



**EXPERTECH
Craft and Services
&
Clerical and Associated Employees**

July 9, 2014

Yesterday Expertech announced that they would be declaring a surplus in areas in Ontario and Quebec which will affect a number of employees in Craft and Clerical. There are no clerical staff being declared surplus in Ontario, but there will be 29 surplus tech positions in the 705 area code. The Company also announced that they would be closing some work centres in the 705 region in coming months and years as well. The Company has advised the Union that they will be invoking Article 11, but before that they are going to offer a limited RIO (see selection criteria below). Once the RIO's have been decided, then the Union and the Company will enter discussions as per Article 11. Below is a summary of the timeline that the Company has planned:

July 18th – all employees who are eligible for the RIO (age 55 and 30+ years of service) will be sent information on the RIO and how to apply. The RIO will be 12 months pay.

August 15th – Deadline to apply for the RIO

August 29th – Company deadline to approve RIO's

October 24th – Surplus employees will leave

December 31st – last possible day for persons taking RIO to leave

There will be 40 RIO's in Ontario and 40 RIO's in Quebec. There are 29 persons eligible in Ontario in the group being declared surplus – any remaining RIO's will be offered by seniority to the rest of the province in the craft bargaining unit.

We will provide updated information as we receive it.

If you have any further questions, please speak to your bargaining reps who will be working with the National Reps throughout the process.

Howard Law – National Representative – Expertech Craft and Services

Maureen Dawson – National Representative – Expertech Clerical and Associated Employees

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