

March 27<sup>th</sup>, 2024

Sisters and Brothers,

As you're all aware, BCE has made the decision to cut approximately 4800 jobs nationwide in the upcoming months. It is evident that their primary goal is to reduce costs and increase profits for their shareholders.

Fortunately, it appears that the Bell Craft and Service bargaining unit will not be significantly impacted, as the company plans to utilize negotiated targeted retirement incentive offers (RIOs). While this may seem like a minor issue on the surface, there are larger concerns at play.

BCE has been strategically positioning itself to undermine our bargaining committee and provincial representatives for some time now. They have implemented new directives and policies without engaging in meaningful dialogue with the union.

Enough is enough. We strongly oppose these recent changes and will be meeting with provincial delegates to determine our next steps. We are confident that our concerns will be shared by the provincial delegates and National officers of Unifor.

In the words of Lana Payne, Unifor National President, *"Bell, you should know that our members recognize a fight when they see one. And so do I. So let's go!"*

Therefore, in solidarity with our Brothers and Sisters in the BTS bargaining unit, the union will take the following stance:

1. No further Memoranda of Agreements (MOAs) will be signed or approved outside of negotiations.
2. No extensions will be granted to Temporary managers.
3. The hours of averaging agreement will not be renewed. (Please note: This will limit an employee's ability to work more than 8 hours of overtime per week - as per the Canada Labour code)

This is just the beginning. More actions to follow. It is unfortunate that we are faced with this situation. However, the disrespectful actions of BCE towards our members have left us with no choice but to stand up and fight.

In Solidarity,  
**Clayton Nunn – Unifor National Representative**