

April 18, 2019

**To: All Bell Craft Locals in Ontario and Quebec**

**Re: Bell Lay-offs and Wireless to the Home Project**

Members,

Today, as we are all by now aware, the company issued a surplus notice in the Bell Craft unit affecting the lives of 76 of our members.

The communication from Declan Brady this afternoon does warrant a response and your union needs to set the record straight.

To be clear, the company provided no information to the union to validate their claim of "mixed load pressures". In fact, time and time again the union has asked for information related to work volumes, only to be told they were not required to give this information.

Time and time again the union has requested information on the use of non-union contractors performing bargaining unit work and each and every time the company refused to provide this information. In fact, they boldly declared they would not repatriate work from any contractor to avoid the surplus in Bell craft.

We believe the failure to provide this information is a violation of the spirit of the MOA on force adjustment and we will be filing the appropriate grievance(s).

As for Bell's recommended plan to avoid declaring any surplus, suggesting the union should have arranged to job transfer Bell craft technicians to BTS, makes absolutely no sense. These installation and repair jobs are available within the Bell bargaining unit. We did not need to arrange for transfers to BTS at the expense of jobs in the Bell Craft unit.

/ 2

The company also maintains that the union should have agreed to a targeted retirement incentive offer. Their offer was only for eligible members in the location where surplus was declared. In fact the most senior people in the bargaining unit may have never been offered an incentive.

Where we do agree with Declan is that the business continues to evolve and we do look forward to a more constructive relationship going forward.

For that to happen, the company will need to allocate more work, including WTTH to this bargaining unit and commit to good jobs working directly for Bell and not for lower wage non-union contractors.

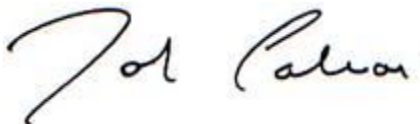
This is about choices the company is making, not about the union being unreasonable.

This fight for fairness and good jobs at Bell is long overdue and far from over, but through solidarity, we will be successful.

In solidarity,



Chris MacDonald  
Assistant to the National President



John Caluori  
Assistant to the Quebec Director

CM/JC/lmc-cope-343  
cc: National Representatives Servicing Bell Craft