

# 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 Saturday, May 14, 2022.

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**

**Kevin Paddon, Local 31**

**Mike Snell, Local 30-O**

**Clayton Nunn, National Representative**

- Wages – 13% increase
- Step 1 and 2 Deleted and Wage Progression Reduced by 1 year
- Benefits – \*NEW\* Omni-Flex Plan
  - Reduction in Employee co-pay
  - Added Massage, Athletic Therapist and Acupuncturist
  - STD increase – First 4 weeks 100% (from 66 2/3)
  - Ability to change benefit options yearly
  - No medical note required for paramedical
- RRSP Contributions increased to 5%
- Introduction of Weekend Incentive
- Consecutive Days of Rest established for all employees (Language ran by and approved by legal)
- Reclassifications and Upgrades - All RPT employees with one year of service or more as of May 6<sup>th</sup> will be Reclassified from RPT to RFT immediately following Ratification. (307 Reclassifications Total)
- 225 VSPs
- TGP Bank increase to 500 hours
- Daily Per Diem increased to \$70.00
- Scheduling / Work Life Balance Improvements
- Daily Movement Improvements
- Improvements to Part Time Language
- Improvements to Part-Time / Student overtime pay
- No Forced overtime for RFT-1 employees
- Addition of New Stat Holiday – National Day of Truth and Reconciliation
- Enhancements to Bereavement Leave
- Improvement to the Grievance Process – \*Reduced to Two Step Process
- New MOA – International Day for The Elimination of Racial Discrimination
- Creation of an Anti-Racism Advocate
- Vacation Improvements for Part-Time Employees
- Significant reduction in Full-Time employees forced to work a Statutory Holiday
- Amendments / Language Improvements in:
  - Probationary Period
  - Notice Period - Re: Job Creation
  - Permanent Transfer Procedure
  - Temporary Transfers
  - Job Posting Process
  - Training Activities
- NO CONCESSIONS!

<b>ARTICLE 1 - RECOGNITION AND SCOPE</b>	
1.02	Whenever a new job title is established during the term of this Agreement, the new job shall be covered by the present Collective Agreement. <b>The parties agree to meet at least forty-five (45) calendar days prior to finalizing or posting such positions</b> and the parties agree to negotiate wages and working conditions. <del>for these new positions.</del>
<b>ARTICLE 5 - UNION OFFICER</b>	
5.02 b)	Where a Union Steward is unable to represent the employees in their group, another Union Steward may be substituted in their place and the Company shall be so informed <b>by the Local Union.</b>
5.03	The Union shall provide the Company, <b>quarterly</b> and in writing the names of Union Officers and Union Stewards.
<b>ARTICLE 6 - TIME OFF FOR UNION BUSINESS</b>	
6.02 c)	<b>OTHER UNION BUSINESS</b>  The Union shall not be required to provide the Company with an explanation for time off requested for Union business that will be billed by the Company to the Union (OSP). Such time off shall be requested in accordance with Article 6.05. The provisions under Article <b>6.04</b> shall not apply.
6.03	The Local Union shall be granted one (1) hour for a <b>Union Steward and a Health and Safety Representative</b> 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.
<b>ARTICLE 8 - DEFINITIONS</b>	
8.06	The probationary period for a new employee includes the basic training period, which encompasses in-class training and the one-on-one mentoring period, plus <del>four hundred and eighty (480) regular hours worked</del> <b>560 hours excluding any absence and modified work hours</b> immediately following the basic training period.  <del>However, in an exceptional circumstance, if agreed upon by the Union in writing, the Company may extend the probationary period. The maximum length of extension is two hundred and forty (240) regular hours worked.</del>  During the probationary period, the employee may be terminated for any reason at the sole discretion of the Company. The Company will inform the Union of their reason for termination.

8.08	<p><del>Team Territory</del> <b>Common Locality</b> is defined as a city or town as described in Appendix "B", under the control of Operations Management, that contains one (1) or more Teams. A <del>Team Territory</del> <b>Common Locality</b> can only be in one <del>Service Territory</del>.</p> <p><b>*Further changes will be required in the collective agreement to align with new definitions.</b></p>
<b>ARTICLE 9 - SENIORITY</b>	
9.04	<p><b>NOTICE TO THE UNION</b></p> <p>The Company shall notify in writing within seven (7) calendar days the Union Chief Stewards involved <del>and the Unifor Notification email address</del> of any hiring, reclassification, permanent transfer, <b>attrition</b> and temporary transfer of more than fifteen (15) calendar days, or of a promotion to a management position.</p> <p>The Company further agrees to notify the Union Chief Stewards involved <del>Local and the Unifor Notification email address</del> of any retirement, resignation, the death of an employee, or of any authorized leave of absence of more than fifteen (15) calendar days.</p> <p><b>The union agrees to provide the Senior manager responsible for each local the name of the chief steward and their corresponding email address. Email addresses provided must be BTS or Unifor specific addresses.</b></p>
9.06 b)	<p><b>RECALLING PART-TIME EMPLOYEES</b></p> <p>Prior to hiring any employee within a Service Territory, the Company shall offer the position to the Part-Time Employee with the most accumulated seniority <del>who is qualified to perform the work</del> and whose name is on the recall list within that Service Territory.</p>
<b>ARTICLE 11 - HEALTH AND SAFETY</b>	
11.07	<p>In the event extreme weather conditions arise that may potentially place employees at risk in a region, the Regional Health and Safety Committee Co-Chairs will consult and make their recommendation(s), then the Company will determine if field operations should be suspended.</p> <p><b>In the event that extreme weather conditions impact over multiple regions, Union Representative as per Article 5.06 and their Company counterpart can be consulted as required.</b></p>

<b>ARTICLE 12 - DISCIPLINARY OR NON-DISCIPLINARY ACTION</b>	
12.02	<p>The Union Steward shall be present when disciplinary or non-disciplinary action, including verbal counselling, is issued. However, the employee may refuse to be accompanied by his Union Steward at the meeting preceding the handing out of the disciplinary or non-disciplinary action.</p> <p>Such disciplinary action <del>shall</del> <b>must</b> be handed out within thirty (30) calendar days, from the time management knew or reasonably ought to have known of the events leading to the disciplinary action.</p> <p><b>If the employee is not present at work at the end of the thirty (30) calendar days then the disciplinary measure must be handed out within the first five (5) days worked immediately following the return to work.</b></p>
12.03	<p>The Company <del>shall</del> <b>must</b> notify immediately, in writing, the employee and their Steward of the imposition of any disciplinary or non-disciplinary action taken against them and give the specific reasons for such action</p>
<b>ARTICLE 13 - GRIEVANCES</b>	
13.03	<p><b>GRIEVANCE PROCEDURE</b></p> <p><b>STEP 1</b></p> <p>A grievance shall be submitted within forty-five (45) calendar days from the time the employee knew or could reasonably be expected to have known of the event allegedly giving rise to the grievance, to the Senior Manager Field Operations by the Union Steward and the Grievor or the Union Steward alone.</p> <p>The Senior Manager Field Operations shall meet with the Chief Steward, the Union Steward and the grievor if required by the union, and shall render their decision within ten (10) calendar days of being advised of the grievance. The Senior Manager Field Operations shall also enter a written statement of position. The Senior Manager Field Operations may ask another member of the management team and/or administration, to participate in Step 1.</p> <p>In the case of a grievance arising as a result of an employee termination, the grievance may be submitted directly to the <del>Divisional Director</del> <b>Senior Manager Labour Relations or their designate</b> at Step 2.</p>
13.04	<p><del>STEP 2</del></p> <p><del>13.04 Where the grievance has not been settled at Step 1, it may be submitted to the Divisional Director by the Union Steward or the Chief Steward within fifteen (15) calendar days of the disposition of the matter at Step 1</del></p>

13.05	<p><del>13.05 The Divisional Director shall meet with the Chief Steward, the Union Steward and the grievor, if required by the union, and shall render their decision within fifteen (15) calendar days of being advised of the grievance, and shall also enter a written statement of position.</del></p> <p><del>a) A National Union Representative may participate in Step 2 of a grievance</del></p> <p><del>b) The Divisional Director may ask another member of the management and/or administration team, to participate in Step 2.</del></p>
13.06	<p><b>STEP 2</b></p> <p>All grievances that have not been settled at <b>Step 1</b> may be submitted to the Senior Manager Labour Relations <b>or their delegate</b> by the National Union Representative within thirty (30) calendar days following the decision received at Step 1.</p> <p>The Union and the Company shall agree on a schedule of predetermined dates for the presentation of all grievances at <b>Step 2</b> in order to expedite the process.</p> <p>The Senior Manager Labour Relations must meet the National Union Representative and the Chief Steward <b>and/or designate</b>. 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.</p> <p>The Senior Manager Labour Relations, if they so wish may ask another member of management and/or administration team to participate in the meeting.</p>
<b>ARTICLE 14 - ARBITRATION</b>	
14.05	<p><b>EXPEDITED ARBITRATION</b></p> <p>Where the matter at issue is one relating to the alleged violation of section 12.01, it <del>may</del> <b>must</b> be submitted to the following process of expedited arbitration.</p>
<b>ARTICLE 16 - HOURS OF WORK</b>	
16.01 d)	<p>The choice of hours of work and days of work <b>of employees in a Common Locality</b> will be established by the <b>Company Team, on the basis of seniority</b>, taking into consideration the requirements of the job and the need of regular employees on all tours. <del>If the Team is unable to come to an agreement, seniority shall apply according to the requirements of the job.</del></p>

	<p>At least fifteen (15) days prior to the start of the eight (8) week schedule, the Company will schedule a call with all Local Chief Stewards in order to review issues that may arise.</p>
16.01 g) new	<p>At the request of the employee, and if approved, the meal period shall be a thirty (30) minute unpaid period and taken around the middle of the working day. Such request will be made during the preparation of the eight (8) week schedule and granted by seniority, according to the requirements of the job.</p> <p>*Note: 16.01 g) in the CBA will become 16.01 h)</p>
16.02 d)	<p>Regular Full-Time employees shall not be scheduled single days of rest. This applies whether or not the hours of work are being averaged over a two (2) week period.</p> <ul style="list-style-type: none"> <li>i. In the event that an employee has had a TGP request approved prior to the release of the eight (8) week schedule and the company is able to grant that day as a DOR consecutive to another DOR, the company may cancel the TGP request.</li> <li>ii. If a paid statutory holiday creates a single day of rest, the additional day of rest can be scheduled as per the employee's preference. The preference needs to be selected prior to the preparation of the eight (8) week schedule and is granted by seniority according to the requirements of the job.</li> <li>iii. RFT 1 employees will have blocks of two (2) days of rest on Saturday and Sunday except between Sunday preceding June 1<sup>st</sup> to the Saturday preceding September 30<sup>th</sup>.</li> <li>iv. It is understood that scheduling of consecutive days of rest will be prioritized for seniority rights during the build of the 8 week schedule.</li> <li>v. It is understood that Sunday for an RFT-1 is still considered to be a day of rest (DOR).</li> </ul>
16.02 e)	<p>Regular Full-Time (RFT) employees as defined in Article 8.03 are divided in three (3) different classifications:</p> <ul style="list-style-type: none"> <li>i) RFT-1: This classification will constitute fifteen (15%) of the employees within the common locality that shall not be scheduled on Sundays or on two (2) consecutive Saturdays. It is understood that Sunday for an RFT-1 is considered to be a rest day.</li> <li>ii) RFT-2: This classification will constitute fifteen (15%) of the employees within the common locality that shall not be scheduled on two (2) consecutive weekends.</li> </ul>

	<p>iii) RFT-3: This classification will constitute thirty-five (35%) of the employees within the common locality <b>which shall be scheduled a minimum of two (2) weekends off in an 8 week schedule</b> <del>that shall not be scheduled more than six (6) out of eight (8) weekends, in an eight (8) week schedule</del> period as specified in article 16.01 (b) and <b>Appendix "H"</b>.</p>
16.04 j)	<p>Start time and shift duration of guaranteed days of work shall be confirmed <b>seven (7) days in advance</b>. <del>no later than seven o'clock (7:00 p.m.) the night before (DD-1).</del></p>
16.05 e)	<p><b>When a Student graduates (all courses completed and confirmation of no re-enrollment into another program), they will notify the Company and the Union in writing, of their intent to reclassify as a Regular Part-Time employee. In the absence of an intent to reclassify, the Student will no longer be employed.</b></p>
<b>ARTICLE 17 - OVERTIME</b>	
17.02	<p>"Overtime" for a Part-Time Employee or a Student is defined as the hours worked</p> <ul style="list-style-type: none"> <li>a) in addition to <b>regular scheduled hours for a day</b>; or <del>to ten (10) hours per day</del></li> <li>b) in addition to forty (40) hours per week.</li> </ul>
17.03 b)	<p><b>When the Company offers overtime on due date -1 (DD-1) for the next day, Work Force Management (WFM) will extend a response time of at least three (3) hours.</b></p>
17.04	<p>In the event that there are not enough volunteers, the Company shall, according to the requirements of the job, assign overtime hours within the <b>Common Locality</b> <del>Team Territory</del> in the following order:</p> <ul style="list-style-type: none"> <li>1) RPT employees in reverse order of seniority</li> <li>2) RFT employees in reverse order of seniority</li> </ul> <p><b>When the Company assigns overtime in a Common Locality on due date -1 (DD-1) or before, the Company will not move an employee from one common locality, to work in another common locality, until such time that every employee within the receiving common locality, able to do the job, has been assigned or scheduled on due date -1 (DD-1) in compliance with Articles 16 and 17 of the collective agreement.</b></p>



17.05 b)	<p>Notwithstanding Article 17.05 (a), the Company agrees to give as much advance notice as possible that an RFT employee may have to work assigned overtime.</p> <p>In any case, for RFT-1, RFT-2 and RFT-3 the number of assigned overtime hours will be limited as follows:</p> <ul style="list-style-type: none"> <li>i) RFT-1 employees will <del>a maximum of sixteen (16)</del> <b>not be</b> assigned overtime hours <del>for that calendar year.</del></li> <li>ii) RFT-2 employees will be limited to a maximum of fifty-six (56) assigned overtime hours for that calendar year.</li> <li>iii) RFT-3 employees will be limited to a maximum of ninety-six (96) assigned overtime hours for that calendar year.</li> <li>iv) When a RFT employee has worked a total of eight (8) hours of voluntary overtime in a pay period, the employee will not be required to work additional overtime hours during that pay period. The Company will not force such employee to work more than the maximum hours authorized by the Law.</li> <li>v) When an employee has worked more than two (2) hours of overtime in a pay period, the Company will not be able to assign an overtime shift during the pay period. However, the Company will have the right to extend previously scheduled eight (8) hour shifts by two (2) hours to a maximum of forty-eight (48) hours per week or eight (8) hours per pay period.</li> <li>vi) It is further understood that no employee will be assigned an overtime shift when there are available employees able to do the job on regular hours in the <b>Common Locality Team Territory</b>.</li> </ul> <p><b>**Housekeeping – renumber (i, ii)</b></p>
17.08	<p>The employee who works overtime shall have two (2) options:</p> <ul style="list-style-type: none"> <li>a) Be paid at their normal hourly rate of pay multiplied by one and one-half times (1.5x) for each overtime hour worked; or</li> <li>b) Accumulate hours in a compensating time off bank at the rate of one and one-half times (1.5x) for each overtime hour worked, up to a maximum of <del>four hundred (400)</del> <b>five hundred (500)</b> hours banked.</li> </ul>
17.09 d) new	<p><b>When an employee is scheduled for skills upgrade or in person training, TGP may be refused with the exception of the provisions of Article 17.09 b)</b></p> <p>*This will shift the numbering system with introducing new 17.09 d) (e becomes f; f becomes g).</p>

17.09 e)	Where a Full-Time employee's request for TGP is taken in a block of five (5) days Monday to Friday inclusive, they cannot be scheduled to work the weekend before and after the requested period. <b>Once granted, these requests cannot be cancelled, with less than fourteen (14) calendar days' notice, unless there is an agreement between the employee and the company.</b>
17.10	Where there is a call-out, the Company shall first contact the employees listed on a voluntary call-out list by <del>Common Locality-Town and Team Territory</del> . The Company shall contact the employees who are qualified to do the work by order of seniority. <del>and on a rotating basis.</del>
<b>ARTICLE 18 - STATUTORY HOLIDAYS</b>	
18.01	The following days shall be recognized as <b>paid statutory holidays</b> and employees shall be paid according to the provisions under the present Article: <ol style="list-style-type: none"> <li>1. New Year's Day</li> <li>2. Good Friday</li> <li>3. Victoria Day</li> <li>4. Canada Day</li> <li>5. Civic Holiday</li> <li>6. Labour Day</li> <li>7. <b>National Day of Truth and Reconciliation</b></li> <li>8. Thanksgiving Day</li> <li>9. Remembrance Day</li> <li>10. Christmas Day</li> <li>11. Boxing Day</li> </ol>
18.03	Where a paid statutory holiday falls on a day from Monday to Saturday inclusively it is included in the weekly schedule of all Full-Time Employees for that week. <b>Where the paid statutory holiday falls on the Saturday prior to a week of vacation as outlined in Article 19.11, it is banked.</b>
18.06 a)	Where an employee works on a <b>paid statutory holiday</b> they shall elect one of the following options: <ol style="list-style-type: none"> <li>i. They shall be paid the overtime rate as per Article 17.08. In addition, they shall be entitled to payment according to Article 18.05, or</li> <li>ii. They shall be paid at the overtime rate as per Article 17.08. The Company shall schedule a substitute holiday, by mutual agreement with the employee, with pay according to Article 18.05 within the following twelve (12) months. Substitute holiday not taken by the end of the twelve (12) month period will be paid.</li> </ol>

18.06 b)	<p>The Company will seek volunteers to work on a paid <b>statutory</b> holiday. <b>Employees will be able to indicate their preference to work on a paid statutory holiday up to eight (8) days before said paid statutory holiday. Employees may not remove their preference from working a paid statutory holiday after the eight (8<sup>th</sup>) day preceding said paid statutory holiday.</b></p>
18.06 c)	<p>In the event an insufficient <b>number of</b> volunteers are available, the Company will schedule Part-Time Employees to work. If, after having scheduled all the Regular Part-time Employees to work on a paid <b>statutory</b> holiday, there are still an insufficient number of employees scheduled to meet workload requirement, the Company can schedule no more than twenty percent (20%) of the Regular Full-Time Employees by reverse order of seniority. In the event that less employees are required to work on the paid holiday on DD-1 or before, the Company will first offer Regular Full-Time Employees to be unscheduled on the basis of seniority.</p> <p><b>It is further understood, the total number of volunteers will be applied and count towards the twenty percent (20%) of Regular Full Time employees scheduled to work on a paid Statutory holiday.</b></p>
<b>ARTICLE 19 - ANNUAL VACATIONS</b>	
19.06	<p>Total of nineteen percent (19%) (rounded up to the next full entitlement) of Full-Time employees of a <del>Team Territory</del> <b>Common Locality</b> shall be entitled to take their vacations and/or TGP at the same time, provided the remaining employees are capable of carrying out the work. However, the result of the calculation must not exceed twenty-three percent (23%) (rounded up to the next full entitlement) (minimum one (1) employee) of the Full-Time employees of a <del>Team Territory</del> <b>Common Locality</b> who are on vacation at the same time.</p> <p>Notwithstanding the above-mentioned dispositions, the Company may decide to reduce to five percent (5%) (rounded up to the next full entitlement) the number of Full-Time employees of a <del>Team Territory</del> <b>Common Locality</b> entitled to take their vacations at the same time for two (2) weeks identified during the scheduling process.</p> <p>If this option is exercised, the Company shall increase to twenty-eight and a half percent (28.5%) (rounded up to the next full entitlement) the number of employees of a <del>Team Territory</del> <b>Common Locality</b> entitled to take their vacations at the same time for three (3) weeks (during July or August) identified during the scheduling process.</p>
19.07 c)	<p><del>For Part Time employees, unless there is an agreement between the employee and their Operations Manager, the employee will take their vacation on a five</del></p>

	<del>(5) consecutive day period. A vacation week is from a Sunday to a Saturday inclusively.</del>
19.09	Where an employee is transferred after selecting their vacation, the employee <del>may</del> <b>will have the option to</b> retain their choice. <b>Any changes to vacation choices will be approved based on availability.</b>
19.11	Unless there is an agreement to the contrary between a <del>Regular-Full-Time</del> employee and their Operations Manager, vacations shall be taken in blocks of five (5) days, and shall include the weekend before and after.
<b>ARTICLE 20 - TRANSFERS</b>	
20.01 f)	<del>20.01 f) It is expressly understood that transfer requests will only be considered for employees whose performance on their existing job meets requirements</del>
20.01 g)	The transfer list prepared as per paragraph a) will be considered prior to both upgrade processes, on April 1 <sup>st</sup> and October 1 <sup>st</sup> . <b>All names on the list will be removed after the October upgrade process is completed.</b>
20.02 a)	If the departure on a Regular Full-Time employee in a Common Locality creates a vacancy in the RFT-1, RFT-2 or RFT-3 classifications, based on the percentages outlined at Article 16.02, the Company will communicate an internal posting of the vacant position to all employees of the bargaining unit <b>bi-monthly</b> . The posting will remain open for fourteen (14) days.
20.02 d)	<b>VACANCY POSTING</b>  When the Company hires new employees, an internal posting of the vacant position also be communicated to all employees of the bargaining unit. The internal posting will remain open for seven (7) days. Priority will be given to existing employees, <del>which includes Part-Time Students</del> , by seniority, before hiring externally. It is understood the employee will accept the status of the posted position.
20.03 a)	A temporary transfer shall not exceed ninety (90) calendar days. However, if the parties agree during the application of Article 10 (Force Adjustment - Full-Time employees), a temporary transfer may exceed ninety (90) calendar days.  <b>Any affected Local must be notified of any temporary transfers.</b>

<b>ARTICLE 21 - TRANSPORTATION ALLOWANCE AND LIVING EXPENSES</b>	
21.01	Where the Company transfers an employee as per Article 20.03 and the employee spends the night out of town, the Company agrees that, provided availability, each employee should be accommodated with private sleeping quarters. On such occasions, expenses will be compensated by a daily allowance of <del>fifty-five dollars (\$55.00)</del> <b>seventy dollars (\$70.00)</b> which covers all personal expenses incurred i.e. meals, telephone, laundry, etc. <del>When the employee is away for a portion of the day (as per Article 20.03) meals will be reimbursed to a maximum of \$10.00 for breakfast, fifteen dollars (\$15.00) for lunch and \$25.00 for dinner.</del>
21.02	<p>i. <b>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:</b></p> <ul style="list-style-type: none"> <li>• <b>When an employee receives an allocation for a meal, the meal payable will be lunch (\$20.00).</b></li> </ul> <p>ii. <b>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</b></p> <ul style="list-style-type: none"> <li>• <b>When an employee receives an allocation for two (2) meals, the meals reimbursed will be:</b> <ul style="list-style-type: none"> <li>a. <b>Breakfast (\$15) and Lunch (\$20) when the employee starts work at 8 a.m. or earlier; or</b></li> <li>b. <b>Lunch (\$20) and Dinner (\$30) when the employee starts their workday after 8 a.m.</b></li> </ul> </li> <li>• <b>When an employee travels more than 100 km from their usual work center to perform a task or participate in a training, the employee will receive an allocation for three meals (\$65) when they work 12 hours or more.</b></li> </ul>
<b>ARTICLE 22 - SICKNESS ABSENCES AND BENEFITS</b>	
22.04	Regular employees with <del>more than one (1) year</del> <b>six (6) months of service</b> 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).

	<p>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 2.5% contribution from the employee, the Company will contribute <b>4% five percent (5%)</b> of employee's annual base earnings.</p>
<p><b>ARTICLE 27 - BEREAVEMENT LEAVE</b></p>	
27.02	<p>In the event of the death of their grandparent, mother-in-law, father-in-law (including same sex spouses), grandchild, brother/step-brother, sister/step-sister, <b>son in-law/daughter in-law</b>, or a relative that lives in the principal residence of the employee, the employee has the right to bereavement leave with pay for up to three (3) days. This leave shall normally be taken between the death and the funeral or cremation.</p>
<p><b>ARTICLE 31 - DURATION</b></p>	
31.01	<p>This Agreement becomes effective on the date it is signed, except as otherwise provided, and shall remain valid until May <b>7 9, 2026</b>. 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.</p>
31.03	<p>The Union shall consider the notice to bargain valid if it is addressed to Unifor, <b>115 Gordon Baker Rd Toronto, ON M2H 0A8</b>. The Company shall consider the notice to bargain valid if it is addressed to Bell Technical Solutions Inc., 75 rue J.A. Bombardier, Boucherville, QC J4B 8P1.</p>

## Appendix "A"

"A"

	2022	2023	2024	2025	
Salary increases	<b>Step 3 to 16</b>	2,50%	2,50%	2,50%	2,50%
	<b>Step 17</b>	3,25%	3,25%	3,25%	3,25%
Benefit contribution cost increase +5% (upon Omiflex implementation)		0,5%	0,5%	0,5%	
+1% additional RRSP contribution for employee that are contributing*	1,0%	1,0%	1,0%	1,0%	

+ Removal of step 1 and step 2

+ Entry salary at 19,00\$

\* RRSP contribution (without additional contribution from the employee)

- 44% of eligible employees are contributing

- 12.4% will be available to contribute (Between 6 month to 12 month of service)

### New Salary grid (15 steps) - Technicians

Step	2022	2023	2024	2025
1	19,00 \$	19,48 \$	19,97 \$	20,46 \$
2	19,70 \$	20,19 \$	20,70 \$	21,22 \$
3	20,78 \$	21,30 \$	21,83 \$	22,37 \$
4	21,84 \$	22,39 \$	22,95 \$	23,52 \$
5	22,92 \$	23,49 \$	24,08 \$	24,68 \$
6	23,99 \$	24,58 \$	25,20 \$	25,83 \$
7	25,06 \$	25,69 \$	26,33 \$	26,99 \$
8	26,13 \$	26,78 \$	27,45 \$	28,14 \$
9	27,30 \$	27,98 \$	28,68 \$	29,39 \$
10	28,27 \$	28,98 \$	29,70 \$	30,44 \$
11	29,35 \$	30,08 \$	30,83 \$	31,60 \$
12	30,31 \$	31,07 \$	31,84 \$	32,64 \$
13	31,27 \$	32,05 \$	32,86 \$	33,68 \$
14	32,56 \$	33,38 \$	34,21 \$	35,07 \$
15	34,07 \$	35,18 \$	36,32 \$	37,50 \$

### New Salary grid (12 steps) - Logistics Attendant

- 0,20\$ adjustment at the signature plus the salary increase.

Step	2022	2023	2024	2025
1	17,53 \$	17,97 \$	18,41 \$	18,88 \$
2	17,95 \$	18,40 \$	18,86 \$	19,33 \$
3	18,37 \$	18,83 \$	19,30 \$	19,78 \$
4	18,79 \$	19,26 \$	19,74 \$	20,23 \$
5	19,22 \$	19,70 \$	20,19 \$	20,70 \$
6	19,74 \$	20,24 \$	20,74 \$	21,26 \$
7	20,25 \$	20,76 \$	21,28 \$	21,81 \$
8	20,79 \$	21,31 \$	21,84 \$	22,39 \$
9	21,32 \$	21,85 \$	22,40 \$	22,96 \$
10	21,85 \$	22,40 \$	22,96 \$	23,53 \$
11	23,47 \$	24,06 \$	24,66 \$	25,28 \$
12	24,20 \$	24,99 \$	25,80 \$	26,64 \$

### New Salary grid (12 steps) - Cable Puller

- 0,20\$ adjustment at the signature plus the salary increase.

Step	2022	2023	2024	2025
1	17,53 \$	17,97 \$	18,41 \$	18,88 \$
2	17,95 \$	18,40 \$	18,86 \$	19,33 \$
3	18,37 \$	18,83 \$	19,30 \$	19,78 \$
4	18,79 \$	19,26 \$	19,74 \$	20,23 \$
5	19,22 \$	19,70 \$	20,19 \$	20,70 \$
6	19,74 \$	20,24 \$	20,74 \$	21,26 \$
7	20,25 \$	20,76 \$	21,28 \$	21,81 \$
8	20,79 \$	21,31 \$	21,84 \$	22,39 \$
9	21,32 \$	21,85 \$	22,40 \$	22,96 \$
10	21,85 \$	22,40 \$	22,96 \$	23,53 \$
11	23,47 \$	24,06 \$	24,66 \$	25,28 \$
12	24,20 \$	24,99 \$	25,80 \$	26,64 \$

- Progression from one step to the next will be automatic every six (6) months for RFT.

- Progression from one step to the next will be automatic based on every 1040 hours worked for RPT.

**Appendix  
"G" based on  
16.02 d)**

**APPENDIX "G"**

**16.02 d) SCHEDULING EXAMPLES**

The following are examples of scheduling following the agreement between the company and the union on consecutive days of rest for Regular Full-Time employees.

These examples are not exhaustive of all possible scenarios

**16.02 d)**

**8-HOUR SHIFTS**

	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
RFT1/2/3	DOR	DOR	R	R	R	R	R	DOR	DOR	R	R	R	R	R	DOR	DOR
RFT1/2/3	DOR	DOR	R	R	R	R	R	R	DOR	DOR	R	R	R	R	DOR	DOR
RFT2/3	DOR	DOR	R	R	R	R	R	R	R	R	R	R	DOR	DOR	DOR	DOR
RFT3	R	DOR	DOR	R	R	R	R	R	DOR	DOR	R	R	R	R	R	DOR
RFT1/2/3	DOR	DOR	R	R	R	R	R	DOR	DOR	DOR	R	R	R	R	R	DOR
RFT3	R	R	R	R	R	DOR	DOR	R	R	R	R	R	R	DOR	DOR	DOR
RFT3	R	R	R	R	DOR	DOR	R	R	R	R	R	DOR	DOR	R	R	R

**10-HOUR SHIFTS**

	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
RFT1/2/3	DOR	DOR	DOR	R	R	R	R	DOR	DOR	DOR	R	R	R	R	DOR	DOR
RFT1/2/3	DOR	DOR	DOR	R	R	R	R	R	DOR	DOR	DOR	R	R	R	DOR	DOR
RFT2/3	DOR	DOR	DOR	R	R	R	R	R	R	R	R	DOR	DOR	DOR	DOR	DOR
RFT3	R	DOR	DOR	DOR	R	R	R	R	DOR	DOR	R	R	R	R	DOR	DOR
RFT1/2/3	DOR	DOR	DOR	R	R	R	R	DOR	DOR	DOR	DOR	R	R	R	R	DOR
RFT3	R	R	R	R	DOR	DOR	DOR	R	R	R	R	R	DOR	DOR	DOR	DOR
RFT3	R	R	R	DOR	DOR	DOR	R	R	R	R	DOR	DOR	DOR	R	R	R

**16.02 d) i)**

Example with TGP approved (8h Shifts)

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	R	R	R	R	R	DOR	TGP	R	R	R	R	R	DOR

Example with TGP removed to grant a consecutive DOR (8h Shifts)

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	R	R	R	R	R	DOR	DOR	R	R	R	R	R	DOR

Example with TGP approved (10h Shifts)

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	DOR	R	R	R	R	DOR	TGP	R	R	R	R	DOR	DOR



Example with TGP removed to grant a consecutive DOR (10h Shifts)

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	DOR	R	R	R	R	DOR	DOR	R	R	R	R	DOR	DOR

**16.02 d) ii)**

HMP example: Employee preference for Tuesday after HMP

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	DOR	R	R	R	R	DOR	HMP	DOR	R	R	R	DOR	DOR

HMP example: Employee preference for Wednesday after HMP

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R	DOR	DOR	DOR	R	R	R	R	DOR	HMP	R	DOR	R	R	DOR	DOR

**16.02 d) iv**

Scheduling may be done out of seniority to fulfill consecutive days of rest requirements.

\*Schedules displayed by order of seniority

S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
DOR	DOR	R	R	R	R	R	DOR	DOR	DOR	R	R	R	R	R	DOR
DOR	DOR	R	R	R	R	R	R	DOR	DOR	R	R	R	R	DOR	DOR

**Appendix for 16.01 b)  
Weekends count per 8 week**

**APPENDIX "H"**

**16.01 b) WEEKENDS COUNT PER 8-WEEK**

This appendix outlines all of the eight (8) week schedules for the duration of the collective agreement and the sequential numbering of weekends as it pertains to Article 16.01 b).

	Saturday	Sunday	WC	Saturday	Sunday	WC	Saturday	Sunday
5/1/2022	4/30/2022	5/1/2022	1	2/4/2023	2/5/2023	1	11/11/2023	11/12/2023
	5/7/2022	5/8/2022	2	2/11/2023	2/12/2023	2	11/18/2023	11/19/2023
	5/14/2022	5/15/2022	3	2/18/2023	2/19/2023	3	11/25/2023	11/26/2023
	5/21/2022	5/22/2022	4	2/25/2023	2/26/2023	4	12/2/2023	12/3/2023
	5/28/2022	5/29/2022	5	3/4/2023	3/5/2023	5	12/9/2023	12/10/2023
	6/4/2022	6/5/2022	6	3/11/2023	3/12/2023	6	12/16/2023	12/17/2023
	6/11/2022	6/12/2022	7	3/18/2023	3/19/2023	7	12/23/2023	12/24/2023
	6/18/2022	6/19/2022	8	3/25/2023	3/26/2023	8	12/30/2023	12/31/2023
6/26/2022	6/25/2022	6/26/2022	1	4/1/2023	4/2/2023	1	1/6/2024	1/7/2024
	7/2/2022	7/3/2022	2	4/8/2023	4/9/2023	2	1/13/2024	1/14/2024
	7/9/2022	7/10/2022	3	4/15/2023	4/16/2023	3	1/20/2024	1/21/2024
	7/16/2022	7/17/2022	4	4/22/2023	4/23/2023	4	1/27/2024	1/28/2024
	7/23/2022	7/24/2022	5	4/29/2023	4/30/2023	5	2/3/2024	2/4/2024
	7/30/2022	7/31/2022	6	5/6/2023	5/7/2023	6	2/10/2024	2/11/2024
	8/6/2022	8/7/2022	7	5/13/2023	5/14/2023	7	2/17/2024	2/18/2024
	8/13/2022	8/14/2022	8	5/20/2023	5/21/2023	8	2/24/2024	2/25/2024
8/21/2022	8/20/2022	8/21/2022	1	5/27/2023	5/28/2023	1	3/2/2024	3/3/2024
	8/27/2022	8/28/2022	2	6/3/2023	6/4/2023	2	3/9/2024	3/10/2024
	9/3/2022	9/4/2022	3	6/10/2023	6/11/2023	3	3/16/2024	3/17/2024
	9/10/2022	9/11/2022	4	6/17/2023	6/18/2023	4	3/23/2024	3/24/2024
	9/17/2022	9/18/2022	5	6/24/2023	6/25/2023	5	3/30/2024	3/31/2024
	9/24/2022	9/25/2022	6	7/1/2023	7/2/2023	6	4/6/2024	4/7/2024
	10/1/2022	10/2/2022	7	7/8/2023	7/9/2023	7	4/13/2024	4/14/2024
	10/8/2022	10/9/2022	8	7/15/2023	7/16/2023	8	4/20/2024	4/21/2024
10/16/2022	10/15/2022	10/16/2022	1	7/22/2023	7/23/2023	1	4/27/2024	4/28/2024
	10/22/2022	10/23/2022	2	7/29/2023	7/30/2023	2	5/4/2024	5/5/2024
	10/29/2022	10/30/2022	3	8/5/2023	8/6/2023	3	5/11/2024	5/12/2024
	11/5/2022	11/6/2022	4	8/12/2023	8/13/2023	4	5/18/2024	5/19/2024
	11/12/2022	11/13/2022	5	8/19/2023	8/20/2023	5	5/25/2024	5/26/2024
	11/19/2022	11/20/2022	6	8/26/2023	8/27/2023	6	6/1/2024	6/2/2024
	11/26/2022	11/27/2022	7	9/2/2023	9/3/2023	7	6/8/2024	6/9/2024
	12/3/2022	12/4/2022	8	9/9/2023	9/10/2023	8	6/15/2024	6/16/2024
12/11/2022	12/10/2022	12/11/2022	1	9/16/2023	9/17/2023	1	6/22/2024	6/23/2024
	12/17/2022	12/18/2022	2	9/23/2023	9/24/2023	2	6/29/2024	6/30/2024
	12/24/2022	12/25/2022	3	9/30/2023	10/1/2023	3	7/6/2024	7/7/2024
	12/31/2022	1/1/2023	4	10/7/2023	10/8/2023	4	7/13/2024	7/14/2024
	1/7/2023	1/8/2023	5	10/14/2023	10/15/2023	5	7/20/2024	7/21/2024
	1/14/2023	1/15/2023	6	10/21/2023	10/22/2023	6	7/27/2024	7/28/2024
	1/21/2023	1/22/2023	7	10/28/2023	10/29/2023	7	8/3/2024	8/4/2024
	1/28/2023	1/29/2023	8	11/4/2023	11/5/2023	8	8/10/2024	8/11/2024

	Saturday	Sunday	WC	Saturday	Sunday	WC	Saturday	Sunday
8/18/2024	8/17/2024	8/18/2024	1	3/29/2025	3/30/2025	1	11/8/2025	11/9/2025
	8/24/2024	8/25/2024	2	4/5/2025	4/6/2025	2	11/15/2025	11/16/2025
	8/31/2024	9/1/2024	3	4/12/2025	4/13/2025	3	11/22/2025	11/23/2025
	9/7/2024	9/8/2024	4	4/19/2025	4/20/2025	4	11/29/2025	11/30/2025
	9/14/2024	9/15/2024	5	4/26/2025	4/27/2025	5	12/6/2025	12/7/2025
	9/21/2024	9/22/2024	6	5/3/2025	5/4/2025	6	12/13/2025	12/14/2025
	9/28/2024	9/29/2024	7	5/10/2025	5/11/2025	7	12/20/2025	12/21/2025
	10/5/2024	10/6/2024	8	5/17/2025	5/18/2025	8	12/27/2025	12/28/2025
10/13/2024	10/12/2024	10/13/2024	1	5/24/2025	5/25/2025	1	1/3/2026	1/4/2026
	10/19/2024	10/20/2024	2	5/31/2025	6/1/2025	2	1/10/2026	1/11/2026
	10/26/2024	10/27/2024	3	6/7/2025	6/8/2025	3	1/17/2026	1/18/2026
	11/2/2024	11/3/2024	4	6/14/2025	6/15/2025	4	1/24/2026	1/25/2026
	11/9/2024	11/10/2024	5	6/21/2025	6/22/2025	5	1/31/2026	2/1/2026
	11/16/2024	11/17/2024	6	6/28/2025	6/29/2025	6	2/7/2026	2/8/2026
	11/23/2024	11/24/2024	7	7/5/2025	7/6/2025	7	2/14/2026	2/15/2026
	11/30/2024	12/1/2024	8	7/12/2025	7/13/2025	8	2/21/2026	2/22/2026
12/8/2024	12/7/2024	12/8/2024	1	7/19/2025	7/20/2025	1	2/28/2026	3/1/2026
	12/14/2024	12/15/2024	2	7/26/2025	7/27/2025	2	3/7/2026	3/8/2026
	12/21/2024	12/22/2024	3	8/2/2025	8/3/2025	3	3/14/2026	3/15/2026
	12/28/2024	12/29/2024	4	8/9/2025	8/10/2025	4	3/21/2026	3/22/2026
	1/4/2025	1/5/2025	5	8/16/2025	8/17/2025	5	3/28/2026	3/29/2026
	1/11/2025	1/12/2025	6	8/23/2025	8/24/2025	6	4/4/2026	4/5/2026
	1/18/2025	1/19/2025	7	8/30/2025	8/31/2025	7	4/11/2026	4/12/2026
	1/25/2025	1/26/2025	8	9/6/2025	9/7/2025	8	4/18/2026	4/19/2026
2/2/2025	2/1/2025	2/2/2025	1	9/13/2025	9/14/2025	1	4/25/2026	4/26/2026
	2/8/2025	2/9/2025	2	9/20/2025	9/21/2025	2	5/2/2026	5/3/2026
	2/15/2025	2/16/2025	3	9/27/2025	9/28/2025	3	5/9/2026	5/10/2026
	2/22/2025	2/23/2025	4	10/4/2025	10/5/2025	4	5/16/2026	5/17/2026
	3/1/2025	3/2/2025	5	10/11/2025	10/12/2025	5	5/23/2026	5/24/2026
	3/8/2025	3/9/2025	6	10/18/2025	10/19/2025	6	5/30/2026	5/31/2026
	3/15/2025	3/16/2025	7	10/25/2025	10/26/2025	7	6/6/2026	6/7/2026
	3/22/2025	3/23/2025	8	11/1/2025	11/2/2025	8	6/13/2026	6/14/2026

WC= Weekend count

LETTERS OF AGREEMENT	
LOA 1	Agreed to renew by both parties
LOA 2	Agreed to renew by both parties
LOA 3	Agreed to renew by both parties
LOA 4	Agreed to renew by both parties

<p>Letter of Agreement 5</p>	<p><b><u>AGREEMENT ON TRAINING ACTIVITIES</u></b></p> <p>Although the Collective Agreement does not include specific rules on how training activities should be dealt with, it is our intention to manage them based on the following principles:</p> <ul style="list-style-type: none"> <li>a) All training activities related to skills upgrade and/or equipment that we use shall be scheduled and part of the regular work week.</li> <li>b) All training activities will be offered to volunteer(s) in the Common Locality and will be accepted in order to meet the percentage <del>of employee classes included in Article 16</del> <b>split between Regular Full-Time employees and Regular Part-Time employees (65%-35%)</b>. If there are no volunteers for the training, the Company will assign the training to employees in reverse order of seniority</li> <li>c) In all cases, travel time to and from any training session will be part of the employee's regular work schedule and the appropriate regular and overtime rates shall apply as per Articles 16 and 17.</li> <li>d) Any employee in a full day training session will not be subject to the rules set out articles 17.04 and 17.05.</li> <li>e) <b>The parties understand that training activities require flexibility to meet the demand for training and the employer's ability to train employees on various schedules.</b></li> </ul> <p><b>When the Company must schedule Regular Part-Time trainers, they will be scheduled from Tuesday to Saturday with the exception of when they are on a weekend off. When the Company requires Part-Time trainers and must provide them with a weekend off, they will be scheduled to train from Monday to Friday.</b></p> <p><b>Regular Full-Time trainers will be scheduled as per the requirements of Article 16, seniority shall apply according to the requirement of the job.</b></p>
<p>Letter of Agreement 7 - Upgrade of status for all categories of employees</p>	<p><b><u>AGREEMENT ON UPGRADE OF STATUS FOR ALL CATEGORIES OF EMPLOYEES</u></b></p> <p>The Union and the Company agree that the Labour Relations Committee will meet twice per year, in April and October, in order to define the number of upgrades for the province of Ontario.</p>

The effective date of the upgrades will be the first of the eight (8) week schedule immediately following the upgrade meeting. Upon receipt of the upgrade offer the employee will have four (4) weeks to return all necessary documentation duly completed and signed to Labour Relations. In such cases, the salary adjustment as well as DPSP contributions will be retroactive to the effective date of the upgrade. In the event, an employee has not returned the documentation within the specified timeframe, it will be understood that the employee has forfeited their upgrade and the upgrade will be offered to the next eligible employee on this list.

A list of employees will be prepared as of April 1<sup>st</sup> and October 1<sup>st</sup>, and the LRC will work towards the following percentages in order to provide the required flexibility in the common locality:

- i. 65% of technicians as Regular Full-Time Employee
  - 15% RFT-1
  - 15% RFT-2
  - 35% RFT-3
- ii. 35% of technicians as Regular Part-Time Employees

During the regular LRC meetings, held every two (2) months, the committee will review the number of employees who have left the bargaining unit since the last LRC meeting. If the number of Full-Time employees leaving the bargaining unit causes the percentages of Full-Time employees to drop below the percentages in point (i) above, the Company will replace these Full-Time employees.

#### **Logistics Attendant Upgrade Process**

At the same time the LRC meets to define the number of upgrades for Technicians, they will also define the number of upgrades for Logistics Attendant. **Logistics Attendants are subject to the upgrades based on the Letter of Agreement on Logistics Attendants.** ~~Logistic Attendants are subject to the same employee classification percentages as outlined in Article 16.02 of the collective agreement.~~

~~A Regular Part Time Logistics Attendant will be offered an upgrade to Full Time when their seniority date is higher than the seniority date of a Technician being considered for upgrade to RFT in the same common locality.~~

1. Logistics Attendants will be offered an upgrade or a **transfer** to a **RFT-3 position in I&R** when their seniority date is higher than the seniority date of **an I&R Technician** being considered for upgrade to **RFT-3** in the same common locality. ~~as long as there is at least~~

~~one (1) other RPT or Logistics Attendant working out of the same work center.~~

- ~~2. When the LRC proceeds with the Technician Upgrade Process stated above, and the seniority date of a Logistics Attendant is higher than the seniority date of a Technician being considered for upgrade to RFT-3 in the same common locality, and paragraph 2 does not allow the upgrade, the Logistics Attendant will be offered the upgrade to RFT-3 if they accept a Technician position and successfully completes the proper in-class training.~~

The Company agrees to put the Logistics Attendant in the next class of **I&R** Technician training being held for the **common locality service territory**.

~~Logistic attendant's schedules will be arranged via the team at the work center location on a voluntary basis. If an agreement cannot be reached, article 16 and 17 will apply.~~

### **Structured Cabling Division Upgrade Process**

#### **Cable Puller:**

At the same time the LRC meets to define the number of upgrades for Technicians, they will also define the number of upgrades for Cable Pullers and will work towards the following percentages in order to provide the required flexibility by **Common Locality Team Territory**:

- 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

~~A Regular Part-Time Cable Puller will be offered an upgrade or to Regular Full-Time when their seniority date is higher than the seniority date of a Technician being considered for upgrade to RFT-3 in the same common locality up to the maximum percentage for RFT-3 Cable Puller.~~

~~When the LRC proceeds with the Cable Puller Upgrade Process stated above, and the seniority date of a Cable Puller is higher than the seniority date of a Technician~~

~~being considered for upgrade to RFT-3 in the same common locality, but the percentages stated above are already met, the Cable Puller will be offered the upgrade to RFT-3 if they accept an I&R Technician position and successfully completes the proper in-class training.~~

**Cable Pullers will be offered an upgrade or a transfer to a RFT position in I&R when their seniority date is higher than the seniority date of an I&R Technician being considered for upgrade to RFT in the same common locality.**

The Company agrees to put the Cable Puller in the next class of **I&R Technician** training being held for the **Common Locality service territory**.

Technician:

At the same time the LRC meets to define the number of upgrades for Technicians, they will also define the number of upgrades for Structured cabling technicians and will work towards the following percentages in order to provide the required flexibility by **Structured Cabling Common Locality Team Territory**:

- i. 65% of **Structured Cabling Technicians** as Regular Full-Time Employee
  - 15% RFT-1
  - 15% RFT-2
  - 35% RFT-3
- ii. 35% of **Structured Cabling Technicians** as Regular Part-Time Employees

~~A Technician who works for the Structured Cabling Division will be offered an upgrade to Regular Full-Time 3 when their seniority date is higher than the seniority date of a Technician that works on the I&R demand load who is being considered for upgrade to RFT-3 in the same common locality up to the maximum percentage for an RFT-3 Technician in the Structured Cabling Division.~~

~~When the LRC proceeds with the Technician Upgrade Process stated above, and the seniority date of a Technician that works for the Structured Cabling Division is higher than the seniority date of a Technician that~~

	<p><del>works on the I&amp;R demand load who is being considered for upgrade to RFT 3, but the percentages stated above are already met, this Technician will be offered the position of an RFT 3 I&amp;R Technician.</del></p> <p><b>Structured Cabling technicians will be offered an upgrade or a transfer to a RFT position in I&amp;R when their seniority date is higher than the seniority date of an I&amp;R Technician being considered for upgrade to RFT in the same common locality.</b></p> <p>The Company agrees to put the <b>Structured Cabling Technician</b> in the next class of <b>I&amp;R Technician</b> training being held in the common locality <del>service territory</del> in order to provide the required skills upgrade.</p>
LOA 8	<b>Agreed to renew by both parties</b>
LOA 9	<b>Agreed to renew by both parties</b>
LAO 10	<b>Agreed to renew by both parties</b>
LAO 11	<b>Agreed to renew by both parties</b>
LOA 12	<b>Agreed to renew by both parties</b>
Letter of Agreement 13 - Cabling and Cable Pullers	<p><b><u>AGREEMENT ON STRUCTURED CABLING DIVISION</u></b></p> <ol style="list-style-type: none"> <li>1. Whereas the purpose of this Letter of Agreement is to define the terms and conditions applicable in the cabling division;</li> <li>2. Whereas Cabling technicians working in the Common Localities as identified in Appendix B shall form Common Localities independent of I&amp;R Common Localities except for the determination of vacations;</li> </ol> <p>1. Parties agree the following for Cable Pullers:</p> <ol style="list-style-type: none"> <li>i. A Cable Puller may not perform the duties of a technician that are above and beyond that of a Cable Puller's job description</li> <li>ii. Cable Pullers will only be required to report to one location per day. Where there are instances that additional locations are required to travel, the Company will provide transportation.</li> <li>iii. The Company will meet with the union to review the common localities of the cable pullers in order to redistribute them to localities closer to where they reside.</li> </ol>



2. **Parties agree to the following for employees with Riser Skill:**
  - i. **Riser customer impacting riser work will be scheduled to I&R Technicians with this specific skill in the I&R Common Locality**
  - ii. **Current Riser skilled technicians with Riser as their primary tasks in the Structured cabling Division will be transferred by seniority on a voluntary basis (or reverse seniority in the event of insufficient volunteers) to the I&R Division and scheduled as I&R Technicians in their Common Locality in accordance with articles 16 and 17 of the Collective Agreement.**
  - iii. **The above-mentioned Technicians will be offered to be reclassified as per their seniority within their I&R Common Locality.**
  - iv. **If positions become available in the structured cabling division, these employees will be given priority.**
3. **The ratios of Regular Full-Time employees provided for at Article 16.02 e) of the Collective Agreement and Regular Part-Time employees provided for at Article 16.04 a) will be applicable to the structured cabling Common Localities included in the structured cabling division.**
4. **When Structured Cabling Division duties are required in a Common Locality where there is no Structured Cabling Common Locality, the company will offer the work to employees of the regular I&R common locality who are able to perform the work. If such work becomes sustainable to the extent the work is permanent, the company will increase the number of Structured Cabling Technicians and or Cable Pullers required, in order to meet the demand in the Common Locality.**
5. **Employees included in the Structured Cabling common localities of the Service Territories that are part of the GTA area (416, 905E, 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.**

6. Employees in the Structured cabling common localities that have the I&R skill may be scheduled on I&R work when there is no structured cabling work. Their schedule will appear on the eight (8) week schedule. In this case they will be scheduled based on their seniority and skills in the Structured Cabling Common Locality.
7. Notwithstanding Articles 16 and 17, the schedule of the technicians and cable pullers of the structured cabling division will be subject to the project's requirements. In the case of a Regular Part-Time technician and cable puller, their guaranteed day(s) will also be subject to the project requirements.

#### **CABLE PULLER JOB DESCRIPTION**

Reporting to the Field Operations Manager, the Cable Puller is responsible for the placement of copper and fiber optic cable, including telecommunication equipment, maintaining high standards for quality and customer service, and ensuring the security of material and equipment on site

#### **ACCOUNTABILITIES AND RESPONSIBILITIES**

1. May interact with customers at job sites
2. Communicates regularly with dispatch, technicians and the Project Manager
3. Completes forms for the purpose of time reporting, personal expenses, and assigned task tracking for work performed in that day.
4. Maintains on a continuous basis, working knowledge of policies and administrative procedures and their proper application for the completion of all job assignments
5. Contributes to work team to ensure proper equipment is available for the completion of job assignments and ensures the security of all company equipment from loss, theft or damage
6. Adheres to all Bell Technical Solutions' Health and Safety policies and procedures
7. Supports the organization of the team's daily activities and with a work crew of Technicians and other Cable Pullers
8. Participate in safety plans and processes
9. Support technicians on jobs to place fiber and copper cabling (E.G. Cabling projects, Construction Cabling etc). Cable pullers will only be assigned to a job where a technician is providing the final sign off and completion.

	<p>10. As Work functions evolve with Technological Advancements the Company will discuss with the union at LRC on how to modify job functions. The parties agree to meet at least forty-five (45) calendar days prior to finalizing such work. No changes will be made to the work function of the cable puller without the mutual agreement or the parties.</p> <p>11. A Cable Puller will not perform any work functions of a Technician.</p> <p><b><u>COMPETENCIES AND QUALIFICATIONS</u></b></p> <p>12. Ability to approach all work assignments with great professionalism, exceptional customer service skills and a solid work ethic.</p> <p>13. Proficient in English (written &amp; verbal)</p> <p>14. Ability to take direction while under the supervision of a lead technician</p> <p>15. Willingness to learn and undertake new challenges and complete work within assigned timeframes</p> <p>16. Ability to climb ladders, work at heights and in small spaces; cannot be afraid of heights or claustrophobic.</p> <p>17. Ability to frequently lift up to 55 lbs. or more with assistance</p> <p>18. Ability to distinguish colour-coded wire, read blue prints, and work with tools</p> <p>19. Ability to perform duties with minimal supervision; may be required to work alone in some situations</p> <p><b><u>Working Conditions</u></b></p> <p>20. Flexibility to work full time hours, with the possibility of evenings and weekends</p> <p>21. This position typically operates at a customer's site and/or other field locations</p> <p>22. Must have a valid G2 driver's license and personal transportation with the ability to commute to various customer sites.</p> <p>23. Mix of indoor and outdoor work; customer locations including construction sites</p> <p>24. Climbing is required - step and extension ladders</p> <p>25. Work in small spaces will be required</p> <p>26. Frequent exposure to all types of weather conditions (e.g. snow, rain).</p>
LOA 14	Agreed to renew by both parties
LOA 15	Agreed to renew by both parties

<p>Letter of Agreement 16 - Drug, Alcohol and Gambling Addiction</p>	<p><b><u>LOA 16 - AGREEMENT ON DRUG, ALCOHOL AND GAMBLING ADDICTION</u></b></p> <p>The Company agrees to work with the Union to assist employees suffering from alcoholism, drug and gambling addiction.</p> <p>Subject to the approval of a representative of the Company and only in cases supported by a medical recommendation, the Company undertakes to assume all or a portion of the costs incurred in specialized houses for alcohol, drug and gambling addiction treatment for all employees having received a medical recommendation for these treatments. It is understood that these specialized house fees will apply only once per employee. The Company is committed to respecting the principle of confidentiality essential to an effective intervention. Under no circumstances may the information obtained be used for purposes other than the application of this letter of agreement.</p> <p><b>Upon approval, the Company will assume up to fifty percent (50%) of the costs of a second specialized treatment for alcohol, drug or gambling addiction after the Company already assumed all or a portion of the costs mentioned above. The Company's approval will be subject to the specific circumstances of each case, including but not limited to: length of time since last treatment, adherence to post care treatments, cost of treatment and medical information.</b></p>
<p>Letter of Agreement 17 - Agreement on Additional Benefits Coverage</p>	<p><b><u>AGREEMENT ON ADDITIONAL BENEFITS COVERAGE</u></b></p> <p>During bargaining for the renewal of this collective agreement, the parties agreed to add the following improvements to group benefits:</p> <p>The Company agrees to <b>provide unlimited coverage for mental health support services such as licensed psychologists, psychotherapists, family therapists, couples counsellors and social workers. Eligible services are to be reimbursed at the percentage specified in the group benefit plan with no annual maximums for employees or family members covered.</b> <del>expand reimbursement for services provided by psychologists and social workers to a maximum of \$3,000 per year for each person covered by an employee's benefit plan. This applies to services received from January 1, 2018 onward. The Company agrees to cover the full cost of implementing this benefit until May 7, 2022.</del></p> <p>The Company agrees to <del>increase</del> <b>maintain</b> optical care to one hundred dollars (\$100) per year or two hundred dollars (\$200) every two (2) years.</p>
<p>LOA 18</p>	<p><b>Agreed to renew by both parties.</b></p>

<p>Letter of Agreement 19 - Daily Movement</p>	<p><b>Letter of Agreement on Daily Movement</b></p> <p><b>Whereas during bargaining for the renewal of the Collective Agreement between Bell Technical Solutions and Unifor Ontario the union brought concerns and requests regarding daily movements of employees between Common Localities.</b></p> <p><b>Whereas the Company explained that schedules are built based on forecasts and Article 16 per Common Locality. On Due Date, based on a variety of factors (load variation, due date losses, task assignment), employees may be required to perform jobs outside of their Common Locality.</b></p> <p><b>Whereas the parties wish to provide a formal process to review situations of employees frequently being scheduled less favourable shifts in their Common Locality and working in other Common Localities where employees more junior to them have better schedules.</b></p> <p><b>Whereas the parties fully and finally settled National Policy Grievance BTS-ON-19-01.</b></p> <p><b>The parties agree to the following:</b></p> <ol style="list-style-type: none"> <li><b>1. During each LRC meeting, the Company will review a report of daily movement per common locality.</b></li> <li><b>2. The report will highlight situations of Regular Full-Time employees scheduled to work on Saturdays and moved to other Common Localities on due date. The report will also show situations of Regular Full-Time employees scheduled to work evening shifts and moved to other Common Localities.</b></li> <li><b>3. The parties will assess opportunities to better distribute Saturdays when the report shows Regular Full-Time employees being frequently moved into other Common Localities while more junior employees in the receiving Common Localities are not scheduled on Saturdays.</b></li> <li><b>4. The parties will also assess opportunities to review distribution of evening shifts when the report shows Regular Full-Time employees being frequently moved into other Common Localities while more junior employees in the receiving Common Locality are not scheduled evening shifts.</b></li> <li><b>5. The parties agree that scheduling is subject to numerous parameters in the Collective Agreement and that any change or distribution of shifts must be subject to Articles 16 and 17.</b></li> <li><b>6. In the event that there is an unbalance of daily movements within a service territory, the company will review opportunities to provide upgrades in the receiving common locality and/or offer transfers.</b></li> </ol>
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<p>Letter of Agreement 20 -on Early Start Shift Preference</p>	<p><b>Letter of Agreement 20 - Early Start Shift Preference</b></p> <p><b>Whereas regular hours of work of Regular Full-Time employees are provided for in Article 16.02;</b></p> <p><b>Whereas the Collective Agreement provides at Article 16.02 c) that the company must give seven (7) calendar days' notice before changing the basic work schedule of Full-Time employees;</b></p> <p><b>Whereas Article 16.04 e) provides that Regular Part-Time employees have guaranteed days of work which cannot be modified with less than seven (7) calendar days' notice and have non-guaranteed days of work which can be confirmed, modified or cancelled by 7 pm on DD-1;</b></p> <p><b>Whereas Regular Part-Time employees may be scheduled early start shift or later start shift on DD-1 depending on load requirement;</b></p> <p><b>Whereas the parties wish to provide for the opportunity of Regular Full-Time employees to benefit from an early start shift that could be available on DD-1;</b></p> <p><b>The parties agree as follows:</b></p> <ol style="list-style-type: none"><li><b>1. Full-Time employees will have the option to enroll in the Early Start preference program which allows employees to have their shift modified on DD-1 for a shift that starts earlier than the shift scheduled;</b></li><li><b>2. Regular Full-Time employees must indicate their intent to participate in the Early Start preference program in Ontario preferences, prior to the eight (8) week schedule build during the open period.</b></li><li><b>3. This preference will remain in place for the complete eight (8) week schedule and Regular Full-Time employees will be informed of their earlier start time shift no later than 7:00 p.m. Beginning January 1<sup>st</sup> 2023, employees will be informed of their earlier start time no later than 5:00 p.m. at DD-1.</b></li><li><b>4. Employees will have the option to uncheck their preference for early start-time for specific days by no later than 10:00 a.m. the day before (DD-1). Employees who do not uncheck their preference will automatically be scheduled for the early start time if available.</b></li></ol>
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	<p>5. Regular Full-Time employees will be able to remove themselves from the Early Start preference program at any time during the eight (8) week schedule, however they will not be able to opt in once the preference portal is closed.</p>
<p>Letter of Agreement 21 -on Logistics Attendants</p>	<p><b><u>LOA 21 - Logistic Attendants</u></b></p> <p><b>The parties acknowledge that business needs for logistics attendants implies that their schedules may differ from the schedules of technicians.</b></p> <p><b>However, the parties agree that logistic attendants may not be forced to be subject to less favorable schedules than what is provided for in Article 16.</b></p> <p><b>The parties agree that logistic attendants' scheduling and reclassification will be in accordance with the rules hereunder:</b>  <b>eight (8) week schedule</b></p> <ul style="list-style-type: none"> <li><b>i. The company will provide Logistic attendants with an 8-week schedule per common locality containing scheduling options. The number of scheduling options will be the same as the number of Logistic Attendants in the locality.</b></li> <li><b>ii. Scheduling options will be based on business needs.</b></li> <li><b>iii. Logistic Attendants will have the opportunity to select a scheduling option. In the event that more than one Logistic Attendant meeting the requirements of the job apply for the same scheduling option, seniority shall apply according to the requirements of the job.</b></li> <li><b>iv. Full-Time Logistic Attendants may chose to select a scheduling option that deviates from the rules laid out in article 16.02 but cannot be forced to do so.</b></li> <li><b>v. Part-Time Logistic Attendants guaranteed days of work can be subject to change depending on the scheduling option they select.</b></li> <li><b>vi. Scheduling options may be more favorable or less favorable than the conditions provided for in Article 16. However, no logistic attendant may be forced to choose a schedule less favorable than the conditions provided in Article 16. In the event that a Logistic Attendant refuse to select a scheduling option, the Company must provide a schedule that meets the conditions set out in article 16.</b></li> </ul> <p><b>Upgrades/Vacancy posting:</b></p> <ul style="list-style-type: none"> <li><b>• The company offers the number of classes of full-time logistics agents to be filled by following the figures established in Table 1.</b></li> </ul>

- In the event of a departure or several departures, of one or many logistics agent(s) and the company decides not to fill the class(es), the new distribution according to the number of logistic agent(s) will apply.

**Table 1 – Number of classes according to the total number of logistics agents in a locality**

# Logistic agent(s)	RFT-1	RFT-2	RFT-3	RPT
1	1			
2	1		1	
3	1	1	1	
4	1	1	2	
5	1	1	3	
6	2	1	3	
7	2	1	4	
8	2	2	5	
9	2	2	5	
10	2	2	3	3
More than 10	Follow the percentages outlined at Art. 16.02			

**Departure**

- If the departure on a Regular Full-Time employee in a Common Locality creates a vacancy in the RFT-1, RFT-2 or RFT-3 classifications, based on Table 1 and the company decides to fill the vacancy, the Company will communicate an internal posting of the vacant position to all employees of the bargaining unit bi-monthly. The posting will remain open for fourteen (14) days.
- The Company shall give priority to the most senior Logistic Attendants who applies to the posting, provided the Logistic Attendant has more seniority than the next Logistic Attendant eligible for upgrade in the Common Locality where the posting was created. It is understood the employee will accept the status of the posted vacancy.



	<ul style="list-style-type: none"> <li>• Should a Logistic Attendant decline an upgrade, the vacancy will reopen for a period not exceeding seven (7) calendar days to finalize the process of selecting the next eligible employee on the list. In the event that no Logistic Attendant apply for the vacancy, the next Logistic Attendant eligible for upgrade in the Common Locality where the posting was created will automatically be upgraded.</li> <li>• When the Company hires new a Logistic Attendant, an internal posting of the vacant position will also be communicated to all employees of the bargaining unit. The internal posting will remain open for seven (7) days. Priority will be given to existing employees, by seniority, before hiring externally. It is understood the employee will accept the status of the posted position</li> <li>• When a vacancy has been filled in a Common Locality that has resulted in a Logistic Attendant being transferred, the transferred employee will be restricted from applying for another posting for a period of twenty-four (24) months from the date of their transfer</li> </ul>
<p>Letter of Agreement 22 - on Help Desk</p>	<p><b>HELP DESK LETTER OF AGREEMENT 22</b></p> <p><b>Whereas the parties recognize that BTS Help Desk in Ontario provides a significant competitive advantage for BTS while also offering opportunities for BTS employees;</b></p> <p><b>Whereas the purpose of this Letter of Agreement is to outline the principals, terms and conditions applicable to the Help Desk work;</b></p> <p><b>The parties agree as follows:</b></p> <ol style="list-style-type: none"> <li><b>1. The parties agree that Help Desk is a skill for which selected technicians receive training. Technicians with this training may be scheduled on Help Desk work according to business needs per common locality.</b></li> <li><b>2. The company will maintain a ratio of 65% RFT and 35% RPT of Help Desk trained technicians per common locality.</b></li> </ol>

3. It is understood that technicians trained on Help Desk may be scheduled interchangeably on I&R demand load and Help Desk work. These technicians who currently have home dispatch privilege will continue to maintain it only to be used when performing I&R demand load work or, in the event a technician needs to travel to a work centre.
4. Technicians who require a medical accommodation may be scheduled on the Help Desk on a permanent basis as long as the accommodation is approved and maintained.
5. Overtime rules as per Article 17 will apply to all technicians performing Help Desk work. When overtime is forced in the common locality, technicians working on Help Desk will be assigned overtime as per their seniority on the I&R demand load excluding shift extensions.
6. All Technicians trained on Help Desk will be placed on the working and vacation schedules in the common locality that their seniority resides in.
7. The parties agree that all rules and provisions in the collective agreement apply to the employees working in the Help Desk.

**Requirement for Help Desk work**

8. When the Company identifies a need for Help Desk trained technicians, the Company will offer the training for the required number of employees, with the relevant qualifications, in all of the common localities by seniority.
9. The company will identify on the offer whether the work can be performed from the technician's residence or at a particular work location. Minimum internet speed may be required when Help Desk work may be done from the technician's residence. New initiatives on the Help Desk work
10. When the Company contemplates introducing new initiatives or tasks for Help Desk technicians, the parties will meet at least thirty (30) days in advance to discuss any new initiatives in accordance with Article 1.02)
  - Following notification, the Company will offer the training in the common locality.

<p>Letter of Agreement 23 - L1</p>	<p><b>Letter of Agreement 23 on L1 Work</b></p> <p><b>Whereas the parties proceeded to a positing for L1 work at the beginning of the Covid-19 pandemic and that since March 2020, Bell Technical Technicians in Ontario have been performing L1 work;</b></p> <p><b>Whereas the parties recognize that the L1 work is to the benefit of both the company and the employees represented the union;</b></p> <p><b>Whereas the parties agree to formalize their agreement on the L1 work to be performed by Bell Technical Solutions technicians in Ontario.</b></p> <p><b>The parties agree as follows:</b></p> <ol style="list-style-type: none"><li><b>1. The parties agree that L1 is a skill and that technicians with this training may be scheduled on L1 work according to business needs per common locality.</b></li><li><b>2. The company will maintain a ratio of 65% RFT and 35% RPT of L1 trained technicians per common locality.</b></li><li><b>3. It is understood that technicians with the L1 training may be scheduled interchangeably on I&amp;R demand load and L1 work. Technicians with L1 training who currently have the home dispatch privilege will continue to maintain it only to be used when performing I&amp;R demand load work or, in the event a technician needs to travel to a work centre.</b></li><li><b>4. Technicians who require a medical accommodation and who meet the L1 requirements may be scheduled on L1 work on a permanent basis as long as the accommodation is approved and maintained.</b></li><li><b>5. Overtime rules as per Article 17 will apply to all L1 trained technicians. When overtime is forced in the common locality, the L1 trained technician will be assigned overtime as per their seniority on the I&amp;R demand load excluding shift extensions when scheduled on L1 work.</b></li><li><b>6. All technicians trained on L1 work will be placed on the working and vacation schedules in the common locality where their seniority resides in.</b></li><li><b>7. The parties agree that all rules and provisions in the collective agreement apply to the employees working on L1 work.</b></li></ol>
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	<p><b>Requirement for L1 work</b></p> <p>8. When the Company identifies a need for technicians to be L1 trained, the Company will offer the training with the required number of RFT and/or RPT who meet the requirement in the common locality.</p> <p>9. The Company will identify on the offer whether the work can be performed from the technician’s residence or at a particular work location. Minimum internet speed may be required when L1 work may be done from the technician’s residence.</p> <p><b>New initiatives on the L1 work</b></p> <p>10. When the Company contemplates introducing new initiatives or tasks for technicians with L1 training, the parties will meet at least thirty (30) days in advance to discuss any new initiatives in accordance with article 1.02.</p> <p>11. Following notification, the Company will offer the training in the common locality.</p>
<p>Letter of Agreement 24 - International Day for the Elimination of Racial Discrimination</p>	<p><b>Letter of Agreement on support for employees subject to racial discrimination</b></p> <p>The Company and Unifor are committed to take action and work toward eradicating racism in all forms and for all working people. The Company has undertaken numerous initiatives in the recent years to educate employees and managers on building an inclusive culture and eliminating bias and micro-aggressions.</p> <p>The Company recognizes March 21st as the International Day for the Elimination of Racial Discrimination and supports numerous activities and groups that provide help and services to racialized employees through its Bell Let’s Talk program.</p> <p>Bell Technical Solutions and Unifor recognize the importance of ensuring that employees from the Black, Indigenous and People of Color community are aware of the various support groups available to them, that they can participate in activities and provide their input. Furthermore, the parties agree to work together to promote a diverse workforce, prevent racisms and intervene quickly in situations where employees are subject to racial discrimination and racial violence.</p>

**In light of the above, Bell Technical Solutions and Unifor agree to the following:**

**Anti-Racism Advocate**

**The parties agree as follows:**

- 1. The Union will identify an Anti-Racism Advocate for the unionized employees working in the Province of Ontario.**
- 2. The Anti-Racism Advocate is a workplace representative who will assist and provide support for Black, Indigenous, and racialized workers whose role in the workplace will include:**
  - Listening.**
  - Promoting access to services provided by the employer and community and culturally appropriate services.**
  - Collaborate with the Company on its Diversity and Inclusion initiatives.**
  - Networking with allied organizations and local community partners.**
  - Collaborate with the Company to eliminate racial discrimination and violence in the workplace and direct**
  - the employees to the Company's appropriate support resources, processes, and policies.**
- 3. All time off request for the Anti-Racism Advocate will be paid by the Union on the code OXP. The Union shall also be responsible for all training costs and associated expenses for the Anti-Racism Advocate.**

**Additional measures**

- 1. The Company will invite the Bell Diversity and Inclusion Director and the Anti-Racism Advocate once a year during a Labour Relations Committee meeting to review the various initiatives put forward by Bell and its affiliated companies to support racialized employees.**
- 2. The Company and Unifor agree to discuss concerns or issues identified by the Anti-Racism Advocate once a year regarding racism or support available towards racialized employees during its Labour Relations Committee Meetings.**
- 3. Such time spent by the Anti-Racism Advocate during the above-mentioned meetings will be considered company paid union time.**

<p>LOA 25 - Omniflex</p>	<p><b>Letter of Agreement on Group Benefits and Omniflex Plan</b></p> <p><b>Whereas during the negotiations for the renewal of the collective agreement the parties agreed to implement a new flexible group benefit program for the collective agreement from 2022-2026 (the “Omniflex Plan”);</b></p> <p><b>Whereas the parties agree that the Omniflex Plan implementation requires significant system changes and that as a result, this plan will be in force on May 6, 2023 at the latest;</b></p> <p><b><u>The parties agree to the following:</u></b></p> <p><b>Omniflex Plan</b></p> <ol style="list-style-type: none"> <li><b>1. Upon implementation, all regular employees who have completed six (6) months of continuous service will be eligible to participate in the Omniflex Plan. Thereafter, all regular employees with six (6) continuous months of services will be eligible to participate in the Omniflex Plan.</b></li> <li><b>2. The regular employee premiums in the Omniflex plan will be similar or lower than the premiums with the Industrial Alliance benefit plans, i.e. medical, dental, life and disability plans, applicable upon integration.</b></li> <li><b>3. The regular employee paid portion in the Omniflex plan will be allocated to dental and medical plans only and future variation will be subject to dental and medical plans only.</b></li> <li><b>4. Upon implementation, the Company will increase the premium portion to eighty percent (80%) for Regular Full-Time employees and sixty-five percent (65%) for Regular Part-Time employees.</b></li> <li><b>5. Enrolment in the Omniflex Plan will be made via a web platform/application. Communications will be sent to the employees to provide them with information regarding enrolment.</b></li> <li><b>6. Notwithstanding Article 22.08, all information related to the Omniflex Plan will be available via the web platform/application.</b></li> </ol>
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<p>LOA 26 - VOLUNTARY SATURDAY SHIFT- REGULAR FULL-TIME CLASS 1</p>	<p><b>Letter of Agreement 26 - VOLUNTARY SATURDAY SHIFT- REGULAR FULL-TIME CLASS 1</b></p> <p>a) The Company may, at its discretion, make available voluntary Saturday shifts for which Regular Full-Time class 1 employees may agree to work shifts covering Saturdays between the period of the Sunday preceding October 1<sup>st</sup> and the Saturday preceding May 30<sup>th</sup>.</p> <p>b) Prior to the preparation of the eight (8) week schedule, or during the eight (8) week schedule, the Company may, at its discretion, offer voluntary Saturday shifts in one or several localities. Such request granted by seniority, according to the requirements of the job.</p> <p>c) The voluntary Saturday shift consists of four (4) days of nine (9) hours per week, including Saturdays totaling thirty-six (36) hours.</p> <p>d) The employee receives a premium equivalent to four (4) normal hours of work per week, a fifth (5<sup>th</sup>) day of work is not scheduled.</p> <ul style="list-style-type: none"> <li>• The employee is considered to have completed a regular work week of forty (40) hours.</li> </ul> <p>e) Employees that volunteer on this program will not be scheduled single days of rest.</p> <p>f) In the event that an employee wishes to return to a normal work schedule, he must notify the employer fourteen (14) days before the end of the current eight (8) week schedule.</p> <p>g) It is understood that this program is only on a voluntary basis and no Regular Full-Time class 1 employees will be forced to participate.</p> <p><b>SCHEDULE EXAMPLES</b></p> <p>h) The following are examples of scheduling when a technician volunteers for the Voluntary Saturday shift program. These examples are not exhaustive of all possible scenarios</p>
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	<p><b>Four (4) 9-hour shifts per week for two (2) weeks</b></p> <table border="1" data-bbox="414 317 1393 390"> <tr> <td>S</td><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td><td>S</td> </tr> <tr> <td>DOR</td><td>DOR</td><td>DOR</td><td>DOR</td><td>R</td><td>R</td><td>R</td><td>R</td><td>DOR</td><td>DOR</td><td>DOR</td><td>R</td><td>R</td><td>R</td><td>R</td><td>DOR</td> </tr> </table> <p><b>Five (5) 8-hour regular shift week two (2) and four (4) 9-hour shift week one (1)</b></p> <table border="1" data-bbox="414 520 1393 594"> <tr> <td>S</td><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td><td>S</td> </tr> <tr> <td>DOR</td><td>DOR</td><td>R</td><td>R</td><td>R</td><td>R</td><td>R</td><td>DOR</td><td>DOR</td><td>DOR</td><td>DOR</td><td>R</td><td>R</td><td>R</td><td>R</td><td>DOR</td> </tr> </table>	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	DOR	DOR	DOR	DOR	R	R	R	R	DOR	DOR	DOR	R	R	R	R	DOR	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	DOR	DOR	R	R	R	R	R	DOR	DOR	DOR	DOR	R	R	R	R	DOR
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<p>Letter of Agreement - Voluntary Separation Package Agreement</p>	<p><b><u>Voluntary Separation Package (VSP) Agreement</u></b></p> <p>The purpose of this document is to confirm the following:</p> <ol style="list-style-type: none"> <li>1. During the bargaining for the renewal of the Collective Agreement between the Company and the Union, the parties agreed that the Company could offer <b>two hundred and twenty-five (225)</b> voluntary separation packages (VSP) to the employees of the bargaining unit offered as follows: <ol style="list-style-type: none"> <li>a. 75 VSP offered between in the fourth semester of 2022</li> <li>b. 50 VSP offered in the fourth semester of 2023</li> <li>c. 50 VSP offered in the fourth semester of 2024</li> <li>d. 50 VSP offered in the fourth semester of 2025 or earlier</li> </ol> </li> <li>2. The VSP will be offered to all employees in the periods 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.</li> <li>3. The VSP is a lump sum payment equivalent to 0.5 months of base salary (excluding overtime) for each completed year of service for a minimum of two (2) months, up to a maximum of nine (9) months, deposited within 30 days in the Employee's bank account following the departure from the Company.</li> <li>4. Employees who would like to make an application for the VSP must complete the Application documents that will be sent to all Employees during the application period identified by the by Company at their work e-mail.</li> </ol>																																																																



5. The more senior employees in the province of Ontario who apply for the Voluntary separation package will be accepted up to the numbers identified in paragraph 1.
6. Departure date for employees selected for the voluntary departure package will be determined by the Company and will be during the fourth semester of each year of the duration of the Collective Agreement.
7. The Company will review all the applications received in accordance with paragraph 3 above and final selection will be done by seniority. Employees will receive confirmation of the status of their application by email.
8. The employees will have to be actively at work the day before their departure date in order to be eligible to their VSP. Any employee not actively at the date of departure will not be eligible to the VSP.
9. Employees selected for the VSP will have to sign a full and final release in favour of the Company.
10. Employee who received confirmation from the Company of their departure date may in no case withdraw their applications and may not maintain their employment past the identified departure date.
11. The employees selected for the VSP will have to take all their accrued vacation time before their departure date. The Company will have the right to schedule the vacation days based on business needs. Accrued vacation in the year of departure will be paid on a prorated basis calculated on the time worked by the employee in the reference year.
12. An Employee that has received the voluntary separation package as per paragraph 2 above may not be rehired by the Company or hired by any BCE Inc. wholly owned company for the period equivalent to the amount received.
13. Employees 55 years of age and over who will take advantage of this offer may continue to receive the 35% employee discount if the addition of their age and years of service results in a total of at least 80.

<p>MOA – One Time Reclass</p>	<p>MEMORANDUM OF AGREEMENT ON ONE TIME RECLASS</p> <p><b>Unifor Ontario</b> (hereinafter referred to as the « <b>Union</b> »)</p> <p>- and -</p> <p><b>BELL TECHNICAL SOLUTIONS</b> (hereinafter referred to as the « <b>Company</b> »)</p> <p><b><u>LETTER OF AGREEMENT One Time Reclassification (LOA 7)</u></b></p> <p><b>WHEREAS, the parties have signed a collective agreement which is effective from May 7, 2022 to May 6, 2026.</b></p> <p><b>THE PARTIES AGREE AS FOLLOWS:</b></p> <ol style="list-style-type: none"> <li><b>1. All Regular part time technicians hired prior to May 6, 2021 will be reclassified to Regular Full Time by _____ (around 244 technicians).</b></li> <li><b>2. All logistic attendants Regular Part Time will be reclassified to Regular full Time by _____.</b></li> <li><b>3. All Regular Part Time cable pullers hired prior to May 6, 2021 will be reclassified to Regular Full time _____.</b></li> </ol>
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