

MINUTES OF AGREEMENT

BETWEEN:

UNIFOR ONTARIO, Technicians and Logistic attendants

(the "Union" or "Unifor")

and

BELL TECHNICAL SOLUTIONS

(the "Company" or "BTS")

AGREEMENT ON VOLUNTARY SPERATION PACKAGE

Whereas the challenges the Company is facing and the imperative need to transform for the future;

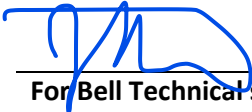
And whereas the Parties have agreed that the Company will offer a Voluntary Separation Program (VSP) to Ontario regular full-time technicians and logistic attendants (hereinafter "Technicians & Logistic attendants");

NOW THEREFORE the parties agree as follows:

1. The Company will offer 196 VSP all active Technicians & Logistic attendants covered by the collective agreement in a step above 10 on the salary grid of their respective job designation. The VSPs would be offered as follows :
 - a. 30 in the first quarter (Q2) of 2024
 - b. 166 in the fourth quarter (Q4) of 2024
2. The VSP is a lump sum payment equivalent to 0.5 months of base salary (excluding overtime, premiums, recognition) for each completed year of service for a minimum of two (2) months, up to a maximum of twelve (12) months, deposited in the Employee's bank account within 30 days following their departure from the Company.
3. Employees who want to apply for the VSP, must complete the application form. The form will be sent to all Employees via Company e-mail during the identified application period, which the Company will determine.
4. The most senior employees in the province of Ontario who apply for the VSP will be accepted up to the numbers identified in paragraph 1.
5. Should more employees wish to take advantage of a VSP, the Company may agree to offer additional plans after notifying the Union
6. Employee's Departure date will be determined by the Company

7. The Company will review all the applications received in accordance with paragraph 3 above, and the final selection will be made by seniority. Employees will receive confirmation of acceptance of their request for VSP by email.
8. Employees must be active at work the day before the departure date to be eligible for the VSP. Employees must be active on the date of departure to be eligible for the VSP.
9. Employees selected for the VSP will have to sign a full and final release provided by favor of the Company.
10. Employees who received confirmation of their departure date from the Company will not be able to withdraw their applications; the decision will be considered irrevocable, and the employee will not maintain their employment past the identified departure date.
11. The employees selected for the VSP must take as many as possible of their accrued vacation time before their departure date. The Company will have the right to schedule their vacation days based on business needs. Vacation accrued during the year of departure will be paid on a prorated basis based on the time worked by the employee in the reference year.
12. An employee who has received the VSP 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 take advantage of this offer may continue to receive the 35% employee discount if their age and years of service result in a total of at least 80.

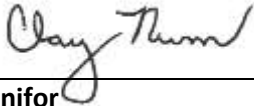
This Agreement is signed this day of March __ 2024.



For Bell Technical solutions
 On behalf of Annie Gazaille, Senior manager – Labour relations BTS

 March 8 2024

 Date



For Unifor
 Clayton Nunn, National representative

March 8 2024

 Date

c.c. Labour Relations: labourrelations@belltechsolutions.ca