

November 30<sup>th</sup>, 2022

Brothers and Sisters,

As you know, the Company is introducing a new option in the Omniflex benefits plan, which increases the amount of flex dollars you can access and use towards a wider variety of options.

It is important for members to know, that if you are a vested employee (regular employee on or before July 1, 2000) choosing this new option will result in losing your vested rights, which includes 52 weeks of payed STD at 100%, after acquiring 25 years of service.

We would encourage you to speak with your local representatives, if you have any questions or concerns prior to making any changes to your benefits plan.

In Solidarity,

Your Ontario Bell Craft and Services Bargaining Committee

Justin Connolly  
Paul Couvion  
Dave Hicks  
Clayton Nunn, National Representative

CN/kw:cope.343