

UNIFOR BARGAINING REPORT



HIGHLIGHTS OF A TENTATIVE AGREEMENT

BETWEEN

BELL TECHNICAL SOLUTIONS

- and -

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

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

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

In Solidarity,

Jim Fling, Local 34-O

Colum Lynn, Local 1996-O

Drew Kerrigan, Local 42

Jeff Mark, Local 47

Clayton Nunn, National Representative



HIGHLIGHTS OF TENTATIVE AGREEMENT



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BETWEEN BTS & UNIFOR



**4 YEAR
CONTRACT**



**12.25%
WAGE INCREASE**

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



PENSION & BENEFITS

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



REDUCTION OF HOURS

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



RECLASSIFICATIONS

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



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

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



ENHANCEMENT TO MEAL ALLOWANCES (TRAVEL OVER 100KM)

Breakfast:	\$23
Lunch:	\$23
Dinner:	\$24
TOTAL:	\$70



MISCELLANEOUS

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

NO CONCESSIONS!!!