

January 24, 2024

SENT VIA EMAIL

Nikki Moffat
Chief Human Resources Officer and Executive Vice President, Corporate Services
BCE, Bell Canada
Nikki.Moffat@bell.ca

Greetings Ms. Moffat,

We are writing to express our deep concern regarding the recent transition from Industrial Alliance to the Manulife Omni-flex plan at BTS and the subsequent reduction in mental health services provided to our members. As an organization that has endeavoured to champion mental health services and awareness, it is disheartening to see a departure from the company's previous benefit commitment. This not only goes against the intent of the language negotiated pertaining to mental health coverage, but also violates the collective agreement that we have worked so hard to establish.

Bell Canada has always been a company that prides itself in investing in mental health programs across the country, ensuring that more Canadians have access to the care they need. This commitment must also extend to the workers at Bell Technical Solutions. Our members are now expected to pay out-of-pocket for all mental health-related services, which directly contradicts the notion of "Unlimited Coverage" that has been widely advertised.

Equally problematic is the treatment applied to Bell workers in Atlantic Canada where the same pay out-of-pocket model exists. It is discouraging to see this term used to paint a false picture presenting the company as advocates for mental health while reducing mental health supports to your own employees. This is not only disappointing, but also a clear breach of trust and a demonstration of bad faith.

We believe that now is the time for us to not only advocate for the restoration of comprehensive mental health coverage for our members, but also to shed light on other outstanding issues that have been causing unnecessary stress and anxiety for our members. Outstanding items such as:

- Unrealistic performance management standards which contribute to poor mental health and stress
- The BCE travel ban and its impact on a multitude of long established meetings, including in-person health and safety meetings
- The erosion of our bargaining units and contracting out

In addition, many other workplace conditions have taken a toll on the well-being of your workforce and our local representatives across BCE. The decisions you make everyday affect approximately 17,500 Unifor members who work for Bell Canada (including Bell Aliant, Bell MTS and Bell West) or one of its subsidiaries, including, Bell Technical Solutions, Expertech, and Progistix Solutions.

We invite you to engage in a meaningful discussion about these pressing issues. By working together, we can make a significant difference in the lives of our members and truly uphold the values of your organization. Let us strive to create a work environment that prioritizes the mental health and well-being of your employees, and in doing so, set an example for other companies to follow.

Thank you for your attention to these matters. We look forward to your response.

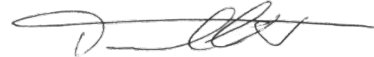
Sincerely,



Lana Payne
National President



Len Poirier
National Secretary-Treasurer



Daniel Cloutier
Québec Director

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