

Genevieve,

As you know, last week I reached out to Jean-Luc regarding the company's current position and latest announcement. Unfortunately, my email to Jean-Luc was met with silence, which is not surprising given the track record of most Senior Executives within BCE.

It appears that many Senior Managers, Presidents or Executives within BCE have developed a habit of making decisions without taking responsibility for the impact on employees, customers, and our union. They hide behind the protective shield of the Company's hierarchy, believing themselves to be above facing the consequences of their decisions.

I made it clear in my communication with Jean-Luc that the union strongly opposes the recent changes and that we will be meeting with provincial delegates to discuss our next steps. The provincial delegates and the National officers of Unifor share our concerns and are in agreement with our stance.

As Lana Payne, Unifor National President, aptly put it, "*Bell you have to know our members recognize a fight when they see one. And so do I. So let's go!*"

Therefore, following discussions with the locals, delegates, and bargaining committee, it has been unanimously decided that the following positions will be taken moving forward:

- 1. No further MOA's will be signed or approved outside of negotiations.**
- 2. No extensions will be granted to Temporary managers.**
- 3. The hours of averaging agreement will not be renewed.**
- 4. Loan outs will no longer be approved.**

For starters! More to come.....

It is regrettable that we find ourselves in this situation. However, the actions of BCE and the lack of respect shown towards our members have left us with no choice but to take a stand.

Please communicate the following message on behalf of the Ontario BTS Delegation to the senior executives within BCE to whom you report:

We refuse to be intimidated or treated with disrespect. It is our unwavering commitment to protect the rights of our members at any expense.

We will not be bullied.

We will not be disrespected.

We will stand up for our members and their rights.

It is evident that BCE's decision to eliminate 4800 jobs, causing turmoil for numerous families and reducing hours for many more, cannot be followed by a request for assistance from the union, and just days following the announcement.

We look forward to hearing your response regarding our proposal for VSP enhancements. However, we will no longer engage in the practice of developing Memorandums of Agreement (MOAs) outside of negotiations, especially when it's regarding items previously raised and discussed at the bargaining table two years ago. It is imperative that these discussions and concerns be taken seriously in the future, and that language be developed at the bargaining table where it rightfully belongs.

Regards,

Clayton Nunn

National Representative/Représentant National

