

June 8, 2011

## **Implementation of the New Collective Agreement Provisions**

We are pleased to announce that the new collective agreement was signed on June 2, 2011 and we are now in the process of ensuring that all provisions of this new agreement are implemented.

First and foremost, a Labour Relations Committee (LRC) has been formed and its primary mandate is to ensure that all processes within the new collective agreement are applied. The LRC is a forum for discussing any changes in the business that could affect the workforce and it is committed to jointly communicate outcomes derived from this committee.

The LRC will meet face to face every two months and is formed by equal members on behalf of both the Company and the Union as follows:

Don Fletcher, President - Local 42	Lindsay McKellar, Manager, Human Resources - Ontario
James Fling, President – Local 34-0	Bryan Morris, Associate Director, Human Resources - Ontario
Sam Snyders, President – Local 1996	Steve Coote, Regional Manager - 705 region
Sean Howes, National Representative	Greg Woodford – Regional Manager - Fibe TV

The LRC committee encourages you to take note of the following:

## **Upgrades**

- The original upgrade list was created in February 2011. Due to changes in the bargaining unit since then, the list has been updated to ensure 539 upgrades will be effective June 12, 2011.
- 49 employees were benefitted thru this process.

## **Salary Increases**

- For technicians / cable pullers who are upgraded from temporary status to Senior Part-time, Full-time or with 5 years of service or more will receive increases where applicable.
- Increase will be retroactive to May 6, 2011 and payment will be made on the pay received on July 6, 2011.

## **Benefits**

- Employees who are upgraded from temporary status to Senior Part-time or Full-time will be eligible for benefit coverage at 70% paid by the company.
- Between now and the end of June, the Company will be meeting with each eligible employee to provide the relevant documentation and explain the details. Employees are required to return some of the paperwork to initiate their benefit coverage. Employees are encouraged to return necessary documentation as quickly as possible to avoid delays in coverage.
- For employees who are currently enrolled in benefit coverage at the 50/50 level and are eligible for the above-mentioned coverage level (70/30) will be covered retroactive to May 20, 2011.

## **RRSP/DPSP**

- Employees who are upgraded from temporary status to Senior Part-time or Full-time will be eligible for enrollment in the RRSP/DPSP program. If the employee contributes 2.5% of their base earnings to the program, the Company will contribute an additional 4%.
- Enrollment in the program will be completed at the same meeting that addresses Benefits.
- Participation can be retroactive to the May 20, 2011 or effective the day of the meeting – whichever the employee chooses.
- If the employee chooses to enter the program retroactively, they are responsible for contributing 2.5% for the retroactive

period.

### **Employee Savings Program**

- Employees who are upgraded from temporary status to Senior Part-time or Full-time will be eligible for enrollment in the ESP program
- Under the ESP employees who invest are entitled up to 2% matching funds from the Company for the purchase of BCE shares.
- Enrollment in the program will be completed at the same meeting that addresses Benefits.
- Participation will be effective the date of enrollment.

### **Scheduling**

- Schedules will be updated to reflect re-classifications by June 12, 2011.

### **IT Updates**

- New classifications will be reflected in all Company systems by July 17, 2011.

### **Remembrance Day**

- Employees who worked November 11, 2010 will be compensated at time and a half for all hours worked.
- Payment will be made on the pay received on July 6, 2011.

### **Removal of discipline relating to speeding**

- All employees who currently have a discipline for speeding (less than 25 kph over the speed limit) will be receiving a letter from the Company, by July 4<sup>th</sup>, 2011, verifying the removal of such discipline and will be reimbursed for any lost wages due to suspension, on July 20<sup>th</sup> pay day.

### **Overtime after 10 hours per day**

- Regular Part-time employees who worked in excess of 10 hours on any day since May 6<sup>th</sup>, 2011, will be compensating at time and half for all additional hours.
- Retro payment will be received on July 20<sup>th</sup> pay day

### **Access to a copy of the new Collective Agreement:**

- a soft copy will be readily available for all employees via our Intranet site as of June 21, 2011
- the collective agreement is currently in the process of being printed and each employee will be receiving a hard copy via their immediate manager, as soon as they become available for distribution.

The LRC will be meeting on June 29 and 30<sup>th</sup>, 2011, and will be working on developing the following, as laid out in the new collective agreement;

- the Joint Skills Development Committee (JSDC),
- the Regional Labour Management Meetings
- Grievance and arbitration processes
- Processes implementing pre-retirement and TGP/Seasonal Leave programs

In conclusion, we encourage all employees to visit regularly the new LRC Intranet site, which will be kept up to date with the latest development of this new committee and will provide all employees with valuable information.

### ***Your LRC Committee Members***