

Expertech Demands

- Article 5: Time Allowance
 - Include “Location of meeting” in the list of items required on the request for Union time
 - Confirm managers’ ability to propose alternate time and/or date based on service requirements
- Article 9: Definitions
 - Change the probationary period to recognize hours worked
 - Introduce a regular-part time status
- Article 14: Grievances
 - Change time frames at step 1
- Article 17: Wage administration
 - Change hours worked required for a progression increase from 1040 to 1560 per step

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- Article 19: Overtime
 - Replace two times the hours worked by one and one-half times
- Article 21: Annual Vacation
 - Introduce a vacation deduction policy related to excessive absences
 - Introduce a maximum of 2 calendar day per employee period to make vacation selection
- Article 22: Transfers and Reassignments
 - Remove last sentence in definition of “Transfer”
- Article 23: Travel Allowance
 - Align mileage amount per kilometer with the amount specified in the company policy
 - Introduce an option for alternate living and transportation expense for long-term assignment

Expertech demands

- Article 24: Job posting procedures
 - Add qualification as the first element to consider in the selection
- Article 25: Sickness Absence and Benefits
 - Change the paid absence prior to the 8th full calendar day to 66 2/3 for the first 3 scheduled tours of duty of the absence and 80% for the remaining scheduled tours of duty or until the absence reaches 7 calendar days.
- Attachment A – List of occupation
 - Amend the occupational titles to better reflect our reality
 - Introduce the Calibration Specialist occupation
 - Introduce the Material Handling occupation
 - Table – Basic Job Descriptions
 - Modify description to facilitate combo activities

Expertech Demands

- Attachement C
 - Review the approach regarding wage schedule
 - Introduce a premium for Class II line technicians acting as mentors on FTTH brownfield work
- MOA Reduced Work Week
 - Use occupation to limit the employees impacted by the reduction of hours
- MOA on Home dispatch
 - Remove both occurrences of “first 30 minutes of”
- MOA on Workforce Diversity Project
 - Update
- MOA on Pension (Former Nortel Employees)
 - Update

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- LOI Alternate Work Week
 - Assign alternate work weeks based on needs of the business
- LOI on Basic Job Requirements
 - Update the basic requirements

Changes to the MOA's and LOI's

- Remove the following Memorandum of Agreement:
 - Cost of Living Allowance
 - Joint Committee re Implementation of New Skill Based Model
 - Profit Sharing Plan
 - Bell Preventative Maintenance Project
- Remove the following Letters of Intent:
 - Benefits
 - Pension
- Discuss option for single combined French-English collective agreement

Administrative Changes

- Add hourly rates into Attachment C Wage Schedules
- Add section 22.14 into section 24.08
- Update Company's mailing address
- Remove any language included solely for purposes of implementing the 2007 collective agreement. For example:
 - Section 17.11
 - Attachment C language on Grandfathered Rates and Supplemental Payments for Technicians
- Correct any unintentional spelling and/or translation errors
- Amend language unintentionally overlooked during the implementation of the 2007 collective agreement. For example:
 - Section 9.01(2)(b) – incorrect reference to 2 yrs rather than 5200 hours
 - Sections 11.11 & 11.12, 25.06 – incorrect names of plans
 - Section 18.19(c) – incorrect number of days notice
 - Remove 24.03(g)
 - Section 24.10 - Definition of Company-wide job posting – TPTs are eligible in some circumstances