



12/15/2025

**Re: Communication to Bell Craft & Service Bargaining Unit Members**

Sisters and Brothers,

As we approach the holiday season, we want to take a moment to update you on some important matters.

**1. Wage Schedule Ratio**

Currently, our wage schedule ratio stands slightly above 75%. This level indicates that, with the recent retirement incentive offers (70) accepted by members who left on December 12th, we will soon need to initiate reclassifications. These reclassifications will take place 60 days following the retirement offers, which means we can expect the next set of reclassifications to occur in mid-February of next year. A list of those eligible for reclassifications will be provided to Local Presidents in the near future.

**2. Test Centres - Changes in Job Functions**

The Company has communicated its intent, in its own words, “to evolve its organizational structure,” claiming that the current system hampers customer experience due to excessive hand-offs among teams, leading to inefficiencies and rising customer complaints. To address this, Bell plans to consolidate eleven operational silos into four and implement a tiered approach for managing customer cases. The company's goal is to improve personalized service and streamline workflows, thereby reducing the need for customers to seek updates on orders.

However, we must approach these changes with caution. We believe this directive may be an effort to push craft members into more clerical roles, which could result in erosion within both bargaining units. Furthermore, we are concerned that having employees from both units perform similar tasks and report to the same manager could lead to significant issues surrounding pay equity and job security. Regardless, we are committed to monitoring these developments closely and will advocate for your rights throughout this process. Local Presidents are encouraged to file grievances when necessary and communicate any concerns to their respective regional bargaining representatives.

**3. Next JLRC Meeting**

We want to remind everyone that the next Joint Labour Relations Committee (JLRC) meeting is scheduled for late February 2026. These meetings are an opportunity for us to discuss ongoing concerns and strategies to ensure our members' interests are well represented.

As we navigate these changes, we encourage you to remain informed and engaged. Your voice matters, and we are here to support you. Wishing you and your families a safe and happy holiday season.

**In solidarity,**

**Paul Cuvion  
Marshall Saar  
Donovan Nezbeth  
Clayton Nunn - National Representative**

**Alain Sevigny  
Philip Charon  
Marc-Andre Girard  
Benoit Potvin – National Representative**