

June 22, 2022

Via email
Reno.vaillancourt@bell.ca

Reno Vaillancourt, SVP Labour Relations
Bell Canada

Dear Mr. Vaillancourt,

Re: Letter to Bell Canada to End Vaccination Policy

We write to you today on behalf of Unifor's 20,000 members at Bell and its subsidiaries, asking that you put an end to Bell's workplace COVID-19 vaccination policy.

As you are aware, Bell employees who did not abide by the company's vaccination policy have been off work for several months without pay. Many members have filed grievances in relation to the vaccination policy.

Unifor followed the science and legal precedence when we advised on the reasonableness of this policy, but that never meant we would sit by while workers were left on indefinite unpaid leave. Reasonableness requires an evolutive evaluation.

Recent decisions show that the times have changed; it is time for Bell to end its vaccination policy and return unvaccinated employees to work.

Hundreds of skilled telecommunications workers who are ready to return and once again contribute to the company's success.

We relied on the science and advice of public health and legal experts, and we are calling now on Bell to continue to follow that advice and put an end to this policy.

Still, we recognize that additional health and safety measures might need to be introduced in specific situations in which workers with unique vulnerabilities might require added layers of protective measures.

We remain prepared to have a meaningful discussion about the need for any such measures.

Sincerely,



Chris MacDonald
Assistant to the National President



Olivier Carrière
Assistant to the Quebec Director

Copy: Naureen Rizvi, Unifor Ontario Regional Director
Unifor National Staff Representing Bell Workers
Unifor Local Presidents with Bell Canada Units

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