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Sent: September 6, 2022 11:01 AM

To: Sapna Sagar <sapna.sagar@unifor6006.com>; Angela Stuart <angela.stuart@unifor6006.com>

Subject: Retro Pay

Importance: High

Dear Local 6006 members,

Bargaining committee has received the confirmation regarding retro pay, please find the details below;

Date that it will be paid out:

Company has confirmed that the retroactive wage increase to December 1, 2021 will appear on the October 14, 2022 pay. Clerical employees will see their wage increases, the retro to December 1, 2021 and their salary for the period of September 25 through October 8 on that same pay.

The increase in the Differentials for Work in Off-Normal Period (if applicable) retroactive to the ratification date of August 18, 2022 will also be included on this pay.

It will not be paid off cycle on a separate paycheck. As per normal practices, it will be paid on the same pay than their gains for that specific pay period, i.e. on October 14 pay in including both retro and gains for the Sept. 25 to Oct. 8 period. By having a "bigger" pay, it could be that tax % used will be a bit higher than usual, which is normal. That said, no employee will end up paying more taxes for 2022 because of that as taxes be balanced when employees will do their tax returns (same principle applies in February when AIP is paid or on a monthly basis for those eligible to VPIP).

Conditions to receive the retro pay:

- The employee needs to be active or on leave on date of ratification and on date of payment to be eligible to the retroactive wage increase.
- If the employee leaves the bargaining unit after ratification, but remains a Bell employee, he is eligible for the retroactive wage increase.
- If the employee is active or on leave on date of ratification, but terminates/retires before the pay period end date for the payment date, he does not receive the retroactive increase.
- An employee on leave at the date of the payment will receive his retroactive increase upon his return to work

If you have any further questions regarding retro pay, please contact your team leader.

Hope that helps,

Thanks

Sapna Sagar

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