

**In the Matter of Grievances BTS-ON-16-03 and other related grievances**

**Bell Technical Solutions**  
(the "Company")

**And**

**Unifor**  
(the "Union")

**Minutes of Settlement**

**WHEREAS** the parties are part to a collective agreement from May 2, 2011 until May 6, 2018 ("Collective Agreement");

**AND WHEREAS** the Union filed a national policy grievance BTS-ON-16-03 claiming that the Company was de facto scheduling Part-Time Employee for four-hour shifts and improperly requiring part-time employees to keep themselves available on their non-guaranteed day of rest in the event they are required for four-hour shifts;

**AND WHEREAS** the Union filed numerous grievances on behalf of individual employees it represents that are of the same nature as grievance BTS-ON-16-03, including but without limiting grievances 30-O-16-02b and 40-O-16-04 (the "Grievances");

**AND WHERAS** the parties wish to amicably settle all their differences with respect to the Grievances mentioned above, without any admission of liability, wrongdoing of responsibility whatsoever;

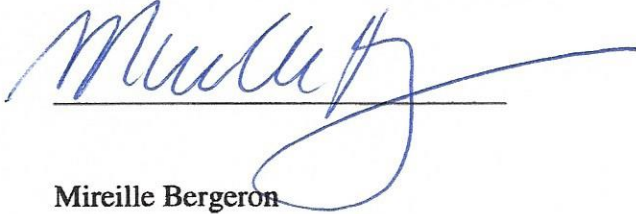
**THE PARTIES AGREE AS FOLLOWS:**

1. The preamble shall form an integral part of these Minutes of Settlement.
2. The Company agrees that as of the signing of these Minutes of Settlement, it will no longer assign hours of work on Due Date to the Part-Time employees, they will be offered hours. The Company will not discipline Part-Time employees that decline hours offered, on Due Date and further agree that employees will not be obligated or compelled in any way to accept the hours offered on Due Date.
3. The Company agrees to withdraw any discipline, including records of verbal discussion, from any employee's file that result from the employee not reporting to work after having been called on Due Date and assigned hours.
4. In consideration of the above, the Union agrees that it hereby withdraws the Grievance and all related grievances, the parties understanding that the goal of these Minutes of

Settlement is to settle all outstanding disputes with respect to the ability of the Company to assign hours to Part-Time employees, on Due Date.

5. The Minutes of Settlement shall become effective on January <sup>24</sup>, 2017 and will remain in effect until May 6, 2018 unless the parties agree otherwise in the context of the renewal of the Collective Agreement.

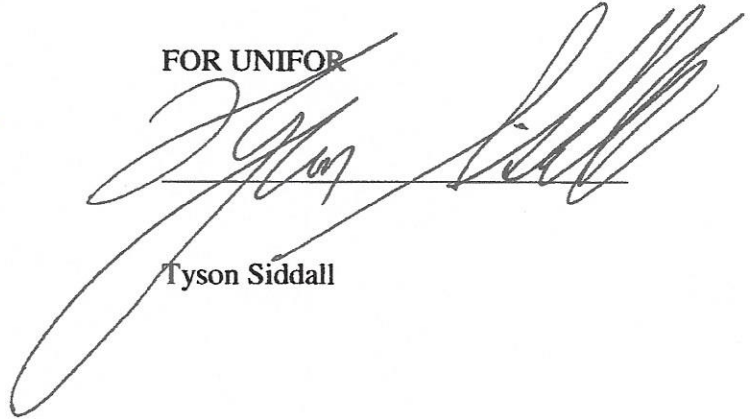
FOR BELL TECHNICAL SOLUTIONS



A handwritten signature in blue ink, appearing to read 'Mireille Bergeron', written over a horizontal line.

Mireille Bergeron

FOR UNIFOR



A handwritten signature in blue ink, appearing to read 'Tyson Siddall', written over a horizontal line.

Tyson Siddall