

MEMORANDUM OF SETTLEMENT BETWEEN
BELL CANADA
AND
UNIFOR
REPRESENTING CLERICAL AND ASSOCIATED EMPLOYEES

WHEREAS the parties have signed a Memorandum of Agreement during the renewal of the Bell Canada Clerical and Associated Employees' Collective Agreement regarding the Restrictions on Contractors Colocated in Bell Canada Premises;

The parties agree as follows:

1. Notwithstanding the provisions of Article 33 of the Collective Agreement, one hundred (100) Bell managers targeted by Unifor's complaint # 31030-C and who are potentially performing 70% or more of bargaining unit work (50 in Quebec and 50 in Ontario) shall be offered Regular Full-Time Clerical and Associated employees positions according to the following schedule:

by the end of Q3-2018: 50 most prominent cases

by the end of Q4-2018: 50

for a total conversion of: 100

2. In the event that a manager refuses the conversion offer, the Company shall post one (1) Regular Full-Time position as replacement and in accordance with the provisions of Article 33 of the Collective Agreement.

3. Notwithstanding the provisions of Article 33 of the Collective Agreement, persons currently employed by Contractors to perform Clerical and Associated employees' bargaining unit work in the Network Business Unit and who are colocated with Clerical and Associated employees shall be offered Regular Part-Time positions according to the following schedule:

by the end of Q2-2018: 100

by the end of Q4-2018: 50

by the end of Q1-2019: 75

for a total conversion of: 225

4. It is understood that persons being offered Regular Part-Time positions must meet Bell's hiring requirements and shall be subject to pre-employment screening. In the event that a person refuses employment or is disqualified from employment, the Company shall post one (1) Regular Part-Time position as replacement and in accordance with the provisions of Article 33 of the Collective Agreement.

5. Persons previously employed by Bell and/or pensioners from Bell shall be excluded from conversion. Their employment contract will be terminated according to its terms and the Company will post the equivalent number of positions in accordance with the provisions of Article 33 of the Collective Agreement.
6. The Company further agrees to reclassify 112 Temporary Part-Time employees reporting into the Network organization to Regular Part-Time status. In order to be reclassified, employees must meet job requirements. Reclassification will be completed within three (3) months of the ratification of the Collective Agreement.
7. The Union shall, within 30 days of signing of this Memorandum of Settlement, withdraw their complaint 31030-C and all grievances and/or complaints associated to employees outside of the Clerical bargaining unit performing bargaining unit work such as, but not limited to: managers, contractors, technicians.
8. The parties agree that any differences regarding the application of this Memorandum of Settlement may be processed in accordance with the provisions of Articles 16 and 17 of the Collective Agreement.
9. The Company will provide updates during Joint Labour Relations Committee meetings.

Signed at _____ this _____ day of _____.

FOR THE
COMPANY

FOR THE
UNION

Serge Thibault

Josephine Petcher