

HEALTH AND SAFETY COMMITTEES
MEMORANDUM OF AGREEMENT BETWEEN:
BELL CANADA
AND
UNIFOR ACL

WHEREAS Unifor ACL has join the Corporate Health and Safety Committees of Bell Canada in September 2018;

WHEREAS Unifor ACL is represented by two (2) Employee Representatives of its choice on the Craft Corporate Health and Safety Committee supported by its National Representative as a full participant;

WHEREAS Unifor ACL is represented by two (2) Employee Representatives of its choice on the Clerical Corporate Health and Safety Committee supported by its National Representative as a guest;

WHEREAS Bell Canada has expressed an interest in eliminating the Provincial OH&S Meetings described in the agreement between Bell Canada and Unifor ACL;

WHEREAS the Company and the Union have discussed and come to an agreement on revised Terms of Reference for the Craft Corporate Health and Safety Committee;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

This Memorandum of Agreement will only take effect following the signatures by the respective representatives of Bell Canada and Unifor of the Terms of Reference for the Craft Corporate Health and Safety Committee.

For the purpose of this Memorandum of Agreement, classifications in Atlantic have been split into two (2) distinct Health and Safety Committees structures, Inside workers (Clerical) and Outside workers (Craft) as identified in Appendix A.

By no later than December 31, 2020, one final Provincial OH&S Meeting will be held in each province in order to transition the work from this forum. Upon completion of these meetings, the activities of all Provincial OH&S Meetings will be suspended until the ratification of a new collective agreement.

FURTHERMORE, THE PARTIES ALSO AGREE ON THE FOLLOWING:

INSIDE WORKERS (CLERICAL) LOCAL HEALTH AND SAFETY COMMITTEES:

The Company will organize a Local Health and Safety Committee (LHSC) Representatives meeting in Atlantic in 2021.

The meeting will be held for all Atlantic members of the Clerical LHSC Committees and Health and Safety representatives. Such meeting will be held face to face, unless mutually agreed otherwise by the Co-Chairs of the Clerical CHSC. Both parties recognize the logistic challenges pertaining to the various Health & Safety restrictions during the COVID-19 crisis, as such the proposed meeting will be scheduled in the Fall of 2021 and should the same challenges and restrictions exist at that time, the meeting will be held via videoconferencing technology.

When such a face to face meeting is held, reasonable expenses incurred by union representatives attending the meeting shall be reimbursed by the Company, according to its practices as set out in the collective bargaining agreement.

OUTSIDE WORKERS (CRAFT) LOCAL HEALTH AND SAFETY COMMITTEES:

The Company agrees that the Union will have one (1) full-time Health and Safety representative to complete duties as assigned by the Craft Corporate Health and Safety committee. In addition, the Company agrees to one (1) part-time Health and Safety representative who will be scheduled to work on matters of the Craft Corporate Health and Safety committee for sixteen (16) hours per week, additional time for this role may be agreed upon by both Co-chairs of the CHSC. For greater clarity, such additional time will not be unreasonably requested or denied.

GENERAL:

This Memorandum will be included in the Bell and Unifor ACL Collective Agreement during the next round of negotiations for the renewal of the above-mentioned Collective Agreement and may be re-negotiated during every round of bargaining of said agreement.

Signed in Moncton and Montreal this 15 of January 2021.

FOR THE
COMPANY



Serge Thibault

FOR THE
UNION



Roch LeBlanc

APPENDIX A

Craft CHSC - Outside workers	Clerical CHSC - Inside Workers
Apparatus Technician I	Administrative Representative I
Apparatus Technician II	Administrative Representative II
Building Equipment Technician	Business Service Representative
Building Maintenance Technician	Consumer Service Representative
Business Service Technician	Facilities Representative
Cable Technician	Financial Representative I
Client Site Service Representative I	Financial Representative II
Client Site Service Representative II	Help Desk Representative
Community Technician	Implementation Coordinator
Consumer Service Technician	Logistics Technician I
Data Operator	Logistics Technician II
Garage Mechanic	Network Representative I
General Technician	Network Representative II
IP Services Technician	Operator
Line Technician	Printer
Network Equipment Technician	Quality Assurance Representative
Network Technician	Security Operations Administrator
	Security Representative
	Service Advisor
	Service Support Technician
	Specification Writer
	Systems Representative I
	Systems Representative II
	Telesales Representative