

Bell Aliant has recently rolled out a new tool called Performance Roadmaps to numerous unionized employee groups. It is based on the Bell Curve for measuring organizational standards that is outdated and ineffective. It is proven to discourage collaboration and damage productivity.

<http://blog.reviewsnap.com/should-employee-performance-be-judged-on-a-bell-curve/>

This forced ranking system has been abandoned by companies such as GE, Adobe, Microsoft, Deloitte and Accenture with 330,000 employees and many others who have come to realize that %Command and Control+don't work as well as %Connection, Collaboration and Inspiration+

This tool measures all the techs under a director or manager and compares them against each other. They then identify the bottom 10% of the group and put them on this "improvement plan" to get them out of the bottom 10%. Of course if the identified employees are successful in getting out of the bottom, another 10% of employees will drop into it, continuing the vicious cycle of employee competing against employee. This "hamster wheel" type of measurement does not accurately recognize the productivity of individual employees..

The management team refers to this as a coaching tool. However Unifor 410 knows this tool is anti-collaborative, anti-productive and an inhumane approach that puts all employees on a treadmill and keeps them there, resulting in ever increasing pressure and stress in their work day, that will ultimately be carried into their personal lives.

Bell has used similar measurement tools in the past for both the inside and outside workforce's, that have measured members on KPI's that they often have no control over and are the result of already flawed or broken systems that Bell has implemented. The company has used these tools to continuously add more and more pressure to all areas of the workplace and the membership. Resulting in increased stress on the job and absenteeism.

We ask all members that are put on Performance Roadmaps, or have been given verbal notice they may be going on one, to reach out to your local if you have concerns. We also ask that all members keep a tally of work they do that goes wrong through no fault of their own, in order that we have the right information when we have to grieve your placement on this tool or any other disciplinary measure the company uses.

In NL and PEI, 30 day discipline letters(Performance improvement letters) have been handed out, and more are expected. Unifor 410 will continue to work to make improvements to gain back some work life balance for our members.

Unifor 410 is saying Enough is Enough.