



Sisters, Brothers,

The Union's integration committee met with the employer today, November 10, 2025, to discuss the cease of operations for Expertech in Quebec and Ontario.

On November 12, 2025, everyone will receive an email regarding a video conference call that will take place on November 13. Everyone will remain at home for this important meeting, without loss of pay.

Expertech Technicians:

Following our discussions, Bell has confirmed the following of our requests:

For members transferring to Bell,

- Seniority and status will be respected
- Article 11 will remain in effect
- Vacations, seasonal and unpaid leaves will be respected
- Layoffs reduced by 4%, meaning 64% will remain at Bell
- Transferred members will be reclassified as: Advanced Technician – B Lineman/Splicer/ETE (With salary protection until December 1, 2026)
- The TGP will be paid within 60 days, after January 25, 2026
- If You opt for a severance package, the deadline will be November 20, 2025, at 5:00 PM to provide your answer. Following acceptance of the severance package, all grievances in progress, except those related to COVID, will be considered dropped by the members.
- Grievances and disciplinary files will be transferred to Bell.

For members who will not be transferred to Bell,

- Following November 13, 2025, you will be at home with pay for 2 weeks while awaiting the departure of members who do not wish to transfer to Bell.
- Subsequently, you will remain on salary continuance for a total of 4 months, your benefits will continue until the layoff date, this will be part of the severance package offer.
- Following acceptance of the severance package, all grievances in progress, except those related to COVID, will be considered dropped by the members.

Expertech Clerical:

A total of 13 positions, 5 in Quebec and 8 in Ontario, will be posted. Positions will be awarded by seniority, members will have to apply for these positions.

- Seniority and status will be respected at Bell
- Vacations, seasonal and unpaid leaves will be respected
- The TGP will be paid within 60 days, after January 25, 2026

- Grievances and disciplinary files will be transferred to Bell.

In these difficult times, let us maintain our solidarity.

Your Integration Committee,

Patrick Léveillé

Gaétan Turcotte

Michel Du Cap, Rep. National

Jean-Stéphane Mayer, Assistant to the National President

Patricia Bond

Paulo Duarte

Kevin Klan

Robin Dudley, National Rep.