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**September 2, 2025**

**TO: All Bell Canada Employees**

**Union Message on Bell's Pay Equity Announcement**

We have been made aware that Bell intends to release its Pay Equity Plan this week in an attempt to cement its position.

Let us be clear: **Bell is acting without the support of its Pay Equity Committee.** Once again, the company is trying to shortchange its workers—workers who are already underpaid. This is unacceptable.

At the heart of this issue is the method of calculation, which is key to ensuring the best outcome for female-dominated classifications. Our committee will accept nothing less than fairness and respect for our colleagues.

In collaboration with TEAM and IBEW, Unifor is pressing forward with grit and determination, pursuing legal guidance to fuel our next steps in this fight.

In solidarity,

**ROCH LEBLANC**

**Telecommunications Director**

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