

# Unifor ACL Bargaining Report

*Highlights of the tentative agreement between Unifor ACL and Bell Aliant*

## HIGHLIGHTS

- Protecting Pensions
- Wage increases
- Job Security
- Hiring of new members
- Entry of new work
- Use of retirees
- Flex Connect to stay
- No consolidation
- Mental Health Initiatives
- Domestic violence leave
- Employee discount plan
- More education leave

## FOUR YEAR AGREEMENT

January 1, 2018 to  
December 31, 2021

## RECOMMENDATION

*Your Unifor ACL Bargaining Committee has negotiated a tentative agreement that enhances our wages, improves benefits and addresses our concerns on the job. Your Bargaining Committee unanimously recommends this tentative agreement and asks you to vote in favour of ratification.*

### MESSAGE FROM UNIFOR PRESIDENT JERRY DIAS

#### Solidarity in Atlantic Canada Sends Powerful Message

In Atlantic Canada Unifor members built Canada's first fibre optic network and in this round of bargaining you let your employer know that you expect to share in the profits of your hard work. You are an important part of the telecommunications sector and an important part of the region's economy. Your work to both protect and create good jobs in Atlantic Canada is commendable.

I am proud of what the bargaining committee achieved in this tentative agreement and how you, as Unifor members, stood your ground when the employer wanted to strip away so many hard earned benefits. Four years of wage increase and job security guarantees are significant.

This tentative agreement will be put to members to vote on. It is however the direct result of an engaged membership who were able to mobilize and empower their bargaining committee during what started out as a very challenging set of negotiations. Seeing hundreds of you proudly wear Unifor red in the workplace, and then post images and message on social media along with sharing videos created by members made me proud. Your actions were a demonstration of the power of our union. Your collective work also sent a powerful message of solidarity to other Unifor Bell workers who are in bargaining.

I am also proud of the work the bargaining team did to negotiate paid domestic leave provisions to ensure that absences which are not covered by sick leave or disability insurance and result from domestic violence will be granted as a paid absence. This is a priority for all Unifor locals and it is an important provision.

With pride, I join your Unifor ACL bargaining committee in recommending this tentative agreement for approval.

In solidarity,

Jerry Dias  
National President



### MESSAGE FROM UNIFOR ACL CHAIR BOBBY MACDONALD

#### A better deal for Unifor ACL Members

Dear members of Unifor ACL.

The Unifor ACL bargaining committee is pleased to report that a tentative agreement has been reached with Bell Aliant, after eight tough sessions of bargaining in Halifax over the last year.

This tentative agreement was made possible by you the members because of your unwavering support. You sent the employer a strong message of solidarity and you sent our bargaining committee a message to hold our ground and stand firm.

We did that with your pensions, your wages and your jobs!

Your DB and DC Bell Aliant Pension Plans remain unchanged.

We reduced the contractors and put further restrictions on retirees.



*Continued on page 2...*

## Message from Unifor ACL Chair Bobby MacDonald

*Continued from page 1...*

We negotiated job security and wage increases while adding new members to the bargaining unit. We negotiated enhanced mental health initiatives, paid domestic violence leave and more Paid Education Leave with Unifor.

The committee would like to thank all members who showed their support by wearing Unifor Red in our many workplaces. Together, seeing hundreds of your [photos and videos](#) on social media helped us get a fair agreement for all 2200 members.

Enclosed are the highlights of the tentative agreement that your committee is proud to recommend for ratification.

In solidarity,

Bobby MacDonald  
Chair, Unifor ACL

## Pension and Wages

Union members' DB and DC Pensions will remain under the "Bell Aliant" model and will not be transformed into BCE's inferior Pension plans.

We have negotiated the following wage increases over a 4 year period:

Effective Date	Increase
January 1, 2018	1.75%
January 1, 2019	1.75%
January 1, 2020	2.00%
January 1, 2021	2.00%

## Tentative Agreement Highlights

### JOB SECURITY

#### No consolidation of contact centres

The company agrees not to consolidate or close contact and assignment centres for the term of the collective agreement

#### Use of Retirees

Retirees will no longer be permitted to do bargaining unit work for a period of 36 months after their retirement

#### Use of Contractors

Reduced side-by-side contractors

#### New Work

We have facilitated the entry of new work into our workplaces, performed by our members

#### Job Creation

An addition of a minimum of 36 new employees in bargaining unit

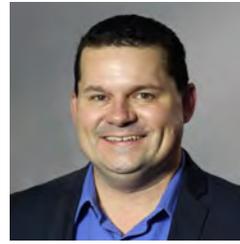
### A BETTER WORKPLACE

- We have negotiated new tools to hold the employer accountable for performance measurements going forward
- We negotiated enhancement to mental health initiatives in the workplace
- New ground breaking language for paid Domestic Violence leave
- An increase to our Paid Education Leave program with Unifor
- The introduction of the BCE employee discount plan which will replace the Bell Aliant discount plan and therefore guaranteeing a 35% on all products and services of Bell
- The formal elimination of the CIF process
- Flex Connect to remain

# YOUR UNIFOR ACL BARGAINING COMMITTEE



**Jerry Dias**  
Unifor National  
President



**Chris Macdonald**  
Assistant to the  
National President

**Bobby MacDonald**

Local 401

**Susan Rice**

Local 410

**Sandy Brideau**

Local 506

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**David Fortner**

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