

March 8, 2024

Brothers and Sisters,

We wanted to reach out to you all regarding the recent news about the Company's decision to cut more than 4800 jobs following BCE's announcement. Your union leadership has been working tirelessly to ensure that the members of BTS are protected during this challenging time.

We have been in discussions with the employer to address the surplus in Q3 and Q4 in order to avoid layoffs. This includes exploring enhanced VSP's beyond what is outlined in the CBA.

Additionally, we need to be vigilant in monitoring the changes that will inevitably impact our senior members through reductions in hours under article 16.

To help clarify the situation and upcoming changes/offers, we have included a brief Q&A below. Please do not hesitate to reach out if you have any further questions or concerns.

Voluntary Separation Package Expansion:

The company is looking to increase the number of "VSP" offers for 2024 from 50, as per the collective agreement, up to 196 (30 in Q2 and 166 in Q4). The VSP is a lump sum payment equivalent to 0.5 months of base salary (excluding overtime, premiums, recognition) for each completed year of service for a minimum of two (2) months, up to a maximum of twelve (12) months, deposited in the Employee's bank account within 30 days following their departure from the Company. The rest of the rules and conditions that exist in the current collective agreement all still apply. This expansion has only been discussed for the 2024 calendar year.

Union Interpretation of article 16.03 (d):

The union has made it clear to the company that any reduction of hours as per article 16 must apply to all full-time employees, including structured cabling technicians, cable pullers, logistics attendants, temporary managers, L1 technicians, help desk technicians, and any other functions performed by a full-time employee whose seniority resides within a common locality that is facing a reduction of hours under article 16.03. It is the position of the union that any scheduling not adhering to this language is a violation of the collective agreement.

Daily Movement:

Not all areas within the province are having the hours of full-time members reduced. The union has advised the company that any daily movement from one common locality to another MUST adhere to the language of 16.03 (d) and (d) ii). It states the following:

“While the hours of work are reduced in the application of Article 16.03, the company shall offer available hours of work to Full-Time employees providing that Regular Part-Time employees have worked their guaranteed hours according to article 16.04 e)”

16.03 d) ii) states:

“The offering of such available hours shall be by seniority within a common locality”.

Communication between common localities and locals who border one another will be vital in ensuring that the company is adhering to the language agreed to during 2022 bargaining.

If you have any further questions or concerns, please do not hesitate to reach out to your union representatives. We are here to support and advocate for our members during this challenging time.

In Solidarity,

Your BTS Ontario Bargaining Committee

Jim Fling – Local 34-O

Kevin Paddon – Local 31

Mike Snell – Local 30-O

Colum Lynn – Local 1996-O

Clayton Nunn – Unifor National Representative