



Bell Canada Retirement Incentive and VSP Offer

Expertech Craft and Services employees

And

Clerical and Associated employees

Dear members,

Bell Canada recently announced a Retirement Incentive Offer/Voluntary Separation Program (VSP) for permanent employees. We would like to provide you with the details of this offer so that you can make an informed decision.

Offer details :

Retirement offer :

- Permanent employee.
- Age 55 on departure date.
- Severance pay of UP TO 18 months (calculated at 0.5 months per year of service).
- \$16,000 subsidy to purchase post-retirement benefit.

VSP offer (Voluntary Separation Program)

- Permanent employee.
- Severance pay of up to 18 months (calculated at 0.5 months per year of service).

Process and timetable.

- The offer will be presented to all eligible employees **during the week of February 17, 2025**.
- The application period is open for **30 days**, up to a maximum of **March 21, 2025**.
- Departure dates will be set by the company **by December 31, 2025**, based on business needs.
- The company **reserves the right to determine the final list of candidates and departure dates**.
- Bell Canada is aiming to achieve a target of **1,200 departures** across various groups and affiliates, in Expertech there is no precise number of departures required.

We encourage you to evaluate this offer carefully and to consult your union representative if you have any questions or need clarification. We remain mobilized to defend your rights and assist you during this time.

In solidarity,

Your Bargaining Committee

Gaétan Turcotte
Benoit Laurendeau
Pierre Tremblay
Patrick Léveillé

Michel Du Cap

Paulo Duarte
Kevin Klan
Emilio Difrancesco
Jason Alcock
Patricia Bond
Robin Dudley