

## MEMORANDUM OF AGREEMENT

BETWEEN:

**UNIFOR**

(the "Union/Unifor")

-and-

**BELL TECHNICAL SOLUTIONS**

("BTS/Company")

### RE: STRUCTURED CABLING DIVISION

Whereas the purpose of Letter of Agreement 13 in the Collective Agreement is to outline the terms upon which the parties will work towards formalizing an MOA clarifying the job descriptions and requirements of Technicians and Cable Pullers that are part of the Structured Cabling Division.

And whereas the parties have come to an agreement regarding the aforementioned items

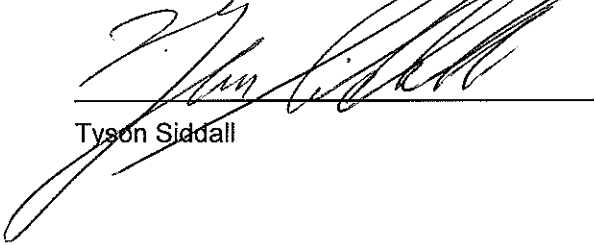
NOW, THEREFORE THE PARTIES AGREE AS FOLLOWS:

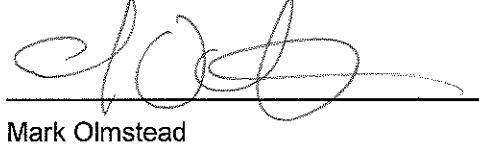
1. This agreement does not replace or supersede letter of agreement #13.
2. The 15 employees identified (Appendix A) in the October 26 2018 meeting will have their common localities adjusted as per the document shared with the bargaining committee. Their status will be changed accordingly if they are warranted of an upgrade in their correct common locality. This will be processed by January 31<sup>st</sup> 2019.
3. The work addresses of the structured cabling employees will be corrected in the HR system to reflect the work center associated with their common locality.(see "Appendix B" for details) This will be processed by January 31<sup>st</sup> 2019
4. The Company will advertise a 1-time posting process by January 31<sup>st</sup> 2019 for only the technicians under the structured cabling division to move to rural areas outside of the GTA where the Company has sustainable work.
5. Once this process is complete, the Company will have a 1-time internal posting process to be posted on or before February 28<sup>th</sup> 2019 for only the technicians under the cabling division to distribute the Technicians in the cabling division more evenly around the GTA. (see Appendix C). Going forward the Company will distribute their hiring within the structured cabling department amongst the common localities where the sustainable work is identified.
6. The parties have also discussed and agreed to the Cable Puller job description outlined in Appendix D of this document
7. Notwithstanding Article 10, going forward, the GTA will have a "geofence" (see Appendix C) around it allowing Technicians and Cable Pullers working in the GTA to go to where the work

is based on the needs of the business within the GTA. Daily transfers may occur outside of the GTA for special projects or national accounts only. Hours of work for regular part time employees will continue to be evaluated based on article 16.04c) and d) of the collective agreement.

8. Once the above changes are completed, the seniority list will be finalized and no further changes will be made and all outstanding issues will be considered to be resolved by the parties barring any errors or omissions.
9. The Parties agree that should any issues arise in the future we will reconvene a meeting to identify solutions and come to an agreement on resolving the issues.

Dated at [Mississauga], Ontario this 14<sup>th</sup> day of December, 2018.

  
\_\_\_\_\_  
Tyson Siddall

  
\_\_\_\_\_  
Mark Olmstead

**APPENDIX A**

In addition, the following changes will occur to rectify the identified issues from our meeting which was finalized on October 26 2018:

B#	EMPLOYEE NAME	CLASS	New Status	NEW common locality
61994	Duc Hein (Michael) Do	RPT		416 CORE
52291	James Cachia	RFT2	RFT1	416 WEST
57891	Raul Enriquez	RFT3		416 WEST
58691	Roan Bella	RPT	RFT3	416 WEST
59490	Mark Jose	RPT	RFT3	416 WEST
59945	Vivian King	RFT3		416 WEST
61077	Joseph Aniceto	RPT		416 WEST
62803	Kajan Karunanithy	RPT		416 WEST
62828	Oscar Villon	RPT		416 WEST
64510	Nel Alvin Bucsit	RPT		416 WEST
67568	Nick Hosein	RPT		416 WEST
64512	Andy Cao	RPT		416 WEST
63254	Kevin Gigante	RFT3		BRAMPTON
63564	Marc Della Penna	RPT	RFT3	BRAMPTON
66563	Guramarjot Singh	RPT		BRAMPTON

## APPENDIX B

B#	EMPLOYEE NAME	Work Address
51580	Michael Moore	31 Polson St, Toronto M5A 1A4
61994	Duc Hein (Michael) Do	31 Polson St, Toronto M5A 1A4
51755	Garry W. Walker	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
51817	Jeff Miller	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
52297	David Kennedy	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
61118	Hitesh Patel	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
61995	Sergy Lager	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
63251	Sivasubramaniam Srirangan	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
65363	Darren Prasad	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
65798	Sriparathy Yoganathan	1500 Birchmount Rd, Unit 4, Scarborough M1P 2G5
65349	Sam Sang Chul Rho	345 Horner Ave, Unit 2, Etobicoke M8W 1Z6
68545	Mohamed Guirreh	345 Horner Ave, Unit 2, Etobicoke M8W 1Z6
52509	John Belmonte	241 Clarence St, Unit 3, Brampton L6W 4P2
53425	Bilal Ahmed	241 Clarence St, Unit 3, Brampton L6W 4P2
63254	Kevin Gigante	241 Clarence St, Unit 3, Brampton L6W 4P2
66563	Guramarjot Singh	241 Clarence St, Unit 3, Brampton L6W 4P2
51645	Dave Elley	225 Pritchard Rd, Unit 1, Hamilton L8W 3P7
51834	Chris Packham	225 Pritchard Rd, Unit 1, Hamilton L8W 3P7
51727	Lee Zommers	90 Nolan Crt, Units 38-40 & 43-47, Markham L3R 4L9
62773	Sritharan Shanmugalingam	90 Nolan Crt, Units 38-40 & 43-47, Markham L3R 4L9
51346	Philip J. Reed	2463 Royal Windsor Dr, Mississauga L5J 1K7
51418	Michael R. McKay	2463 Royal Windsor Dr, Mississauga L5J 1K7
51769	Luke Hendricks	2463 Royal Windsor Dr, Mississauga L5J 1K7
51772	Stuart Gardner	2463 Royal Windsor Dr, Mississauga L5J 1K7
51799	Michael Holjevac	2463 Royal Windsor Dr, Mississauga L5J 1K7
51805	David Gibson	2463 Royal Windsor Dr, Mississauga L5J 1K7
51808	Peter Kaposy	2463 Royal Windsor Dr, Mississauga L5J 1K7
51825	Lloyd Bishop	2463 Royal Windsor Dr, Mississauga L5J 1K7
51876	Bradley Nosworthy	2463 Royal Windsor Dr, Mississauga L5J 1K7
52075	Llewellyn D'Souza	2463 Royal Windsor Dr, Mississauga L5J 1K7
52084	Larry Babwah	2463 Royal Windsor Dr, Mississauga L5J 1K7
52085	Joseph McDowell	2463 Royal Windsor Dr, Mississauga L5J 1K7
52305	Tad Hill	2463 Royal Windsor Dr, Mississauga L5J 1K7
52773	Neil Alias	2463 Royal Windsor Dr, Mississauga L5J 1K7
52777	Craig McCartney	2463 Royal Windsor Dr, Mississauga L5J 1K7
53414	Nuno De Almeida	2463 Royal Windsor Dr, Mississauga L5J 1K7
53714	Robert Gironimi	2463 Royal Windsor Dr, Mississauga L5J 1K7
54233	Helder Goulart	2463 Royal Windsor Dr, Mississauga L5J 1K7
56691	Lazarus Sidambe	2463 Royal Windsor Dr, Mississauga L5J 1K7
57039	Christopher (Todd) Fleming	2463 Royal Windsor Dr, Mississauga L5J 1K7

B#	EMPLOYEE NAME	Work Address
57500	Igor Chpadyk	2463 Royal Windsor Dr, Mississauga L5J 1K7
57542	Howard Kerr	2463 Royal Windsor Dr, Mississauga L5J 1K7
57544	Dwain Bennett	2463 Royal Windsor Dr, Mississauga L5J 1K7
59364	Samuel Asare	2463 Royal Windsor Dr, Mississauga L5J 1K7
59810	David Pompa	2463 Royal Windsor Dr, Mississauga L5J 1K7
60275	Paul Lewis	2463 Royal Windsor Dr, Mississauga L5J 1K7
60471	Edwin Roxas	2463 Royal Windsor Dr, Mississauga L5J 1K7
60722	Mandla Ndlovu	2463 Royal Windsor Dr, Mississauga L5J 1K7
61181	Jason Ocampo	2463 Royal Windsor Dr, Mississauga L5J 1K7
63272	Rocco Volpe	2463 Royal Windsor Dr, Mississauga L5J 1K7
64561	Peter Konstadakos	2463 Royal Windsor Dr, Mississauga L5J 1K7
66081	Neel Mehta	2463 Royal Windsor Dr, Mississauga L5J 1K7
67978	Kostas Plikas	2463 Royal Windsor Dr, Mississauga L5J 1K7
67979	Andderson Eguizabal-Lucha	2463 Royal Windsor Dr, Mississauga L5J 1K7
68044	Nirushan Antony-Felix	2463 Royal Windsor Dr, Mississauga L5J 1K7
67976	Terence Hlyva	108 Lindgren Rd W, Unit A27, Huntsville, P1H 1Y2

## **APPENDIX C**

Below are the common localities of the "GTA" outlined in the above Memorandum of Agreement.

**416 East**

**416 Core**

**416 West**

**Oakville-Mississauga**

**Brampton**

**Markham**

## **APPENDIX D**

### **CABLE PULLER JOB DESCRIPTION**

Reporting to the Field Operations Manager, the Cable Puller is responsible for the placement of copper and fiber optic cable, including telecommunication equipment, maintaining high standards for quality and customer service, and ensuring the security of material and equipment on site.

### **ACCOUNTABILITIES AND RESPONSIBILITIES**

1. May interact with customers at job sites
2. Communicates regularly with dispatch, technicians and the Project Manager
3. Completes forms for the purpose of time reporting, personal expenses, and assigned task tracking for work performed in that day.
4. Maintains on a continuous basis, working knowledge of policies and administrative procedures and their proper application for the completion of all job assignments
5. Contributes to work team to ensure proper equipment is available for the completion of job assignments and ensures the security of all company equipment from loss, theft or damage
6. Adheres to all Bell Technical Solutions' Health and Safety policies and procedures
7. Supports the organization of the team's daily activities, with a work crew of Technicians and other Cable Pullers
8. Participate in safety plans and processes
9. Can be required to support technicians on all jobs where placing fiber and copper cabling is the primary function of the work required. (E.G. Data cabling projects and Construction cabling projects etc.)
10. Cable pullers will only be assigned to a job where a technician is performing the final sign off and completion.
11. Placing / running copper and Fiber cabling
12. Terminating copper cabling (LAN, Voice and COAX) on jacks. In residential MDU projects, the P3000 (or equivalent) in-suite demarcation location only.
13. Cable pullers can label equipment related to assign tasks in a project environment.
14. Assisting the technicians with Testing both Copper and Fiber cabling (the inactive end)
15. Assisting the technician with mounting equipment/hardware.
16. As Work functions evolve with Technological Advancements the Company will discuss with the union at LRC on how to modify job functions. No changes will be made to the work function of the cable puller without the mutual agreement of the parties.
17. A Cable Puller will not perform any work functions of a Technician.

## **COMPETENCIES AND QUALIFICATIONS**

18. Ability to approach all work assignments with great professionalism, exceptional customer service skills and a solid work ethic.
19. Proficient in English (written & verbal)
20. Ability to take direction while under the supervision of a lead technician
21. Willingness to learn and undertake new challenges and complete work within assigned timeframes
22. Ability to climb ladders, work at heights and in small spaces; cannot be afraid of heights or claustrophobic.
23. Ability to frequently lift up to 55 lbs., or more with assistance
24. Ability to distinguish colour-coded wire, read blue prints, and work with tools
25. Ability to perform duties with minimal supervision; may be required to work alone in some situations

## **WORKING CONDITIONS**

26. Flexibility to work full time hours, with the possibility of evenings and weekends
27. This position typically operates at a customer's site and/or other field locations
28. Must have a valid G2 driver's license and personal transportation with the ability to commute to various customer sites
29. Mix of indoor and outdoor work; customer locations including construction sites
30. Climbing is required – step and extension ladders
31. Work in small spaces will be required
32. Frequent exposure to all types of weather conditions (e.g. snow, rain)