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November 13, 2025

To: Bell Craft members

Re: Circulation of false information - Bell Craft Bargaining Unit

Sisters and Brothers,

There is a statement being circulated by an anonymous source regarding the integration of Expertech employees into the Bell Craft bargaining unit. We are writing to clarify the facts of this matter, dispel misinformation, and offer you reassurance.

All affected Expertech members have been, or will be, contacted directly. We are committed to transparent communication and ensuring that those impacted by this integration are informed of their rights and options.

The transfer of Expertech employees into the Craft bargaining unit has been executed with careful consideration to uphold the stability and integrity of our existing membership. We have been in ongoing discussions with Bell regarding Article 11 protections specifically for members hired post-ratification. Our objective remains to ensure equitable treatment and protection under our collective agreement for **all** members.

The decision regarding this integration was not made unilaterally by the union. It is a response to operational changes at Expertech. We are working hard to actively address any concerns that may arise during the transition. It is important to note that Expertech members who are integrating into your unit are not included in the wage ratio percentages. This will need to be negotiated in 2028 and subsequently be ratified by the membership.

We recognize the importance of maintaining wage fairness, seniority, and job security within the Bell Craft unit. We must work together to ensure clarity and understanding. Avoid the spread of misinformation and rely on official channels of communication. If you have questions or concerns, please follow the proper channels by reaching out to your local president or chief steward.

Thank you for your cooperation and continued solidarity.



Clayton Nunn

Unifor National Representative

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