

MEMORANDUM OF AGREEMENT

UNIFOR Ontario

(hereinafter the "Union")

- and -

BELL TECHNICAL SOLUTIONS

(hereinafter the "Company")

AGREEMENT ON PREFERENCES FOR RFT

Whereas The choice of hours of work and days of work for employees in a Common Locality will be established by the Company on the basis of seniority, taking into consideration the requirements of the job and the need for regular employees on all tours.

Whereas the addition or removal of preferences is within the employer's management rights

Whereas RFT-1 are not be schedule on Sundays or on two (2) consecutive Saturdays. It is understood that Sunday for an RFT-1 is considered to be a rest day.

Whereas RFT-1 employees will have blocks of two (2) days of rest on Saturday and Sunday except between Sunday preceding June 1st to the Saturday preceding September 30th.

The parties agree to as follows:

1. The preamble is an integral part of this Agreement;
2. For RFT-1 between the Sunday preceding June 1st to the Saturday preceding September 30th, the company will offer a preference option for Saturdays off. The RFT-1 employee will have the opportunity to select the Saturday preference in Orario web.

3. All RFT employees will be able to indicate their shift start preference via the system in place
4. As provided for in Section 16.02b of the Collective Agreement, the basic hours may be averaged over a two (2) week period on the basis of ten (10) days, totaling eighty (80) hours, and the company will add the ability to choose this preference in Orario web for RFT2 and RFT3 employees.
5. Under no circumstances does the selection of the aforementioned preferences guarantee that the preference will be honored on the 8 week schedule. The allocation of preferences will be base on seniority, taking into consideration the requirement of the job.
6. This agreement shall become effective on XXXX 2023. Any dispute that may arise regarding an alleged deviation to the terms and conditions mentioned above shall be discussed. If resolution cannot be achieved within 72 hours, the Union or the Company can cancel the agreement. Should the agreement be cancelled, 8 weeks notice must be provided by either party .

Signed this 29 day of May, 2023.

For Bell Technical Solutions:



Signed this 29 day of May, 2023.

For Unifor:


