

December 12, 2022

Brothers and Sisters,

As previously communicated, the Company is introducing a new **“Basic”** option in the Omniflex benefits plan, which increases the amount of flex dollars you can access and use towards a wider variety of options.

If you are a vested employee (regular employee on or before July 1, 2000) choosing this new “Basic” option will result in losing your vested rights, which includes 52 weeks of payed Short Term Disability at 100%, after acquiring 25 years of service.

During the most recent Joint Labour Relations Committee meeting, which was held on Wednesday December 7<sup>th</sup>, your bargaining committee raised several issues regarding these changes, primarily on how poorly we felt these changes were communicated to the field, especially with those entitled to the vested rights.

Moving forward, the Company has agreed and have committed to contacting each vested employee by email, who has chosen the basic option and to insure they fully understand the changes. These members will be reminded of the loss in vested rights and will be required to respond to the Company with a “yes” or “no”. If they answer “No” their plan will remain status quo. If they respond “yes”, they will be moved to the “basic” option. If any employee fails to respond to the email, they will not be moved to the “basic” option and their benefits plan will remain status quo.

We would like to remind you to speak with your local representatives, if you have any questions or concerns prior to making any changes to your benefits plan.

In Solidarity,

Your Ontario Bell Craft and Services Bargaining Committee

Justin Connolly

Paul Couvion

Dave Hicks

Clayton Nunn, National Representative

CN/kwcope343