

# UNIFOR BARGAINING REPORT



## HIGHLIGHTS OF A TENTATIVE AGREEMENT

**BETWEEN**

**BELL TECHNICAL SOLUTIONS**

**- and -**

**UNIFOR AND ITS LOCALS 28, 30-O, 31, 34-O, 35, 36, 37, 38, 39-O, 40, 42, 43, 44, 45, 46, 47, 48 and 1996-O**

Your Bargaining Committee is pleased to come before you today with the details of a tentative agreement reached with your employer on Thursday, May 7, 2026.

Your Bargaining Committee unanimously is recommending acceptance of the amendments to the current collective agreement.

In Solidarity,

**Jim Fling, Local 34-O**

**Colum Lynn, Local 1996-O**

**Drew Kerrigan, Local 42**

**Jeff Mark, Local 47**

**Clayton Nunn, National Representative**



# HIGHLIGHTS OF TENTATIVE AGREEMENT



**UNIFOR**  
theUnion | le syndicat

**BETWEEN BTS & UNIFOR**



**4 YEAR  
CONTRACT**



**12.25%  
WAGE INCREASE**

- ✓ YEAR 1 - 3%
- ✓ YEAR 2 - 3%
- ✓ YEAR 3 - 3%
- ✓ YEAR 4 - 3.25%



## PENSION & BENEFITS

- ✓ Employer contributions to the DC pension plan increase by 1% to 6% when employees contribute 2% and 4% regardless of employee contribution
- ✓ LTD enhanced eligibility by 12 months for members with 10+ years of service
- ✓ **Transfer of Banked HMP:** New option for transferring banked HMP balances into eligible savings plans.
- ✓ **Increased Flexibility for DC Contributions:** Up to 2% of voluntary DC contributions can now be reallocated to eligible Bell Group Savings Plans.
- ✓ **Expanded Savings Options:** Addition of Group First Home Savings Account (FHSA) and Short-Term Tax-Free Savings Account (TFSA).



## REDUCTION OF HOURS

- ✓ **Settlement:** Monetary compensation for reduction-of-hours impacts and resolution of related grievances, including additional hours allocation and new process
- ✓ **Arbitration date** secured for compensation assessment. Arbitrator will provide award
- ✓ **NEW Caps on Reduction of Hours:**
  - RFT1s: Max reduction of 6 pay periods/year.
  - RFT2s and RFT3s: Max reduction of 13 pay periods/year.
- ✓ The company's ability to reduce hours for Regular Full-Time employees has been decreased by 57%



## RECLASSIFICATIONS

- ✓ Approximately 419 Reclassification Opportunities immediately following Ratification
- ✓ 27 RFT-2's will be upgraded to RFT-1
- ✓ 317 RFT-3's will be upgraded to RFT-2
- ✓ 75 Part-time employees will be offered a new Permanent part-time position which guarantees 4 weekend workdays per pay period and availability on 3 additional non-guaranteed days. No obligation to accept beyond guaranteed days.



## VSP's - 240 TOTAL (CAP INCREASED TO 12 MONTHS)

- ✓ 120 Province wide seniority based VSPs (30 offered each year of the agreement)
- ✓ 120 VSPs to be offered at any time, by seniority, within a specific Locality



## ENHANCEMENT TO MEAL ALLOWANCES (TRAVEL OVER 100KM)

<b>Breakfast:</b> .....	<b>\$23</b>
<b>Lunch:</b> .....	<b>\$23</b>
<b>Dinner:</b> .....	<b>\$24</b>
<b>TOTAL:</b> .....	<b>\$70</b>



## MISCELLANEOUS

- ✓ **Banking 30 min Regular hours:** New option to bank up to 30 min of Regular hours per day, available Q1 2027.
- ✓ **New Hire Orientation:** Increased time for Local Union to meet new hires to 2 hours.
- ✓ **Yearly President's Meeting:** Annual meeting with Unifor and company representatives, including the president.
- ✓ **New Mediation/Arbitration Procedure:** Agreement on four mediation/arbitration sessions annually
- ✓ **New 24 month lifetime cap** on Temporary Manager assignments
- ✓ **NEW MOA RE: PAYROLL PROCESS**

# NO CONCESSIONS!!!

## **BELL TECHNICAL SOLUTIONS WORK ORGANIZATION**

The Company and the Union recognize their common interest to put in place conditions favorable to the development and ~~profitability~~ **long-term success** of the Company, which will, amongst other things, improve job opportunities. The parties jointly accept to use all practical means to ensure the development and ~~profitability~~ **long-term success** of the Company since they recognize the importance of quality and productivity in light of the competition and their ability to maintain market share.

In order to reach these objectives, the Company and the Union share the following values:

- ▶ Customer focus;
- ▶ Importance of employees as resources;
- ▶ Transparency with employees through ongoing communication;
- ▶ Commitment to promote the quality of products and services offered by the Company;
- ▶ Ongoing quality and innovation;
- ▶ Constructive exchanges between the Union and the Company in order to maintain harmonious and respectful labour relations;
- ▶ Versatility of employees in an ongoing learning environment;
- ▶ Positive human relations.

### **ARTICLE 6- TIME OFF FOR UNION BUSINESS**

**6.03** The Local Union shall be granted one (1) hour **two (2) hours** for a Union Steward and a Health and Safety Representative to meet with each newly hired employee for the purpose of orientation. The meeting will usually take place during the transition to Operations phase with groups of employees or in a training facility where the option is available.

### **ARTICLE 8- DEFINITIONS**

**8.05** “**Permanent Part-Time employee**” is defined as an employee who holds permanent employee status and who works sixteen (16) hours per week on weekends.

Renumber the rest of the article accordingly.

### **ARTICLE 9- SENIORITY**

**9.05** b) An employee accepting a management position may do so for a period of up to a **cumulative maximum of twenty-four (24) nine (9) months over the course of their employment, whether consecutive or not, per calendar year,** however this period may be extended for subsequent times with written agreement between the Company and the Local Union or Local Unions involved.

**After a cumulative period of twenty-four (24) months, the employee must either return to bargaining unit duties or transition to a position outside the bargaining unit.**

### **ARTICLE 13- GRIEVANCES**

13.04 All grievances that have not been settled at Step 1 may be submitted to the Senior Manager Labour Relations or their delegate by the National Union Representative within thirty (30) calendar days following the decision received at Step 1.

The Union and the Company shall agree on a schedule of predetermined dates for the presentation of all grievances at Step 2 in order to expedite the process.

The Senior Manager Labour Relations ~~must meet with the National Representative and~~ **will** meet the Chief Steward and/or designate. Their decision must be rendered within thirty (30) calendar days after the presentation of the grievance. They shall also reply in writing and include a written statement of position on the grievance. **The National Union Representative will attend upon request of the Company or the Local.**

The Senior Manager Labour Relations, if they so wish may ask another member of management and/or administration team to participate in the meeting.

### **ARTICLE 14- ARBITRATION**

**14.07 The Parties agree to schedule four (4) arbitration dates annually to address National Policy grievances, and any other grievances that both Parties deem appropriate for consideration. This procedure will be conducted in accordance with Article 13 of the collective agreement. It is important to note that the selected dates and grievances will be exclusively managed by the Joint Labour Relations Committee.**

### **ARTICLE 15- REMUNERATION**

15.01 The hourly wage rates valid until May 7, ~~2022-2030~~ are specified in the wage schedule set out in Appendix A.

15.05 The pay period shall be two (2) weeks, and ending Saturday. An employee shall be paid on the second ~~Wednesday~~ **Friday** following the pay period. The par shall include remuneration for overtime work and other additions within the pay period.

Pay will be adjusted for unpaid absences, which occurred during such pay period.

## **ARTICLE 16- HOURS OF WORK**

16.02 RFT-2- This classification will constitute fifteen percent (15%) of the employees within the common locality that shall be schedule ~~on two (2) consecutive weekends~~ **no more than four (4) weekends within an eight-week schedule.**

16.03 a) The Company may reduce the hours of work to thirty-six (36) hours per week for Regular Full-Time employees (RFT) within a Common Locality, **excluding for Logistics Attendants, Cable Pullers, or Temporary Managers.**

b) The Company shall provide seven (7) calendar days' notice prior to reducing the hours of work to thirty-six (36) hours per week. The Company shall provide seven (7) calendar days' notice prior to return to the normal work week unless the Team agrees that such notice may be waived. Reduced hours shall be by pay period (2 weeks).

~~e) Where the Company decides to reduce or back to normal hours of work, it shall do so for a period of two (2) weeks.~~

### **c) Reduced Hours Cap**

**i) RFT 1: employees shall not be reduced more than six (6) pay periods within a calendar year.**

**ii) RFT 2 and RFT 3: employees shall not be reduced more than thirteen (13) pay periods within a calendar year.**

~~d) While the hours of work are reduced in the application of Article 16.03, the Company shall offer available hours of work to **RFT Full-Time** employees before offering hours to Regular Part-Time (**RPT**) employees providing that Regular Part-Time (**RPT**) employees have worked their guaranteed hours according to Article 16.04 e) and that the offering **assignment** of such hours does not guarantee overtime.~~

**e) If additional hours become available on Due Date minus one (DD-1) while Article 16.03 is in effect, the following process will apply:**

**i) The Company will first offer additional hours to RFT technicians scheduled for 36 hours, and they will have to accept withing two (2) hours. The hours will be given by seniority in accordance with Article 16.03d. Additional hours may only be offered on the same day the reduction in hours occurred and shall not be offered on a regular day**

of rest (DOR). Technicians who have volunteered for additional hours are expected to report to work when such additional hours are scheduled.

ii) Should additional capacity still be required once all volunteer RFT technicians have been allocated additional hours in accordance with Article 16.03 (d) following the above process, the Company will utilize RPT technicians within the Common Locality, according to the requirements of the job, who are available on non-guaranteed shifts and have not yet reached forty (40) hours in the week, consistent with both Article 16.03 (d) and Article 16.04 (h).

iii) In the event that the Company requires additional hours, the Company will offer additional hours on DD-1 asking for volunteers to all technicians who are not on a scheduled DOR within the 8-week schedule. The Technicians will express their interest for additional hours by responding to the Company. The allocation of these additional hours will be determined by seniority as per the requirement of the job, within a Common Locality, as outlined in the Collective Agreement. As a last resort, the Company may facilitate the daily transfer of technicians from neighboring service territories or localities, as outlined in the Collective Agreement.

f) If additional capacity is required on Due Date (DD) while article 16.03 is in effect.

i) In situations where the estimated additional hours of work required are less than four (4) hours, the Company will optimize existing resources and refrain from offering extra hours to technicians, including potential but not limited to daily movement of technicians from adjacent Service Territories (as defined in the Collective Agreement). No extra hours shall be offered in such cases.

ii) Should the need for additional work exceed four (4) hours, and if no technicians, RFT or RPT, volunteer through the designated DD-1 process within a common locality, the Company may consider the temporary reassignment of technicians from adjacent areas, as outlined in the Collective Agreement. It is important to note that this process will also prioritize the utilization of existing capacity without offering extra hours. In the event that the Company requires additional hours on DD asking for volunteers to all technicians 36

**hours or less who are not on a scheduled DOR within the 8-week schedule.**

**g)** During the reduction of hours, the employee may choose one of the outlined options. The employee must remain on their chosen shift for the duration of the reduced hours period.

i) Four (4) days of nine (9) hours per week

ii) Nine (9) days of eight (8) hours per two weeks

**The employee must remain on the chosen schedule for the duration of the reduced hours period. If the four days, nine hours option is unavailable or if no preference is indicated, the employee shall automatically be placed on a schedule of nine (9) days of eight (8) hours over a two-week period.**

**f)h)** Where a Full-Time employee works four (4) days per week of nine (9) hours per day, the additional rest day shall be consecutive to another rest day.

**16.05 a) The basic hours of work for a PPT Technicians is eight (8) hours per guaranteed workday.**

**b) The guaranteed workdays for PPT Technicians are Saturday and Sunday.**

**i) PPT Technicians may volunteer to work additional weekday shifts. Such additional hours are not guaranteed and do not create any right, benefit, or equity entitlement in comparison to RFT Technicians as defined in Article 16.02 of the Collective Agreement.**

**ii) PPT Technicians are not eligible for ten (10) hour shifts.**

**iii) In the event that that differentiated services are in effect in a given locality, the guaranteed working days will be as follows:**

- If the service offering is not available on weekends, the guarantee working days will be Friday and Monday.**
- If the service offering is not available on Sunday, the guaranteed working days will be Saturday and Monday**

**c) The number of employees classified as PPT Technicians shall not exceed twenty percent (20%) of the total Regular Part-time (RPT) Technicians allocated in accordance with the ratios set out in Article 16.04**

**The creation of this classification, or the offer of reclassification into it, may occur only if the locality has a minimum of five (5) active RPT Technicians.**

**d) The PPT technician will not be subject to section 17.04 and 17.05 for assigned overtime.**

**e) The PPT Technician status is not available for logistic attendants, structure cabling and cable pullers.**

**f) Vacations, PGU, TGP, and overtime hours are assigned according to seniority among RPT technicians.**

**16.24 An employee may choose to bank half an hour of basic time worked per day, on a one-for-one (1:1) basis.**

#### **ARTICLE 20- TRANSFERS**

**20.03 c) Employees on accommodations will not be unjustly or immediately denied the opportunity to volunteer for loans, provided they meet the necessary qualifications and requirements for the available positions. The Company reserves the right to cancel or shorten a loan assignment if the employee is unable to meet the work related prerequisites or the specific requirements associated with the region or conditions of the assignment.**

#### **ARTICLE 21- TRANSPORTATION ALLOWANCE AND LIVING EXPENSES**

**21.02 a)**

**i) When a garage or home dispatched employee travels more than one hundred (100) km from their usual work center to perform a task or participate in a training, the employee will receive an allocation for a meal when they work up to 10 hours:**

- When an employee receives an allocation for a meal, the meal payable will be lunch ~~(\$20.00)~~ **(\$23.00)**.**

**ii) When an employee travels more than 100 km from their usual work center to perform a task or participate to training, the employee will receive an allocation for two (2) meals when they perform more than 10 hours of work and less than 12 hours of work.**

- When an employee receives an allocation for two meals, the meals reimbursed will be:
    - a) Breakfast ~~(\$15)~~ **(\$23)** and Lunch ~~(\$20)~~ **(\$23)** when the employee starts work at 8 a.m. or earlier; or
    - b) Lunch ~~(\$20)~~ **(\$23)** and dinner (\$30) **(\$24)** when the employee starts their workday after 8 a.m.
- iii) When an employee travels more than 100km from their usual work center to perform a task or participate in a training, the employee will receive an allocation for three meals ~~(\$65)~~ **(\$70)** when they work 12 hours or more.

## **ARTICLE 22- SICKNESS ABSENCES AND BENEFITS**

~~22.04 Regular employees with more than six (6) months of service may make a voluntary contribution, of up to 2.5% of their base salary, into the Company group RRSP, which will be matched by the Company into the DPSP; (employee must register in both programs DPSP and RRSP).~~

~~These employees must contribute a minimum of 2.5% of their base salary to the RRSP and must register in both the DPSP and the RRSP program to be entitled to the Company contributions referred to herein. Upon a minimum of 2.5% contribution from the employee, the Company will contribute five per cent (5%) of the employee's annual base earnings.~~

**New MOA- Starting on Jan 1st, 2027 minimum Company contribution will be of 4%, 5% if the employee contributes 1% and 6% if the employee contributes 2% or more.**

## **ARTICLE 24- COLLECTIVE AGREEMENT**

~~24.01 The Company agrees to supply each employee with a copy of the Union with five-hundred (500) copies of this Collective Agreement.~~

## **ARTICLE 31- DURATION**

31.01 This Agreement becomes effective on the date it is signed, except as otherwise provided, and shall remain valid until May ~~8 9, 2026~~ **2030**. Notwithstanding the foregoing provisions, the working conditions determined in this Collective

Agreement shall remain valid until either party exercises its right to strike or to lock-out.

## **ARTICLE 32- COMPANY POLICIES**

32.01 A copy of the Company's policies related to employees who are members of this bargaining unit will be made available for viewing ~~in printed form at each work centre~~ on the Company's intranet.

## **LETTER OF AGREEMENT NO. 1 and NO. 2 were merged into new LETTER OF AGREEMENT NO.1**

### **AGREEMENT ON THE LABOUR RELATIONS COMMITTEE (LRC)**

The intent of the Union (Unifor) and Bell Technical Solutions is to work together in an ongoing effort to strengthen the working relationship throughout the entire organization.

Both parties wish to formalize joint committees responsible for administering the application of various processes and obligations, within the current Collective Agreement.

Both parties wish to formalize a forum to develop the consistent application of the current Collective Agreement and to discuss other matters that may affect the workforce.

Therefore, the parties agree to maintain a joint committee, namely the "Labour Relations Committee" (LRC). The mandate of the LRC will be :

- a) To support the application of processes within the Collective Agreement- including but not limited to upgrades, transfers, inter-provincial assignments, employee benefits, etc.,
- b) The forum for discussing any changes in the business that could affect the workforce,
- c) To review and suggest changes to all new or modified policies issued by the Company,
- d) To clarify, where required, the interpretation and the application of various provisions of the Collective Agreement as required,
- e) To review trends related to grievances or workplace issues that may arise from time to time, without addressing individual grievances. The LRC will have no authority over grievances that are currently in the grievance process (articles 13 and 14).

- f) To establish and mandate future committees when the need arises,
- g) To review the effectiveness of various forums created by the LRC,
- h) To jointly communicate outcomes derived from the LRC when necessary.

In addition to its mandate above, the LRC shall serve as the forum for information sharing and discussion on the following matters, as provided for in the applicable Letters of Agreement.

- a) **Joint Skills Development Committee (JSDC)** – Quarterly updates to:
  - I. Review and evaluate current and future skills development and training programs.
  - II. Support consistency of skills development programs across the province of Ontario.
  - III. Promote the development and maintenance of effective and up-to-date skills for employees in the bargaining unit.
  - IV. Develop methods to encourage experienced Technicians to act as Mentors and Trainers.
- b) **Daily Movements** – Upon request, information and discussion regarding daily movement processes as set out in Letter of Agreement #19
- c) **Employee Benefits Programs** – Annual discussion of benefits matters referenced under Letter of Agreement #8, including general trends or program changes.
- d) **Support for Employees Experiencing Racial Discrimination** – Annual updates regarding support frameworks and initiatives established under Letter of Agreement #24, excluding individual cases

3) The LRC will be formed by equal members as follows:

<u>Company*</u>	<u>Union **</u>
<ul style="list-style-type: none"> <li>• Director – LR, HR, H&amp;S, Communications</li> <li>• Senior consultant – Labour relations</li> <li>• Two (2) Directors operations</li> <li>• One (1) Senior manager operations</li> </ul>	<ul style="list-style-type: none"> <li>• Bargaining committee members</li> <li>• National representative</li> </ul>

\*Any additional participants may be invited to attend these said meetings.

\*\* Article 5.06 Health and Safety Representative will only participate in the JSDC discussions.

4) The LRC will meet quarterly in hybrid mode at the Company's Corporate Office or at any other mutually agreed-upon location. The members of Union LRC will be in-person for those quarterly. Any ad-hoc LRC meetings will be held virtually.

5) All discussions of the committee that take place at an LRC meeting are "working discussions" and do not constitute an agreement to modify the existing language or procedures in the Collective Agreement.

6) Any discussion that results in a change to the application of the Collective Agreement in whole or in part shall be in the form of a Memorandum of Agreement signed by the parties.

7) Any Memorandum of Agreement signed by the parties will be posted on the Company website with the posted minutes of the meeting.

8) It is understood that the above does not limit the ability of the Company to issue policies.

### **LETTER OF AGREEMENT NO.3**

#### **AGREEMENT ON SEASONAL LEAVE**

90/10 and 80/20 Seasonal Leave

Provided that the employee agrees to take a maximum of ~~two (2)~~ **three (3)** weeks of vacation, as per Article 19.06, during the period of **June** 1<sup>st</sup> through September 30<sup>th</sup>, a 90/10 or 80/20 seasonal leave with income averaging will be offered to regular employees subject to mutual agreement between the Company and the employee.

**The rest of the letter remains the same.**

### **LETTER OF AGREEMENT NO. 7**

#### **AGREEMENT ON UPGRADE OF STATUS FOR ALL CATEGORIES OF EMPLOYEES**

DELETE IN ITS ENTIRETY AND AMEND AS FOLLOWS:

#### **Upgrade and Transfer Process**

**1. Prior to every other eight-week schedule, the Company will use the most recent**

seniority list to determine the number of vacancies available for each classification as outlined in Article 16.02(e) by common locality. This information will be communicated by email to the Union Labour relations committee for its consideration.

2. The Company will post internal vacancies for all employees within the bargaining unit. These postings will remain open for a period of 14 calendar days, during which employees may express their interest in the available positions.

3. The Company will adhere to the maximum percentages specified for each classification in Article 16.02(e) and will prioritize the most senior employee who applies for the posted vacancy, provided that this employee has more seniority than the next eligible employee for an upgrade in the common locality where the vacancy exists. It is understood that the selected employee will accept the status of the position they are awarded.

4. Should an employee wish to apply for multiple positions, they may select up to three options and rank each position from 1 to 3, with 1 being their first choice and 3 being their least preferred choice.

5. In instances where relocation is necessary, the costs associated with relocation will be borne by the employee, if applicable. Employees will be provided up to thirty (30) days from the effective date of the transfer to complete the relocation.

In the event an employee is unable to relocate within this timeframe, the Company may rescind the transfer and proceed to the next eligible candidate.

6. If an employee declines the position offered, the next candidate in line will be selected based on the established criteria.

7. In the event that there are no applicants for a vacancy, the next eligible employee for an upgrade in the common locality where the position was posted will be automatically upgraded.

8. The Company will set up a virtual meeting to review the number of upgrades required for the province of Ontario with the LRC committee. The effective date of the upgrades will be communicated to the LRC committee and shouldn't be later than the first day of the next applicable eight-week schedule.

9. Upon receipt of the upgrade offer, the employee will have seven (7) days to return all necessary documentation, duly completed and signed, to Labour Relations. Where applicable, and in accordance with the benefits program, any salary adjustment and defined contribution plan changes will be applied retroactively to the effective date of the upgrade. Failure to return the required documentation

within the specified timeframe will in the employee forfeiting eligibility for the upgrade or transfer, and the Company will proceed with to the next eligible employee accordingly.

10. A list of eligible employees will be prepared as of each every other eight-week schedules. The LRC will aim to maintain the following percentages to provide the required flexibility in the common locality:

- 65% of technicians as Regular Full-Time Employees
- 15% of technicians as RFI-1
- 15% of technicians as RFT-2
- 35% of technicians as RFT-3
- 35% of technicians as Regular Part-Time Employees

**Upgrades for Logistics Attendants:**

11. Simultaneously, when the Company and the LRC committee reviews the number of upgrades for Technicians, they will also determine the number of upgrades for Logistics Attendants. Upgrades for Logistics Attendants will be based on the conditions outlined in the Letter of Agreement #21 on Logistics Attendants. For clarity, upgrades within Logistic attendants, are not subject to the internal posting process outlined in Point 2.

12. Logistics Attendants who wish to apply for an Installation & Repair (I&R) Technician vacancy must do so through the internal posting process available to all employees, as outlined in Point 2 above, provided they are fit and qualified to perform the work.

13. The Company agrees to place the Logistics Attendant in the next class of I&R Technician training scheduled for the common locality.

**Upgrades for the Cabling division:**

14. In conjunction with the upgrade process for I&R Technicians, the Company will also review the number of upgrades within Cable Pullers, working towards the following percentages to ensure flexibility within the common locality:

15. Structured cabling technicians who wish to apply for an Installation & Repair (I&R) Technician vacancy must do so through the internal posting process available to all employees, as outlined in Point 2 above, provided they are fit and qualified to perform the work.

**16. The Company agrees to put the Technician in the next class of I&R Technician training being held in the Common Locality in order to provide the required skills upgrade.**

**i) 65% of Cable Pullers as Regular Full-Time Employee**

- 15% RFT-1**
- 15% RFT-2**
- 35% RFT-3**

**ii) 35% of Cable Pullers as Regular Part-Time Employees**

**17. In addition, the Company will review the number of upgrades for Cabling Technicians working towards the following percentages to ensure flexibility within the common locality:**

**i) 65% of Cabling Technicians as Regular Full-Time Employee**

- 15% RFT-1**
- 15% RFT-2**
- 35% RFT-3**

**ii) 35% of Cabling Technicians as Regular Part-Time Employees**

**For clarity, upgrades within the Cabling Division, including Cable Pullers and Cabling Technicians, are not subject to the internal posting process outlined in Point 2 and employees will be upgraded automatically in accordance to their seniority and percentage mentioned above.**

### **Mutual Transfer Program**

**18. The parties agree to establish a mutual transfer program that permits like-for-like permanent transfers between common localities.**

**19. A mutual transfer may occur between two (2) employees provided that both employees are in the same occupation and hold the same employment status, and are fully qualified to perform the duties of the position in the receiving common locality.**

**20. A mutual transfer shall result in the permanent transfer of both employees. The corresponding work centre shall become each employee's reporting centre effective the date of the mutual transfer. Any relocation costs associated with a**

mutual transfer shall be borne entirely by the employees.

21. An employee may voluntarily accept a downgrade in status in order to meet the eligibility requirements of the mutual transfer. Employees acknowledge that accepting a lower status may result in other employees with less seniority receiving priority scheduling in accordance with the Collective Agreement.

22. Approval of the mutual transfer shall be subject to operational and service requirements and the Company's assessment of each employee's qualifications and performance. Only employees whose are not currently on a Performance Improvement Plan (PIP) will be eligible for consideration.

23. An employee who completes a mutual transfer shall not be eligible to participate in another mutual transfer for a period of twenty-four (24) months from the effective date of the transfer.

24. This agreement represents a mutual understanding between the Union and the Company regarding the upgrades and transfer processes for all categories of employees and aims to foster a fair and efficient working environment.

## LETTER OF AGREEMENT NO.9

### AGREEMENT ON BRANDED CLOTHING

Item	Value
Baseball cap	5 pts
Tuque	5 pts
Long sleeve T-shirt	10 pts
Bermuda shorts	20 pts
Long sleeve shirt	20 pts
Short sleeve shirt	20 pts
Polo	20 pts
Pants (4 seasons)	25 pts
Hoodie	25 pts
Cardigan	30 pts
Softshell	45 pts
Winter coat <b>black</b>	80 pts
Winter pants	90 pts
Winter coat –	100 pts

<u>Winter coat – Hi viz yellow &amp; blue</u>	<u>100 pts</u>
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**\*It is agreed that the item “Winter coat-orange” will be progressively discontinued during the term of the present agreement.**

**As of this discontinuation, this item will be replaced by the “High-visibility winter coat- yellow and blue” which will thereafter be recognized as the applicable winter equipment under the branded clothing.**

**The rest of letter remains the same**

### **LETTER OF AGREEMENT #13**

#### **AGREEMENT ON STRUCTURED CABLING DIVISION**

- 5) Employees included in the Structured Cabling common localities of the Service Territories that are part of the GTA area (416, 905E, **Markham, 519N (Orangeville)**, 905C, 905W) will be scheduled by structured cabling common localities but may work on various projects in the GTA area based on the needs of the business and skills. Daily transfers may occur outside of the GTA area for special projects or national accounts.

**The rest of the letter remains the same.**

### **LETTER OF AGREEMENT # 19**

#### **DAILY MOVEMENTS**

- 7) **This letter of agreement pertains exclusively to daily movements during regularly scheduled hours and shall not apply during period of reduced hours. For clarity, this letter of agreement shall not conflict with the stipulations set forth in Article 16.03 of the collective agreement.**

**The rest of the letter remains the same.**

### **LETTER OF AGREEMENT #27**

## **VOLUNTARY SEPERATION PACKAGE**

- 1) Whereas during the bargaining for the renewal of the Collective Agreement between the Company and the Union, the parties agreed that the Company could offer 120 voluntary separation packages (VSP) to the members of the bargaining unit. The VSPs would be offered as follows:
  - a. ~~75~~**30** VSP offered between the third and fourth quarter of 2026
  - b. ~~50~~**30** VSP offered in the fourth quarter of 2027
  - c. ~~50~~**30** VSP offered in the fourth quarter of 2028
  - d. ~~50~~**30** vsp offered in the fourth quarter of 2029

The VSP will be offered to all **active regular full-time** employees in the period identified above who are actively at work and covered by the collective agreement at the period that the VSPs are offered and who are at least at step 10 of the salary grid.

- 2) Voluntary Separation Payment

The VSP will consist of a lump-sum payment equivalent to 0.5 months of base salary (excluding overtime) for each completed year of service, subject to a maximum of ~~nine~~**twelve (12)** months.

**The rest of the letter remains the same**

## **LETTER OF AGREEMENT # XX**

### **TEMPORARY PAYROLL FOLLOW UP COMMITTEE**

**Whereas the parties recognize the importance of ensuring prompt and effective follow-up in the event of payroll irregularities and, as much as possible, avoiding grievances;**

**Whereas the parties wish to ensure the continuous improvement of time entry, payroll validation, and payroll deposit processes;**

**Whereas a new process has been implemented to ensure prompt and effective follow-up in the event of payroll irregularities, defined as follows:**

- a) **The Employee opens a ticket in the existing BTS payroll tools;**
- b) **If the situation is not resolved within three (3) business days, the Union may submit a payroll-related investigation request under the Employer's formal**

- escalation process;
- c) The Employer provides follow-up to the Union through the “Temporary Payroll Follow-Up Committee,” as defined in this Letter of Agreement;
  - d) If the situation remains unresolved despite steps a), b), and c), the grievance procedure provided for in the collective agreement shall apply.

Whereas the parties wish to maximize opportunities for resolving issues at the source and avoid the grievance process whenever possible;

THEREFORE, the parties agree to the following:

1. The preamble forms an integral part of this agreement.

#### **Purpose**

2. This Letter of Agreement establishes a temporary discussion and follow-up committee for payroll-related investigation requests submitted under the Employer’s formal escalation process, in order to ensure prompt follow-up on all past and current payroll errors.

#### **Duration**

3. The committee will be established for the duration of the collective agreement. The frequency of virtual meetings will be:
  - First six (6) months: each pay cycle.
  - Next six (6) months: every three (3) pay cycles.
  - Following the above, when requested by either party

#### **Committee Composition**

4. The committee will consist of three (3) representatives from the Employer and four (4) representatives from the Union.
  - For the Employer: one (1) payroll validation representative, one (1) payroll services representative, and one (1) representative from the Human Resources team;
  - For the Union: two (2) representative for the Quebec technicians’ union and two (2) representative for the Ontario technicians’ union.

#### **Committee Mandate**

**5. The committee's mandate is to:**

- **Ensure prompt and rigorous follow-up on all payroll-related investigation requests submitted under the Employer's formal escalation process;**
- **Review recurring or systemic issues;**
- **Ensure resolution at the source in order to avoid resorting to the grievance process;**
- **Promote effective and transparent communication.**

**Protection of Grievance Time Limits**

**6. The Employer will protect the time limits for filing payroll-related grievances as long as these cases are handled within the escalation process and discussed at the Temporary Payroll Follow-Up Committee, or at the latest six (6) months following submission to the formal escalation process.**

**7. The Union will not file payroll-related grievances if the process described in this Letter of Agreement is not followed and if the matter has not been reviewed by the temporary committee. In no way will the above conflict with Article 13 of the Collective Agreement.**

**Effective Date**

**8. This Letter of Agreement comes into effect on the date of signature and will expire on May 7, 2030.**

**IN WITNESS WHEREOF, the parties have signed this Letter of Agreement.**

**LETTER OF AGREEMENT NO. XX**

**APPLICATOIN OF 24 MONTHS WITHIN 9.05- MANAGEMENT ASSIGNMENT**

**The parties agree to the following regarding Article 9.05 of the Collective Agreement:**

**The twenty-four (24) month lifetime period referenced in Article 9.05 (b) shall being only on the date of ratification of the Collective Agreement containing the revised Article 9.05.**

**Any time spent by an employee in a management position prior to ratification shall not be counted toward the twenty-four (24) month maximum described in Article 9.05 (b).**

**LETTER OF AGREEMENT N.XX  
MEDICAL ACCOMMODATIONS:**

**Whereas the Company and the Union recognize their respective obligations to accommodate employees who are facing restrictions to perform the full duties of their position due to disability or medical restrictions, up to the point of undue hardship.**

**Whereas the Parties acknowledge that most bargaining unit positions at Bell Technical Solutions require field-based work involving physical effort (e.g. climbing, lifting, driving, using tools and equipment), and that opportunities for sedentary or non-field duties are very limited.**

**Whereas the Parties acknowledge that the employees have the responsibility to check for job opportunities and may apply for such positions through the normal posting and selection process**

**The parties agree as follows:**

- 1. The Company will continue to make reasonable efforts to accommodate employees in their existing positions wherever feasible, including temporary or permanent modified duties, provided that these duties respect the employee's medical restrictions and remain compatible with operational requirements and business needs. For greater clarity, nothing in this provision requires the Company to create a new position, to displace another employee, or to permanently remove the essential duties of a position.**
- 2. Where accommodation within the employee's current role is not feasible, the Company, the employee and the Union will collaborate to identify existing job opportunities that may be suitable.**
- 3. The Parties will establish an Accommodation Review Committee consisting of:**
  - The Senior Manager, Labour Relations, or their delegate**
  - The Unifor National Representative, or their delegate**
  - A Senior Manager representative from the Business Unit**

**Other key stakeholders may be invited to participate in the Committee's work on a case-by-case basis.**

4. The Committee's role is to support the accommodation process by reviewing complex or extended cases that are referred to it by the Parties, engaging in discussions, identifying viable accommodation options, and providing recommendations. The Committee does not replace the normal decision-making responsibilities of management, nor the rights of the Union or employees under the Collective Agreement. Referral of a case to the Committee is not a mandatory precondition to implementing or modifying an accommodation measure.
5. Active accommodation cases referred to the Committee by the Parties will be jointly reviewed, as required, normally on a quarterly basis. Reviews will include updated medical restrictions information (where available) and consideration of available duties. The meetings of the Committee will be held via conference call.
6. Should any issues arise concerning the Committee or the application of this LOA, the parties agree to address them at the Labour Relations Committee meetings, allowing for ongoing dialogue and adjustment as needed.

## **LETTER OF AGREEMENT NO.XX**

### **AGREEMENT ON TARGETED VOLUNTARY SEPERATION PACKAGE**

It is agreed that the Company will offer up to one hundred and twenty (120) targeted Voluntary Separation Programs ("Targeted VSPs") in addition to those offered pursuant to Letter of Agreement No. 27

Targeted VSPs will be offered:

- Through several initiatives and as long has the total number of takers does not exceed one hundred and twenty (120) for the duration of the collective agreement;
- To one or more specific locations, without obligation to offer them on a provincial basis.

To be eligible employees will need to be:

- An Active Regular full time at work.
- At step ten (10) or higher of the salary grid.

If, for any reason, or in the Company's discretion, a workforce adjustment is necessary, the Company will offer targeted voluntary separation offers to adjust its workforce before proceeding.

## **1. Voluntary Separation Payment**

**The VSP will consist of a lump-sum payment equivalent to 0.5 months of base salary (excluding overtime) for each completed year of service, subject to a maximum of twelve (12) months.**

**The payment will be deposited into the employee's bank account within sixty (60) days following their departure from the Company.**

## **2. Application process**

**Within the targeted locality identified by the Company and considering eligibility criteria above, applications will be accepted based on seniority, up to the maximum number of Targeted VSPs identified at the outset. Employee will be notified of the status of their application by email.**

**Employees must be actively employed on the day prior to their departure date in order to be eligible for a VSP.**

## **4. Departure Date**

**The employee's departure date will be determined by the Company.**

## **5. Release**

**Employees selected for the Targeted VSP will be required to sign a full and final release in favour of the Company.**

## **6. Irrevocability**

**Once an employee has received written confirmation from the Company of their departure date, the employee may not withdraw their application and may not remain employed beyond the identified departure date.**

## **7. Vacation**

**Employees selected for the Targeted VSP must take all accrued vacation before their departure date, unless determined otherwise by the Company. Vacation accrued during the year of departure will be paid on a pro-rate basis, based on time worked in the reference year.**

## **8. Other provisions**

**An employee who has received a Targeted VSP under this Letter of Agreement may not be rehired by the Company or by any BCE Inc. wholly owned subsidiary for a period equivalent to the number of months of separation payment received.**

**Employees aged fifty-five (55) and over who accept a Targeted VSP may continue to receive the 35% employee discount, provided that their combined age and years of service total at least eight (80).**

## TECHNICIANS WAGE GRID

Step 2-14	2.00%	2.00%	2.00%	2.00%
Step 15	3.00%	3.00%	3.00%	3.25%

Hourly Rate as of May 8, 2026	Hourly Rate as of May 8, 2027	Hourly Rate as of May 8, 2028	Hourly Rate as of May 8, 2029
—————\$	—————\$	—————\$	—————\$
\$ 21.64	\$ 22.08	\$ 22.52	\$ 22.97
\$ 22.82	\$ 23.27	\$ 23.74	\$ 24.21
\$ 23.99	\$ 24.47	\$ 24.96	\$ 25.46
\$ 25.17	\$ 25.68	\$ 26.19	\$ 26.71
\$ 26.35	\$ 26.87	\$ 27.41	\$ 27.96
\$ 27.53	\$ 28.08	\$ 28.64	\$ 29.21
\$ 28.70	\$ 29.28	\$ 29.86	\$ 30.46
\$ 29.98	\$ 30.58	\$ 31.19	\$ 31.81
\$ 31.05	\$ 31.67	\$ 32.30	\$ 32.95
\$ 32.23	\$ 32.88	\$ 33.53	\$ 34.20
\$ 33.29	\$ 33.96	\$ 34.64	\$ 35.33
\$ 34.35	\$ 35.04	\$ 35.74	\$ 36.46
\$ 35.77	\$ 36.49	\$ 37.22	\$ 37.96
\$ 38.63	\$ 39.78	\$ 40.98	\$ 42.31

**LOGISTICS ATTENDANTS AND CABLE PULLERS WAGE GRID**

Step 1-12  
 Additional \$0.50 on step 12  
 in the last year

3.00%	3.00%	3.00%	3.25%
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Hourly Rate as of May 8, 2026	Hourly Rate as of May 8, 2027	Hourly Rate as of May 8, 2028	Hourly Rate as of May 8, 2029
\$ 19.45	\$ 20.03	\$ 20.63	\$ 21.30
\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.81
\$ 20.37	\$ 20.98	\$ 21.61	\$ 22.32
\$ 20.84	\$ 21.46	\$ 22.11	\$ 22.82
\$ 21.32	\$ 21.96	\$ 22.62	\$ 23.35
\$ 21.90	\$ 22.55	\$ 23.23	\$ 23.99
\$ 22.46	\$ 23.14	\$ 23.83	\$ 24.61
\$ 23.06	\$ 23.75	\$ 24.47	\$ 25.26
\$ 23.65	\$ 24.36	\$ 25.09	\$ 25.90
\$ 24.24	\$ 24.96	\$ 25.71	\$ 26.55
\$ 26.04	\$ 26.82	\$ 27.62	\$ 28.52
\$ 27.44	\$ 28.26	\$ 29.11	\$ 30.56

CN/kw:cope.343