



Pay Equity Committee

Bell Canada - Clerical and Associated

Sisters and Brothers,

Further to the Letter of Intent reached during the renewal of our collective agreement in 2009, we committed to “continue to discuss means for the parties to continue to ensure pay equity within the Company for the members of the Clerical and Associated Employees in accordance with the settlement agreement of August 30, 2002”. As a result, the Joint Pay Equity committee has been formed.

Representing the Company are Lucie David, Stephanie Leduc and Mary Incognito. Your CEP representatives are listed below.

The Committee met on March 1, 2011 and again on April 12, 2011 to establish and review ground rules.

We discussed and agreed on the following:

- Job Evaluation – Clerical and Associated Employees’ jobs have already been evaluated as per the 2005 Clerical and Associated Employees’ collective agreement.
- Quorum – We ensured that for every meeting there would be representatives from the Company and the CEP.
- Facilitator – to ensure the process is transparent, the CEP wanted an impartial party overseeing the process. The Company agreed.
- Scope of Committee within Bell – The intent of the committee is to look at jobs under the Bell Canada umbrella.

Our next meeting is scheduled for May 12, 2011 where we plan to review the Bell Canada group of Companies to determine the male dominated, female dominated and gender neutral jobs.

Updates will be available through your local and on the Ontario Region website at <http://www.cep.ca> as well as the Quebec Region website at www.scepquebec.qc.ca.

In solidarity,

John O'Dell - National Representative (Ontario)

Myriam Germain - National Representative (Quebec)

May 2, 2011