

February 11, 2019

**To: All Bell locals/units across Canada**

**Re: Bell Sales breakthrough to #EndStackedRanking**

Members,

Today, after extensive campaigning, member mobilization, a CRTC submission, an employee survey and hundreds of grievances, our **Unifor Bell Sales bargaining committee is introducing language for ratification that eliminates the stacked ranking system of performance management.**

**The company has committed to the creation of a new predictable, individual merit-based system without the use of stacked ranking. As a result, members will no longer be pitted against one another for the purpose of determining who is placed on coaching for success.**

Further to this development, the company has committed to discussions with Unifor on the use of stacked ranking in other Bell units in the coming weeks. Bell Canada appears to be open to making significant changes to address this very pressing issue for our members across many bargaining units.

Together, we have made significant changes in the direction of Bell as it relates to their performance management program. We have a lot of work to do as we seek to replicate the commitments made in Sales bargaining in other units and we are determined to do so. Any sign that the company does not intend to honour these same commitments in other units will result in our campaign continuing and intensifying.

At the upcoming Telecommunications Conference, we will be discussing these developments further and will be releasing the results of the membership survey, which were used at the Sales table to bolster the arguments of the union.

On behalf of your national union, we wish to thank all members for their determination to win this campaign. This change would not have been possible without the work of members across bargaining units presenting a relentless opposition to the unfairness of stacked ranking at every turn. This is your win.

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Further updates will be communicated as required.

In solidarity,

Handwritten signature of Jerry Dias in blue ink.

Jerry Dias,  
Unifor National President

Handwritten signature of Renaud Gagné in blue ink.

Renaud Gagné,  
Unifor Québec Director

JD:RG:lmc/cope-343

cc: Front office, National Representatives servicing Bell units