

April 17th, 2026

SENT VIA EMAIL jean-luc.riverin@bell.ca

Jean-Luc Riverin
President
Bell Technical Solutions

Re: BTS Ontario- Unifor Response to Company Monetary Offer

Mr. Riverin,

We are writing to formally advise you of the current status of negotiations and to clearly outline the Union's position moving forward.

To date, meaningful progress has been achieved on several key priority items. However, a number of critical matters remain unresolved, most notably those relating to employee pension, benefits and wages. These issues are of fundamental importance to our membership and must be addressed satisfactorily in order to reach a tentative agreement.

Negotiations are scheduled to resume in Montreal during the first week of May. The Union remains committed to engaging in productive discussions with the objective of reaching a tentative agreement by the end of that week.

That said, it is imperative that the Company fully understands the seriousness of our position. In the event that an agreement is not reached, the Union will implement the following actions effective Friday, May 8 at 12:01 a.m.:

- The Overtime Averaging Agreement will be revoked;
- All T/Managers will be recalled;
- A work-to-rule directive will be implemented; and
- The Union will file for conciliation.

These measures are not taken lightly, but they reflect the resolve of our membership. We will not accept terms that fail to meet reasonable expectations, nor will we be pressured into agreeing to provisions that do not adequately recognize the value and contributions of our members.

We trust the Company will take this notice seriously and come prepared to engage meaningfully in the upcoming negotiations.

We remain hopeful that a fair and equitable agreement can be reached.

Regards,



Clayton Nunn

Unifor National Representative

cc: Gabriel Coutu, Jean-Stephane Mayer

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