

February 9, 2024

**SENT VIA EMAIL**

To: Unifor Locals representing telecommunications members employed by Bell Canada

Dear Unifor Members,

We are writing to you today with our hearts heavy with anger and disappointment. Yesterday's news of Bell's heartless decision to lay off workers while shamelessly boosting dividends and executing share buybacks for the benefit of shareholders and executives is a slap in the face to each and every one of you who tirelessly contribute to the success of this company.

We understand the gravity of the situation and are committed to providing you with as much information as possible as we navigate through these changes together. Following the announcement, Unifor leaders engaged in preliminary discussions with company representatives to gain insight into the scope and impact of the decision.

From these discussions, we have learned that in the Telco division, approximately 700 jobs are slated for cuts, including unfulfilled and vacant positions. While details remain scarce, we are striving to ensure that any terminations are carried out in a manner that prioritizes the financial well-being of our members.

At this juncture, we lack specific location details and are uncertain about the fate of contractors affected by this announcement. However, we can provide some general insights into the impact across various units:

- Approximately 400 jobs within the Bell Clerical Bargaining Unit in Quebec and Ontario are at risk, with discussions scheduled for next week.
- 140 positions within the Bell Craft Bargaining Unit in Quebec and Ontario will be affected via a Targeted Retirement Offer.
- No precise figures were disclosed for the Bell Sales, Bell West and Expertech bargaining units.
- Bell MTS faces obstacles in targeting specific positions due to their contractual obligation to offer severance to all workers.
- In Atlantic, Bell has not identified any cuts.
- The announcement is expected to have a limited effect on the personnel at BTS, given that the company has already implemented a hiring freeze specifically for the province of Ontario. Nevertheless, in the following weeks, the company will

engage in discussions with the respective bargaining committees from each province to explore further possibilities for voluntary severance packages (VSP) beyond the predetermined quota of 50 per year that have already been agreed upon in negotiations.

In the days and weeks ahead, there will be extensive discussions with the company as we seek further clarity and advocate for the interests of our members. As we obtain additional information, we are committed to sharing it with you promptly.

Please know that your union is here to support you throughout this challenging period.

In solidarity,

A handwritten signature in black ink, appearing to read 'Roch Leblanc', with a long horizontal flourish extending to the right.

**Roch Leblanc**  
**Director, Telecommunications Sector**

/klcope343