

Memorandum of Agreement (MOA) to manage the impact of Expertech's cessation of operations on its employees

BETWEEN:

Bell Canada

(“Bell”)

And

Expertech Network Installation inc.

(“Expertech”)

And

UNIFOR

(“Unifor”)

(Collectively, the “Parties”)

WHEREAS Bell has redefined its fibre deployment strategy to reflect evolving business priorities and market dynamics.

WHEREAS Bell wishes to simplify its network operations and align its organizational structure with its current strategic priorities.

WHEREAS Expertech operates as a subsidiary of Bell Canada with its activities focused on network infrastructure deployment and maintenance.

WHEREAS as part of this transition, Expertech will cease to operate, effective January 25th, 2026.

WHEREAS Expertech and Unifor are parties to a collective agreement covering Craft and Services employees which expires on November 30, 2027 (“Expertech’s Craft collective agreement”).

WHEREAS Expertech and Unifor are parties to a collective agreement covering Clerical and Associated employees which expires on November 30, 2027 (“Expertech’s Clerical collective agreement”).

WHEREAS Bell and Unifor are parties to a collective agreement covering Craft and Services employees which expires on November 30, 2028 (“Bell’s Craft collective agreement”).

WHEREAS Bell and Unifor are parties to a collective agreement covering Clerical and Associated employees which expires on November 30, 2025 (“Bell’s Clerical collective agreement”).

WHEREAS effective January 25, 2026, approximately 60% of Expertech Craft and Services employees will be joining Bell’s Field Services team and integrated into the bargaining unit at Bell covering Craft and Services employees.

WHEREAS effective January 25, 2026, approximately 45% of Expertech Clerical and Associated employees will be joining Bell’s Clerical team and integrated into the bargaining unit at Bell covering Clerical and Associated employees.

WHEREAS further to Expertech’s cessation of activities, the Parties wish to execute this MOA to manage the impact on Expertech’s employees and to facilitate the integration of some Expertech employees into Bell Canada.

THEREFORE, the Parties agree as follows:

1. The preamble is an integral part of this MOA.
2. This MOA describes the selection process of Expertech employees who will receive an offer of employment from Bell, the working conditions of the newly integrated employees into Bell and the timelines for the integration. It also outlines the process for Expertech employees that will be terminated and the terms and conditions of their termination.

A. The selection process for Expertech’s Craft and Services employees by Bell

3. Expertech currently employs a total of 510 Craft and Services employees (active and inactive) in the provinces of Ontario and Quebec.
4. The Craft and Services employees are mainly divided into 6 different occupations:
 - a. COE technician
 - b. Line technician
 - c. Splicer
 - d. Calibration specialist
 - e. Utility Employee
 - f. Health and Safety Resource
5. The selection of the Expertech Craft and Services employees who will receive offers of employment by Bell will first be made by province, then by Normal Servicing

Territories (NST) (as per Attachment E of Expertech's Craft collective agreement), then by occupation, then by seniority.

6. A total number of 325 Expertech Craft and Services employees, representing approximately 64% of Expertech's total population of Craft and Services employees will be offered employment by Bell and, if they accept, will join Bell's Field Services team and be integrated into the bargaining unit at Bell covering Craft and Services employees. The number of Craft and Services employees per province, per NST and per occupation is listed in Appendix A of this MOA.
7. No Expertech Craft and Services employees will be forced to join Bell. The selected employees will be presented with a job offer from Bell, which will be equivalent to their current occupation at Expertech before the integration. At the same time, the selected employees will be presented with an end of employment letter which will provide the terms and conditions of a severance package. The terms and conditions of this severance package are outlined in Appendix B of this MOA. Expertech Craft and Services employees will have the option to voluntarily accept either Bell's job offer or to leave Expertech with a severance package.
8. On November 12, 2025, Expertech Craft and Services employees will receive an email to attend a group videoconference call that will take place on November 13, 2025. All Expertech Craft and Services employees will be told to work from home in the morning for this important meeting.
9. On November 13, 2025, Expertech and Bell will provide detailed explanations applicable to each selected Expertech Craft and Services employee and will forward all appropriate documentation to all Expertech Craft and Services employees' email address.
10. Each Expertech Craft and Services employee will have the opportunity to schedule an individual meeting with a Bell Human Resources representative to ask any unanswered questions during the videoconference call.
11. Job offers will be done in two phases. All selected Expertech Craft and Services employees offered employment in the first phase will have until 5:00 pm on November 20, 2025 to confirm via a designated web application if they accept Bell's job offer or the severance package. Employees who elect to accept their severance package will not be able to change their decision later. Once a severance package acceptance is formalized by the employee in the web application, the election is irrevocable.
12. When Expertech Craft and Services employees accept a Bell job offer, they will continue to work in their current role at Expertech up to January 24, 2026 as per their work schedule and start at Bell on or around January 25, 2026.

13. When Expertech Craft and Services employees accept a severance package instead of a Bell job offer, their last day at work will be on December 5, 2025.
14. For each Expertech Craft and Services employee who accepts a severance package, Bell commits to conducting a second phase of hiring to integrate one additional employee initially terminated.
15. For this second phase of hiring, a job offer will be issued to the next senior Expertech Craft and Services employee in the same province, same NST and same occupation. Expertech Craft and Services employees who receive an offer resulting from another employee's decline will have until 5:00 pm on Friday, November 28, 2025 to accept the offer. If they accept the offer, the severance package presented to them on November 13 will be rescinded. They will return to work in their current role at Expertech on Monday December 1, 2025, up to January 24, 2026, as per their work schedule. Their first day at Bell will be on or around January 25, 2026.
16. Notwithstanding the above, if there are no other Expertech Craft and Services employees in the same province, same NST and same occupation as an employee accepting a severance package, there will be no further hiring phase for this position.

B. The selection process for Expertech's Clerical and Associated employees

17. Expertech currently employs a total of 28 Clerical and Associated employees (active and inactive) in the provinces of Ontario and Quebec.
18. The Expertech Clerical and Associated employees are currently divided in 6 different occupations:
 - a. Associate, Regional support
 - b. Associate, Finance
 - c. Associate, Material
 - d. Associate, Human Resources
 - e. Senior Associate
 - f. Associate, Administrative Support
19. On November 13, 2025, each Expertech Clerical and Associated employee will receive a job posting notice from Bell for an Associate, Control Centre Administrative Support role, Salary Group 12, as listed in Appendix A of Bell's Clerical collective agreement.
20. 13 employees will be selected for this occupation at Bell: 5 positions will be available in Quebec and 8 in Ontario.
21. Expertech's Clerical and Associated employees will be selected by seniority in each province.

22. On November 12, 2025, Expertech Clerical and Associated employees will receive an email to attend a group videoconference call that will take place on November 13, 2025. All Expertech Clerical and Associated employees will be told to work from home in the morning for this important meeting.
23. On November 13, 2025, Expertech and Bell will provide detailed explanations on the Bell job postings to all Expertech Clerical and Associated employees and will forward all appropriate documentation to all Expertech Clerical and Associated employees' email address.
24. Each Expertech Clerical and Associated employee will have the opportunity to schedule an individual meeting with a Bell Human Resources representatives to ask any unanswered questions during the videoconference call.
25. Each Expertech Clerical and Associated employee will have until 5:00 pm on November 20, 2025 to apply to Bell's job posting.
26. No Expertech Clerical and Associated employee will be forced to accept a position at Bell. At the same time, Expertech Clerical and Associated employees will be presented with an end of employment letter which will provide the terms and conditions of a severance package. The terms and conditions of the severance package are described in Appendix B of this MOA. Expertech Clerical and Associated employees will have the option to apply to Bell's job posting or leave Expertech with a severance package.
27. Successful candidates will receive an offer of employment letter on or around November 25, 2025. Successful candidates will continue in their current role at Expertech until January 24, 2026. Their first day of work at Bell will be on or around January 25, 2026.
28. The last day at work for the unsuccessful candidates or for the Clerical and Associated employees who did not apply to Bell's job posting will be on December 5, 2025 and they will receive their severance package as per the terms and conditions provided in their end of employment letter presented to them on November 13, 2025.

C. The working conditions of the new Bell employees coming from Expertech's Craft bargaining unit

29. All Expertech Craft and Services employees who accepted a Bell job offer will be integrated into Bell's Craft and Services bargaining unit and be covered by the terms and conditions of the Bell's Craft collective agreement.

30. All Expertech Craft and Services employees integrated pursuant to this MOA will be Regular full-time employees and covered by Attachment G of Bell's Craft collective agreement. They will all be considered as Technician-Advanced and covered by Wage Schedule B.
31. The Net Credit Service date of Expertech's Craft and Services employees under Expertech's Craft collective agreement will be recognized at Bell.
32. On their start date at Bell, Expertech Craft and Services employees will continue to perform the same or similar work they were performing at Expertech before the integration. The titles COE technician, Line technician and Splicer will be added to Appendix A referred to, in Arbitrator Schmidt's decision, dated July 29, 2025. The amended Appendix is added to this MOA as Appendix C.
33. For employees who are active on their start date at Bell, Expertech Craft and Services employees who accepted Bell's offer will move immediately to the step on the new wage schedule that has the closest higher rate. There is no recognition of time accumulated between wage steps in the Expertech unit that can be applied toward the next Bell Craft wage step (ie. upon commencement the employee will always have their next progression in 9 months).
34. For employees who are active on their start date at Bell, Expertech Craft and Services employees who accepted Bell's offer that have an hourly basic rate of pay that is higher than the top step of Wage Schedule B in the Bell Craft collective agreement, will benefit from wage protection until Wage Schedule B catches up to their frozen rate of pay, at which time they will move to the closest higher rate.
35. The Memorandum of Agreement on Force Adjustment does not apply to Expertech Craft and Services employees integrated pursuant to this MOA. To be more specific, these employees will be covered by Article 11 of Bell's Craft collective agreement after the integration date.
36. Any 2025 annual vacation days currently scheduled in 2026, and 2026 annual vacation scheduled in 2027 selected in 2025 by Expertech Craft and Services employees as per article 21.08 of Expertech's Craft collective agreement before the start date, will be respected.
37. All banked hours until their start date will be paid out to all Expertech Craft and Services employees who accepted Bell's job offer no later than 60 days after the start date.
38. Expertech Craft and Services employees who accepted Bell's job offer on seasonal leaves (90/10 - 80/20) on their start date will continue after their start date.

39. All Expertech Craft and Services employees integrated with this MOA will not continue to be grandfathered under their Short-term disability plan (STD). More specifically, after the integration date and until December 31st, 2026, they will receive the standard STD coverage. As of January 1, 2027, they will be able to elect either the basic or standard option under the plan. Expertech Craft and Services employees who are currently on STD and have vested rights, will continue to be grandfathered until they return to work.
40. Any grievances filed by an Expertech Craft and Services employee who accepted Bell's job offer before their start date will be transferred to Bell and treated in accordance with the grievance procedure outlined in Bell's Craft collective agreement. Any grievances filed by an Expertech Craft and Services employee who accepted Bell's job offer before their start date which were referred to arbitration or where an arbitration was already scheduled will continue their course but with Bell as the employer.
41. The severance package presented to Expertech Craft and Services employees is subject to an Acknowledgement, Release and Discharge form. The union undertakes to withdraw any active grievances for the employee who signed said Acknowledgement, Release and Discharge form, to the sole exception of any active grievances for the employee who signed said Acknowledgement, Release and Discharge which is associated with an unpaid leave of absence due to non-compliance with the Company COVID vaccination policy.
42. The employee files for all Expertech Craft and Services employees will be transferred to Bell on the date of integration, and any ongoing disciplinary or administrative processes will continue at Bell after the date of integration and under the terms and conditions of Bell's Craft collective agreement.

D. The working conditions for the new Bell employees integrated from Expertech's Clerical bargaining unit

43. All Expertech Clerical and Associated employees who accepted Bell's job offer will be integrated into Bell's Clerical bargaining unit and be covered by the terms and conditions of Bell's Clerical collective agreement.
44. All Expertech Clerical and Associated employees integrated pursuant to this MOA will be Regular full-time employees and will be Associate, Control Centre Administrative Support role, Salary Group 12.
45. The Net Credit Service date of Expertech's Clerical and Associated employees under Expertech's Clerical collective agreement will be recognized at Bell.

46. On their start date, Expertech Clerical and Associated employees who accepted Bell's job offer hourly basic rate of pay will be moved to the step on the Salary Group 12 wage schedule that grants the closest highest rate of pay. If such does not exist, their current rate of pay will move to the top step of Salary group 12.
47. Any 2025 annual vacation days currently scheduled in 2026, and 2026 annual vacation scheduled in 2027 selected in 2025 by Expertech Clerical and Associated employees as per article 21.08 of Expertech's Clerical collective agreement before the start date, will be respected.
48. All banked hours until their start date will be paid out to all Expertech Clerical and Associated employees who accepted Bell's job offer no later than 60 days after their start date.
49. All Expertech Clerical and Associated employees integrated pursuant to this MOA will not continue to be grandfathered under their Short-term disability plan (STD). More specifically, after the integration date and until December 31st, 2026, they will receive the standard STD coverage. As of January 1, 2027, they will be able to elect either the basic or standard option under the plan. Expertech Clerical and Associated employees who are currently on STD and have vested rights, will continue to be grandfathered until they return to work.
50. Any grievances filed by an Expertech Clerical and Associated employee who accepted Bell's job offer before their start date will be transferred to Bell and treated in accordance with the grievance procedure outlined in Bell's Clerical and Associated collective agreement. Any grievances filed by an Expertech Clerical and Associated employee who accepted Bell's job offer before their start date which were referred to arbitration or where an arbitration was already scheduled will continue their course but with Bell as the employer.
51. The severance package presented to Expertech Clerical and Associated employees is subject to an Acknowledgement, Release and Discharge form. The union undertakes to withdraw any active grievances for the employee who signed said Acknowledgement, Release and Discharge form, to the sole exception of any active grievances for the employee who signed said Acknowledgement, Release and Discharge which is associated with an unpaid leave of absence due to non-compliance with the Company COVID vaccination policy.
52. The employee files for all Expertech Clerical and Associated employees will be transferred to Bell on the date of the integration and any ongoing disciplinary or

administrative processes will continue at Bell after the date of integration and under the terms and conditions of Bell's Clerical collective agreement.

E. Inactive employees

53. Expertech employees on LTD or on a leave of absence supported by WSIB/CNESST will be treated like active employees for the purpose of this MOA and will be contacted by Bell HR. For more clarity, inactive employees could be presented with Bell job offers or could apply for a Bell job posting.
54. Expertech employees on LTD or on a leave of absence supported by WSIB/CNESST who did not receive a Bell job offer or decline a Bell job offer, or who did not apply to a Bell job posting or are not a successful candidate, in accordance with section B and C of this MOA, will leave with a severance payment as per the terms and conditions described in Appendix B of this MOA.
55. As per the terms and conditions of their LTD plan and policy, Expertech employees on LTD who did not receive a Bell job offer or decline a Bell job offer, or who did not apply to a Bell job posting or are not a successful candidate, in accordance with section B and C of this MOA, will still receive LTD benefits per their existing policy and under their existing claim even though they will leave Expertech and medical and benefits will be maintained for the duration of their LTD claim.
56. However, as per the terms and conditions of their LTD plan and policy, Expertech employees on LTD who did not receive a Bell job offer or decline a Bell job offer, or who did not apply to a Bell job posting or are not a successful candidate, in accordance with section B and C of this MOA, will get their LTD benefits payment suspended for the duration of their severance package.
57. Expertech employees on WSIB/CNESST who did not receive a Bell job offer or decline a Bell job offer, or who did not apply to a Bell job posting or are not a successful candidate, in accordance with section B and C of this MOA, will still receive WSIB/CNESST benefits per their government program and applicable legislation and medical and dental benefits will be maintained for the duration of their claim.

58. However, Expertech will advise WSIB and the CNESST that these employees will leave at the date identified in Appendix B of this MOA and that they will receive a severance package as per the terms and conditions of Appendix B of this MOA. These employees could therefore see their benefits payments impacted for the duration of their severance package.

59. If any Expertech employees hired by Bell are on LTD or on a leave of absence supported by WSIB/CNESST, they will remain inactive after their start date. Once they are fit to return to work, they will be transferred into a role as described in this MOA or reasonably accommodated, if possible, if they have restrictions.

F. Expertech Craft and Services employees who are presented with only a severance package

60. Expertech Craft and Services employees who were not presented with a Bell job offer, in accordance with section B of this MOA will leave with a severance payment as per the terms and conditions described in Appendix B of this MOA.

61. On November 12, 2025, these Expertech Craft and Services employees will receive an email to attend a group videoconference call that will take place on November 13, 2025. All Expertech employees will be told to work from home for this important meeting.

62. On November 13, 2025, Expertech and Bell will provide detailed explanations of the severance payment that will be offered to them and will forward all appropriate documentation to employees' personal email address for Craft and Services employees.

63. Each Expertech Craft and Services employee will have the opportunity to request an individual meeting with a Human Resources representative to ask any unanswered questions during the videoconference call.

64. The last day at work for Expertech Craft and Services employees who do not receive an offer of employment from Bell will be on November 13, 2025.

G. Dispute resolution

65. Any question regarding the application of this MOA shall be discussed and settled at the Joint Labour Relations Committee (JLRC) between representatives of Bell and Unifor.

Date : _____

Date : 2025-11-12

Date : nov 12 2025

For Bell :

For Expertech :

For Unifor:



Michelle McCoubrey
VP, Field Operations

Stéphane Martel
General Manager

Michel Du Cap
National representative, Quebec

2025-11-12
Date : _____

For Unifor:



Robin Dudley
National representative,
Ontario

APPENDIX A

Bell Canada Offers of Employment by Province, NST, Occupation

Perm Prov	NST	Perm City	COE Tech	Line Tech	Splicer	Grand Total
Ontario	010	BARRIE	2		6	8
	Oil	PETERBOROUGH		4	7	11
	012	HUNTSVILLE		2		2
	02	LONDON	1		8	9
	024	MISSISSAUGA	10	4	14	28
	025	HANNON	3	5	14	22
		ST CATHARINES	1		7	8
	026	MARKHAM	3	6	5	14
		NEWMARKET			7	7
	027	OSHAWA	3		6	9
	028	ETOBICOKE	2		14	16
		NORTH YORK	3	8		11
		WOODBIDGE	2		1	3
	030	SCARBOROUGH	5	2	17	24
	04	KITCHENER	2		12	14
	06	NEPEAN	1	6	13	20
	08	BELLEVILLE	1		5	6
		KINGSTON	1		2	3
Ontario Total			40	37	138	215
Quebec	Qi	MONTRÉAL	8	8	6	22
		POINTE CLAIRE	2	4	6	12
	Q10	TROIS-RIVIÈRES		2	3	5
	Q2	LAVAL	1	4	14	19
	Q4	GATINEAU		4	2	6
	Q6	ST-BRUNO		5	14	19
	Q8	SHERBROOKE		2	2	4
	Q9	QUÉBEC	4	10	9	23
Quebec Total			15	39	56	110
Grand Total			55	76	194	325

APPENDIX B

Terms and Conditions of the Severance Package

	Voluntary Departure	Termination - Craft	Termination - Clerical
Notice Date	x November 13, 2025	x November 13, 2025	x November 13, 2025
Departure Date	x December 5, 2025	x November 13, 2025	x December 5, 2025
Severance Calculation	x 0.5 month of base pay / completed year of service x Minimum 4 months x Maximum 12 months	x 0.5 month of base pay / completed year of service x Minimum 4 months x Maximum 12 months	x 0.5 month of base pay / completed year of service x Minimum 4 months x Maximum 12 months
Salary Continuance	x 4 months (deducted from total severance)	x 4 months (deducted from total severance)	x 4 months (deducted from total severance)
Termination of Employment date	X April 5, 2026	x March 13, 2026	X April 5, 2026
Lump Sum Payment (less statutory deductions)	x Within 60 days following the Termination of Employment Date x Possibility to transfer into RRSP (some criteria must be respected)	x Within 60 days following the Termination of Employment Date x Possibility to transfer into RRSP (some criteria must be respected)	x Within 60 days following the Termination of Employment Date x Possibility to transfer into RRSP (some criteria must be respected)
Eligibility to Benefits coverage/Pension Plan Contribution	x Until the Termination of Employment Date	x Until the Termination of Employment Date	x Until the Termination of Employment Date
Career Transition Services	x None	x 3-month access	x 3-month access
Release & Discharge Form	x A signed document is required	x A signed document is required	x A signed document is required

APPENDIX C

(APPENDIX A, integrated in Arbitrator Schmidt Decision)

Wage Schedule	Organization	Position Titles
A	BRE	Senior Facility Technician
A	Field	Training Development & Delivery Cable Technician
A	Field	Training Development & Delivery Central Office Technician
A	Field	Test Center Business Assurance/Provisioning SME & Training devel. and delivery Tech
A	Field	Combo Technician - Nunavik
A	Field	Training Development & Delivery Business Technician
A	NTWK	Switching Network Support Technician
A	NTWK	VoIP-UC Service Operations Technical Analyst-Technician
A	NTWK	911 Network Operational Center L2 Technician
A	NTWK	Transport Network Support Technician
A	NTWK	IP Network Support Technician
A	NTWK	Broadband Access Network Support Technician
A	NTWK	Broadband Access Network KMTS/DMTS Support Technician
A	NTWK	WVOC Wireline Video Operational Center Support Technician
A	NTWK	[Title to be added in connection with the arbitration award dated 4/25/25]
B	BRE	Building Operation Center (BOC) Technician
B	Field	Splicer
B	Field	COE Technician
B	Field	Line Technician
B	Field	Help Desk Technician - Managed Services
B	Field	ATS/CMO (Server) Technician
B	Field	Bus Technician (Voice, Internet, IPTV)
B	Field	Central Office Technician
B	Field	Cable Repair (Copper-Fibre- Air) Technician
B	Field	Technology Electronic Bell (TEB) Technician
B	Field	Test Center Bus Assurance Technician
B	Field	Test Center ICN/SSC Technician
B	Field	Test Centre Air Desk SME Technician
B	Field	Test Centre Discovery/ANDC Technician
B	Field	Test Center Bell Total Connect (VoIP/BTC) Technician
B	Field	Test Centre Voice/Internet/IPTV SME Technician
B	Field	Test Center Quality Assurance Technician
B	Field	Support Team ORS SME Technician
B	Field	Support Team Data/Mega/LAN SME Technician

B	Field	Support Team Central Office SME Technician
B	Field	Support Team Bus (Voice, Internet, IPTV) SME Technician
B	Field	Support Team Cable Repair SME Technician
B	NTWK	Network Transport Commissioning / Provisioning Technician
B	NTWK	Network Change Management Technician
B	NTWK	INOC IP Network Operational Center Technician
B	NTWK	SNOC Switching Network Operational Center Technician
B	NTWK	TNOC Transport Network Operational Center Technician
B	NTWK	BBNOC Broadband Network Operational Center Technician
B	NTWK	WVOC Wireline Video Operational Center Technician
B	NTWK	911 Network Operational Center Technician
B	NTWK	Switching Translations Technician
B	NTWK	IXCRTC Switching Translations Technician
B	NTWK	Television Operational Center (TOC) Technician
B	NTWK	Broadcast Field Technician
B	NTWK	Managed Infrastructure Services - Security Technician
B	NTWK	Managed Infrastructure Service for Network (MISN) Technician
B	NTWK	Managed Infrastructure Service for Voice Technician
B	NTWK	Private Branch Exchange (PBX) L2 Support Technician
B	NTWK	Managed Infrastructure Service Tools Development & Support Technician
B	NTWK	SS7 Network Operational Center Technician
B	Field	Help Desk Technician
•	Field	ATS/CMO (Server) Help Desk Technician
B	Field	Central Office Frame Technician
B	Field	Test Center Cable Repair Technician
B	Field	Test Center Voice/Internet/FibeTV Technician
B	Field	Test Center Business Voice Technician
B	Field	Field Mobile Devices Help Desk Technician