



BELL TECHNICAL SOLUTIONS

ONTARIO MEMBERSHIP REPORT

October 8, 2009

On September 22, 23 and October 2, the bargaining committee met with BTS management to follow-up on a number of issues.

Here is a summary of the discussions:

- 1. Transfers and Upgrades:** Following the completion of transfers, most upgrades were completed on October 4, 2009. However, the Company has decided to withhold upgrades for a number of employees who are on Personal Coaching Plans (PCP). When these employees are no longer on coaching plans, the Company says they will be upgraded. The Union disagrees that these members should have their upgrades delayed, and are preparing to file grievances on the matter. The Company has committed to another meeting in October 2009 to discuss opportunities for further upgrades. The date of the meeting is pending.
- 2. Group Insurance and RRSP:** During bargaining, the parties agreed to review our benefit plans to look for improvements and cost savings. As a result, quotes from various insurance companies, including SunLife, are currently being reviewed. Some of the quotes will allow for savings on employee premiums of 3% to 5%. If possible, we will be looking to a single carrier for both group insurance and RRSPs, so that we will have the ease of one-stop shopping and one website. If there is a change from SunLife, the new carrier will take effect on January 1, 2010. The Company also confirmed with the Union that there will be no changes to the structure or coverage of the Group Insurance (benefits plan) should they change carriers. They have committed that anything that we are covered for today will remain under a new carrier.
- 3. Consecutive Days of Rest for RPTs:** Although this provision has been in place since ratification, as of last week there were still areas where RPTs were being scheduled "island" rest days. The Company is now confident that the scheduling problems have been corrected. The Union will monitor this situation carefully to ensure that the Company's confidence is justified.
- 4. Company Branded Clothing:** On September 23 the bargaining committee was shown examples of Bell branded clothing that is being considered for BTS technicians. The employer is currently considering a few different companies and will be contacting the Union in the future as this process continues. They are working to have this resolved ASAP with the intent that the first order for clothing will be made some time in November.
- 5. Meeting of BTS Local Officers:** On November 5, BTS local officers from across Ontario will meet with the bargaining committee to discuss various issues that are developing in the field, and to review the changes to the new collective agreement.

In Solidarity,
Shawn Cowan, Jim Fling, Sam Snyders, Sean Howes