

MINUTES OF SETTLEMENT

B E T W E E N:

EXPERTECH NETWORK INSTALLATION INC.

("Expertech")

-and-

UNIFOR

("Unifor")

**GRIEVANCES OF MCCALLA, FERRIS, LAPLANTE,
WILBY AND BADHAM (the "Grievors")
340-2024-0040 AND 0037, 2023-0013 0088 AND 0089
SPEEDING CAMERA TICKETS**

WHEREAS, Expertech and Unifor are parties to a collective agreement;

AND WHEREAS, the Grievors each signed an authorization of wage deduction in relation to an Automated Speed Enforcement System Offence Notice in relation to a traffic offence;

AND WHEREAS, Unifor filed grievances, 34-O-2024-0040 and 0037, 2023-0013 0088 and 0089 (the "Grievances") alleging that Bell Canada received and paid the Notices before Expertech notified the Grievor of the traffic offence. This delay left no option for the employee to exercise his right to dispute the ticket and/or potentially to have it reduced

AND WHEREAS, Expertech denied the Grievances;

AND WHEREAS, the Grievances were referred to arbitration before Arbitrator Herlich.

AND WHEREAS, the parties wish to settle the Grievances;

NOW THEREFORE, it is agreed as follows:

1. The Grievances are hereby withdrawn.
2. The parties agree that the process set out herein shall be followed in relation to Automated Speed Enforcement System Offence Notices, as well as Automated Traffic Light Enforcement System Offence Notices (the "offence").
3. Not later than 28 calendar days from when Expertech is notified by Bell of an offence, the manager will communicate with the employee via email, to discuss the offence. This does not preclude the manager and employee from otherwise verbally discussing the offence.
4. If the employee objects to signing the authorization for wage deduction (the "authorization"), the employee may request a meeting with the manager with the option of having a union representative present, to offer an explanation to the circumstances giving rise to the offence.
5. If requested, the manager will schedule a meeting with the employee and their union representative. The employee will sign the authorization at the meeting which shall be held by the manager and/or Fleet Services and not submitted to payroll pending further review.
6. Expertech agrees to review and consider the circumstances conveyed by the employee in relation to the offence, including those in the Expertech Fleet Policy (refer to section 2.10).
7. Following the review, Expertech will communicate its decision and process the authorization, if applicable, subject to the right to grieve same.

8. If Expertech does not communicate with the employee within the timelines in paragraph 3, Expertech will be solely responsible for the payment of the offence. Further, if Bell fails to notify Expertech of the offence within 90 calendar days of the date of deemed service of the offence, Expertech will not seek reimbursement from the employee for the payment of the offence.

9. These Minutes of Settlement are exclusively between Unifor and Expertech and are entered into without prejudice to any position Unifor may take in relation to similar issues involving other employers including Bell Canada, and Bell Technical Solutions.

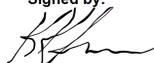
10. Arbitrator Herlich is seized concerning any issues arising out of these Minutes of Settlement.

Dated at Toronto, this 6th day of May 2025

Signed by:

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For Expertech, Mike Burns

Signed by:

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For Unifor, 34-O, Kevin Klan