



**Communications, Energy and Paperworkers Union of Canada**  
**Syndicat canadien des communications, de l'énergie et du papier**

**Ontario Region**

**Bell Canada (Craft & Services)**  
**JOB SWAP and VSP Opportunities**

On January 26<sup>th</sup>, the Union and the Company met to explore options available and possible alternatives to deal with the Toronto Test Centre consolidation to Hamilton as per Article 27.05 of the Bell Canada Craft Collective Agreement. The following is an overview of these discussions:

A working team to facilitate the execution of the new options for members who have been impacted by this announcement. The working team for the Union consists of Mike Smith (Local 25), Russell Stewart (Local 27) and Steve Cole (Local 42) and National Representative Joel Carr and for the Company, Kelly Parascandalo, Director Test, Wendy Spinelle, Associate Director Test and Frederique des Rivieres, HR/LR, this working team will meet between now and March 18<sup>th</sup> to ensure the effectiveness of the execution.

Two weeks' extension for applying to the VSP (Feb 11 instead of Jan 31).

All Toronto's Test Center employees raising their hand for the VSP during this period will be on payroll until Feb. 11th, including those who already applied for the VSP.

Proposed Job or VSP Swaps

According to the Letter of intent attached to the Collective agreement and, including the alternative of a VSP for an employee swapping with a Test Center employee being relocated to Hamilton, could be submitted **until Feb 25**. The Company will look at any swap presented by the Union.

The Company will have the final word on the swaps, however, they have committed to as minimal barriers as possible, taking into consideration business' efficiency. Skill sets and status will be some of the criteria to allow the job/vsp swaps. Two employees doing the swap have to be of the same status i.e.; 2 RFT or 2RPT. All Job swaps and job/vsp swaps will be considered.

**Should you be interested in either a job swap or job/vsp swap, contact the Union working team. Kathy Reid will be the contact person for the working team. She can be reached at 416-977-2043, and by email [katharine.reid@bell.ca](mailto:katharine.reid@bell.ca) or [kathy.reid@cep25.com](mailto:kathy.reid@cep25.com).**

CEP Working Team

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