Grievance No. 2012 -43- 010

CANADA LABOUR CODE

IN THE MATTER OF AN ARBITRATION OF A GRIEVANCE

B E T W E E N :

BELL TECHNICAL SOLUTIONS

(the "Company")

- and -

UNIFOR

(the "Union")

(collectively, the "Parties")

MINUTES OF SETTLEMENT

WHEREAS on March 15, 2012, the Union filed Grievance 2012-43-010 alleging that the Company violated the terms of the collective agreement by the introduction of the TUMS program;

AND WHEREAS the Grievance claimed entitlement to monetary compensation;

AND WHEREAS the Grievance was referred to arbitration and hearings in this matter were held on November 11 and December 14, 2013 and May 16 and June 20, 2014before Arbitrator Herman, who issued an award dated December 2, 2014;

AND WHEREAS, the Grievance was allowed in part and the Arbitrator remain seized for any matter arising from the Grievance or the award, including remedial issues.

AND WHEREAS, the Company provided the union with documentation which confirmed the number of times employees had been TUMED and the parties prepared Schedule "A" on the basis of this information;

AND WHEREAS the Parties wish to enter into a full and final settlement of the remedial issues arising from the Grievance, without recourse to further hearing dates;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. The remedial issues arsing from the Grievance are hereby fully and finally resolved.

2. Within 30 days from the execution of these Minutes of Settlement, the Company shall grant the number of TGP hours indicated in schedule A to employees who remain employed by the Company as of the date of these Minutes of Settlement. These TGP hours shall be used in accordance with the provisions of the Collective Agreement.

3. The benefit described in paragraph 2 is provided by the Company without admission of liability or wrongdoing.

4. These Minutes of Settlement are entered into on a without prejudice or precedent basis and may not be referred to or relied on any future proceedings, save and accept for their enforcement.

5. The Parties agree that Arbitrator Herman is seized with the interpretation, implementation, and violation of these Minutes of Settlement.

FOR THE COMPANY
Per:

Date: August 30/16.

FOR THE UNION
Per: Michael Lambert

Date: August 29/2016

Schedule "A"

Number of times Tummed	Number of employees	Compensation (hour)	
Less than 10	889	1	889
Between 11 and 20	223	2	446
Between 21 and 30	110	3	330
Between 31 and 40	53	4	212
Between 41 and 50	28	5	140
Between 51 and 60	17	6	102
Between 61 and 70	11	7	77
Between 71 and 80	5	8	40
Between 81 and 90	7	9	63
Between 91 and more	4	10	40