



TO: All Transervice Lease Co. Mechanics, Mechanic Apprentices and Service Advisers
FROM: Pierre Bujold
DATE: February 13, 2025
SUBJECT: Workforce Adjustment Plan in Response to Fleet Reduction

Dear Team,

As you are aware, Bell Canada has been implementing significant changes to its fleet operations, including the reduction of approximately 2,500 vehicles in 2024 and the introduction of electric vehicles (EVs). These changes have naturally led to a reduction in our overall workload in certain areas.

In response, we must take proactive steps to align our workforce with this evolving operational landscape. Our priority remains to maintain a sustainable and viable operation while minimizing the impact on our employees. To achieve this, we are rolling out a workforce adjustment plan that will allow us to rebalance work hours where necessary, rather than resorting to more extreme measures.

At the same time, we must continue providing the high level of service that our local customers expect from us. Ensuring that we meet their needs remains a key priority, and we will be making these adjustments carefully to maintain our service commitments.

This plan will be continuously monitored and adjusted as needed to reflect operational realities and evolving business conditions. We will remain flexible and responsive to any developments that require further modifications.

We recognize that any change in scheduling or work allocation can create concerns, and we are committed to implementing these adjustments in a fair and transparent manner. We have engaged in discussions with union representatives to ensure that all steps align with our collective agreement and respect the rights of our employees.

We value the dedication and expertise of every team member, and we appreciate your cooperation as we navigate this transition together. More details will be shared in the coming days, and we encourage you to reach out to your direct managers with any questions or concerns.

Thank you for your continued commitment and professionalism.

Best regards.

A handwritten signature in blue ink, appearing to read "P. Bujold".

Pierre Bujold, Vice President Canada

cc: Transervice Management Team
UNIFOR National & Local Representatives