIRED:

1. A declaration that Attachment G violates the equal treatment requirements of the Canada Labour Code, subject to the applicable transition provisions.
2. An order requiring all affected employees to be paid in accordance with Attachments A to F of the Collective Agreement.
3. Full compensation and redress for all affected employees and the Union.
4. Such further and other remedies as may be appropriate.

UNION STEWARD: _____

GRIEVOR: Clayton Nunn

SIGNATURE: _____ DATE: November 18, 2026

MANAGER'S SIGNATURE UPON RECEIPT: _____ DATE: _____

STEP 1:

DATE MANAGER ADVISED: _____ DATE DECISION RENDERED: _____

UNION REP.: _____ MANAGEMENT REP.: _____

STEP 2:

DATE MANAGER ADVISED: _____ DATE DECISION RENDERED: _____

MANAGEMENT STATEMENT OF POSITION: _____

_____

UNION REP.: _____ MANAGEMENT REP.: _____

DISPOSITION AFTER STEP 2: _____

REFER TO STEP 3: _____ OTHER: _____