

TRIPARTITE AGREEMENT AND STIPULATION FOR ANOTHER

WORK AGREEMENT

BETWEEN

BELL CANADA

AND

Bell Technical Solutions (BTS)

AND

Unifor

(hereby representing the bargaining units of Bell Technical Solutions Craft Employees (Québec), Bell Technical Solutions Craft Employees (Ontario) and Bell Canada Craft and Services Employees)

WHEREAS this Agreement is further to the renewal of the collective agreements (Québec and Ontario) of Bell Technical Solutions Craft Employees ratified on May 28th, 2022 (Ontario) and November 24th, 2022 (Québec);

WHEREAS the parties wish to agree on certain principles relating to work performed by Bell Technical Solutions on behalf of Bell Canada;

WHEREAS, for the duration of this Agreement, Bell Canada has no intention to use contractors in regards to the work performed by Bell Technical Solutions in accordance to this Agreement, except for what is provided below;

WHEREAS, for the duration of this Agreement, Bell Technical Solutions has no intention to use contractors, except for what is provided below;

WHEREAS Bell Canada undertakes to give to its own employees who are members of the Craft and Services Employees Bargaining unit and/or to employees who are members of the BTS Craft Employees bargaining units, all the work referred to in paragraph 2 of this Agreement, except for what is provided below;

WHEREAS the parties acknowledge the importance and necessity for Bell Canada and BTS to establish and maintain high levels of productivity and quality;

WHEREAS Unifor (CEP) reiterates its undertakings made and spelled out in the memorandum of agreement entitled "Memorandum of Agreement – Single Employer" signed by Bell Canada and the Unifor) CEP on April 5, 2005 (hereinafter "Memorandum of Agreement of April 5, 2005"), copy of which is attached hereto as Appendix A

WHEREAS any violation, by Unifor (CEP), of a provision of the Memorandum of Agreement of April 5, 2005 shall result in the immediate and complete cancellation of this Agreement without further notice or delay;

WHEREAS BTS Craft employees and BTS Craft bargaining units are entirely separate from the Bell Canada Craft and Services employees and the Bell Canada Craft and Services bargaining unit, whereas any activities pursued and work performed by BTS are not considered to be the work of the Bell Canada Craft and Services bargaining unit, and whereas, following a thirty (30) day notice to BTS and Unifor, Bell Canada reserves the right to cancel this Agreement in the event that anyone takes any position that is inconsistent with the situation described in this paragraph or that any modification to this situation is ordered;

IN CONSIDERATION OF THE FOREGOING, THE PARTIES AGREE AS FOLLOWS:

1. The Preamble is an integral part of this Agreement.
2. Bell Canada undertakes to give to its own employees who are members of the Craft and Services Employees bargaining unit, and/or to employees who are members of the BTS Craft Employees bargaining units, all the work defined in the Memorandum of Agreement – Jurisdiction of Work, copy of which is attached hereto as Appendix B. More specifically, it is understood and agreed that the work performed by BTS on April 30, 2005 will continue to be performed by BTS.
3. Bell Canada undertakes to:
 - a. give to employees who are members of the BTS Craft Employees, Quebec bargaining unit, all installation and repair work for Bell’s residential customers directly linked to FTTH (fiber to the home) and IPTV (internet protocol TV);
 - b. give to employees who are members of the BTS Craft Employees, Ontario bargaining unit:
 - i. all installation work for Bell’s residential customers directly linked to FTTH (fiber to the home) and IPTV (internet protocol TV);
 - ii. repair work for Bell’s residential customers directly linked to FTTH (fiber to the home) and IPTV(internet protocol TV), up to 40% of the total yearly repair load available;
 - c. give to employees who are members of the BTS Craft Employees, Quebec and Ontario bargaining units, all installation and repair work of Wireless Home Internet (WHI) Bell’s residential customers;
4. BTS undertakes not to use contractors.

5. Notwithstanding paragraphs 2, 3 and 4 of this Agreement, and in relation with the work described in paragraphs 2 and 3:
 - a. Bell Canada or BTS can use contractors to perform specific contracts of less than ninety (90) days when BTS is unable to perform the work (ex.: if BTS doesn't have the tools to do the work, BTS' employees do not have the competencies to do the work, if outside the geographical territory usually covered by BTS or Bell Canada, etc.).
 - b. Bell Canada or BTS can also use contractors for a limited time when BTS Craft Employees are unable to perform the available workload and meet customer demand.
 - c. By mutual consent of the parties, Bell Canada can also use contractors in other circumstances.
6. At all times, Bell Canada reserves the right to give to its own employees who are members of the Craft and Services Employees Bargaining unit, the work (or any part thereof) described at paragraph 3.
7. It is understood that if Bell Canada engages in the installation of new products for its residential customers based on new technologies, due consideration will be given to employees who are members of the BTS Craft Employees bargaining units for installation and repair work done on the premises of Bell's residential customers. A meeting will be held between Unifor Telco Vice-presidents, Bell Canada and BTS representatives in the event Bell Canada engages in such installation work. The parties are committed to work together to try to agree on appropriate conditions for this work to be assigned to BTS Craft employees bargaining units.
8. Bell Canada and BTS undertake not to close any BTS service territory to give the work in that service territory to a contractor.
9. This Agreement is made for the benefit of Unifor and its members included in the BTS Craft Employees bargaining units for the duration of this Agreement, except as otherwise specified below.
10. This Agreement is not part of the collective agreements between Unifor and BTS, nor is it part of the collective agreement between Unifor and Bell Canada. Unifor agrees that it will not use this Agreement in any bargaining with Bell Canada.
11. This Agreement will expire and become null and void three (3) months after the expiry date of the collective agreements between Unifor and BTS, unless the parties agree in writing to its renewal.
12. Notwithstanding paragraph 11 above, all the obligations of Bell Canada set out in this Agreement shall cease to apply and shall become null and void six (6) months prior to the

expiry date of the collective agreements between Unifor and BTS, unless the parties agree in writing to its renewal.

13. This Agreement cancels and supersedes any previous agreement entitled Tripartite Agreement and stipulation for another or Entente Tripartite et stipulation pour autrui, between CEP (Unifor), BTS and Bell Canada.

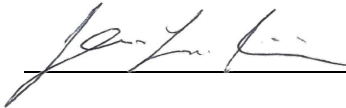
14. Any dispute pertaining to the interpretation or application of this Agreement shall be submitted to the Superior Court of Québec or the Superior Court of Justice of Ontario.

Signed at Verdun, on March 6th, 2023



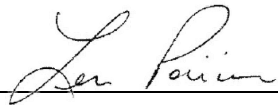
Reno Vaillancourt
Senior Vice-President – Labour Relations
Bell Canada

Signed at Montreal, on March 6th, 2023



Jean-Luc Riverin
President - Bell Technical Solutions

Signed at Toronto, on February 24, 2023



Len Poirier
National Secretary-Treasurer
Unifor

Signed at Montreal, on February 24, 2023



Olivier Carrière
Assistant Executive Director, Quebec
Unifor