

TENTATIVE AGREEMENT BETWEEN UNIFOR LOCALS 401, 410, 506, & 2289 AND BELL

November 2025



Message from Lana Payne

I am so proud of the fierce resolve and unwavering unity demonstrated by Unifor's Atlantic Communications Locals, the Bargaining Committee, and staff. As a result of your solidarity, we have successfully reached a tentative agreement with no concessions and improvements across the board.

Negotiations for Locals 401, 410, 506, and 2289 took place with a clear purpose: to ensure that Bell recognizes our members as valued assets, not costs to be cut. You made it undeniable that this contract needed to secure both immediate relief and long-term stability.

This agreement directly addresses the challenges faced by our members, particularly the urgent need for wages that keep up with the rising cost of living and the need for stronger job protection.

I am proud of your Bargaining Committee and the leadership of Locals 401, 410, 506, and 2289, and I join them in unanimously recommending this tentative agreement for your approval.

In solidarity,
Lana Payne
Unifor National President



Message from your Bargaining Committee

Your Bargaining Committee has unanimously agreed to recommend the Tentative Agreement for your approval. This highlights document outlines the key achievements of this round of bargaining.

We began negotiations with a focused mandate: fighting for a future where our members are key stakeholders. Our priority was securing a fair contract that ensures wages keep up with the rising cost of living and protects jobs in the short and long term.

The unity of Locals 401, 410, 506, and 2289 empowered us to achieve an agreement that pushes back against the notion that workers are a cost to be cut. Every gain we achieved is a direct result of your collective strength.

In solidarity,
Your Bargaining Committee



HIGHLIGHTS

WAGE INCREASES

- 2.7% increases each year for the duration of the Collective Agreement
- The transition of all workers on wage scales 1 to 7 into wage scale 8 – step 10. This represents a gain for 49 of our affected members who will see an average of 9% in year one alone.

JOB SECURITY

- Renewed agreement that there will be no site consolidation of the 5 current contact centers and the assignment centers
- New article on the replacement of departing Atlantic workers that prioritizes internal Unifor ACL candidates.

BENEFITS & PENSION

- Introduction of the Omniflex Benefits and DC Pension
 - Maintains key elements of previous health plan
 - Members on a single plan could save up to \$3500 per year
 - Members on a family plan could save up to \$5600 per year
 - Comes into effect on July 1, 2026
- No change to the DB Pension
- Vacation ratio increased from 15% to 20%

ADDITIONAL MONETARY IMPROVEMENTS

- An end to GAA premium contributions
- Miscellaneous Per diem of \$9.75 increased to \$11- for a total of 69\$/day.

ENHANCED WORKING CONDITIONS

- The doubling of Bank Time from a maximum of 80 hours to 160 hours.
- Guaranteed continuation of the Workways program
- New Letter of Agreement on alignment. Workers in the bargaining unit will receive the same Workways profile as the Clerical employees in Quebec and Ontario who perform similar tasks, once the processes and systems are aligned.
- New language to protect against automation ensures disciplinary decisions are not based on automated processes. Additional new language requires advanced notice of any new electronic monitoring systems.

