



**COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
(CEP)**

and

BELL ALIANT REGIONAL COMMUNICATIONS

Collective Bargaining 2011

Craft and Services Employees

Presented October 19, 2011

Ottawa, Ontario

The following represent the proposals for changes to the Bell Aliant Regional Communications Craft and Services Bargaining Unit (Ontario/Quebec) Collective Agreement.

Any article not specifically referred to is proposed to remain as in the present agreements.

The Union reserves the right to amend, add to, or delete any proposals at any time.

It is also understood that all dates will be amended to reflect the newly revised Collective Agreement.

Any proposal presented herein is without prejudice to the Union's position on the meaning of the present agreements.

No Concessions.

1. A substantial percentage wage increase for all classifications in each year of the agreement.

2. Full cost of living protection.

(a) Article 35 – Update and renew the Cost of Living Allowance

3. All current benefits, including Post Retirement Benefits, be included in the Collective Agreement and protected.

4. Substantial improvements to all benefit plans.

(a) Include the details of benefits plans in the Collective Agreement.

(b) Improve all medical and dental plans to reflect 2011 rate schedules, and update current annual rate going forward

(c) Increase vision care to \$400 every two years and pay for an eye exam once every two years.

(d) Add Laser surgery to the vision care plan

(e) Include massage therapy services in the benefit plan.

(f) Add orthodontic services and dental prostheses to the dental plan.

(g) Employer to pay any new provincial health plan premiums that are introduced during the life of the collective agreement.

(h) Article 32.10 (b) – Adjust the weekly wage rate to 100% as per Attachment C.

(i) Article 32.11 - Adjust the weekly wage rate to 100% as per Attachment C

5. Improved rights to re-classifications.

- (a) Reclassify all existing RPT and TPT employees to RFT upon ratification of the new collective agreement.
- (b) RPT employees will be reclassified by seniority to RFT following a maximum of 24 months of service.
- (c) TPT employees will be reclassified by seniority to RPT following a maximum of 12 months of service.

6. Improved vacations, including more ability for senior employees to take preferred vacation and increased paid holidays.

- (a) Increase the percentage of employees who can take vacation at any one time to a minimum of 25% rounded up to the next full employee.
- (b) Increase vacation entitlement:
 - 4 weeks after 5 years service
 - 5 weeks after 10 years service
 - 6 weeks after 18 years service
 - 7 weeks after 25 years service
- (c) Decrease the defined summer period in Article 21.02 to June 15th through September 15th
- (d) Improve scheduling of annual vacation selection.
- (e) Add Family Day as a paid holiday.
- (f) Add Easter Monday as a paid holiday.
- (g) Add ten (10) unpaid personal leave days.

7. Improved Job Posting procedures

- (a) All employees, regardless of status, shall be permitted to apply for and be considered for all internal job postings.
- (b) All Temporary postings will indicate a start and end date.
- (c) Temporary transfers not to exceed more than 90 days with no extensions.
- (d) Under 24.05 (b) results will be made known in 10 days
- (e) Under 24.09 a successful applicant to any job posting will be released from their current position no later than 30 days from the date of their receipt of notification of being the successful applicant.
- (f) Amend article 24.10 to reduce length of time to apply between job postings.

8. Improvements to per diems, allowances, premiums and differentials.

- (a) Increase differentials in Article 18.20
- (b) Increase per diems to \$75 per day or \$15 for breakfast, \$25 for lunch and \$35 for dinner.
- (c) Increase Northern Allowance in Article 29.19 ‘A’ and ‘B’ to \$350 and \$300 respectively.
- (d) Add a four (4) hour premium for working on any Saturday.

9. Improvements to allowances for safety equipment, including safety boots.

- (a) Increase boot allowance to \$250
- (b) Increase safety shoe allowance to \$150

10. Improved Bereavement Leave

11. Improvements to Hours of Work

- (a) Increase banked hours to 250 hours with the ability to cash out up to the full amount of their bank 1 time per year.
- (b) When 30 days notice given on a request for TGP time, company shall grant the request.
- (c) Basic hours of work for a Full-time employee amended to 40 hours, Wage Schedule Attachment C calculations to be made based on 40 hours. Amend any other related articles required.

12. Miscellaneous

- (a) Add Canadian Human Rights language on discrimination and harassment to Article 9 Definitions
- (b) Change Letter of Intent on Policy Health and Safety Committees to an MOA and include 1 Full Time Health and Safety Rep for Ontario and 1 Full Time Health and Safety Rep for Quebec.
- (c) Attachment G: 4.1.2 Change language to reflect current practice of a joint meeting with simultaneous translation paid for by the Employer and having alternates attend.
- (d) Remove the following Memorandums of Agreement from the Collective Agreement
 - Article 24 – Arbitrability
 - Lump Sum payments
 - Certification Premium Program
- (e) Convert all remaining Memorandums of Agreement to contract language.
- (f) Remove the following Letters of Intent
 - Benefits Plan
 - Transition From High Tech Certification Premium to Certification Premium Program

- (g) Convert all remaining Letters of Intent to contract language.
- (h) Consolidate all definitions in the Collective Agreement under Article 9
- (i) All Central Office job functions to be performed by members of the Bargaining Unit.

13. Duration

To be discussed.