



TO ALL UNIFOR MEMBER
WORKERS OF
EXPERTECH – ONTARIO - QUÉBEC

November 4th 2025

Brothers, sisters and siblings,

We are going through a difficult period, and the changes recently announced are causing uncertainty, concern, and questions. We want to address the rumors and clarify the information, ensuring that all members are aware of it and understand it properly.

Whenever changes affecting our members have been announced, the Union has denounced the fact that the Employer has presented us with a “fait accompli”. We have consistently demanded dialogue in order to submit solutions or proposals aimed at mitigating the impact of such decisions.

Here is what we know at this time:

- 1- The Employer has decided to terminate Expertech's operations.
- 2- The Employer has informed the Union of its intention to integrate some of the workers into Bell TEA/Craft and Bell Office/Clerical. The other alternative being considered by the Employer would be to close Expertech completely, leading to job losses for all workers covered by the Expertech collective agreements.
- 3- A transition committee consisting of four (4) members of the Bargaining Committee, two (2) from Ontario and two (2) from Quebec, was set up to discuss the matter with the Employer.
- 4- Discussions took place on October 24 and 28. The Union made requests and proposals to minimize the impact of this upheaval on the lives of our members.
- 5- For now, the Employer is still assessing our questions and proposals and hasn't replied yet.
- 6- By November 13, 2025, all members will receive a message from the Employer. This message will provide individual instructions on how to participate in a videoconference call that will address your employment and the future of Expertech.
- 7- The videoconference will be held on November 13, 2025. In principle, following this presentation, all members should know the details of their respective situations.

Several key elements remain to be established and communicated by the Employer to your Union. We must be patient and wait for the Employer's response.

Currently, rumors and incomplete information are spreading rapidly. It is easy to understand that this can cause enormous stress for our members.

Rest assured that your union will keep you informed of developments as soon as they are confirmed by the employer.



Michel Du Cap, Unifor national representative for Expertech

MDC/em_sepb343