



June 28th, 2023

Donna Hokiroy  
President  
USW – TWU Local 1944  
5261 Lane Street  
Burnaby, BC V5H 4A6

**Re: Contracting Out**

Dear Ms. Hokiroy:

In accordance with article 22.02 of the Collective Agreement between TELUS and the USW - Telecommunications Workers Union (TWU) Local 1944, this letter serves as notice that portions of work associated with routine planned maintenance in Network Assurance will be contracted out to a third party beginning July 13, 2023.

This decision represents part of our effort to improve operational efficiencies, improve business processes and provide additional flexibility to help us better meet organizational needs and stay ahead of the rapidly changing technology and work priorities. This proactive efficiency measure will help ensure that our Company's performance and economics remain strong.

Please contact Cheryl Fraser at (587) 777-4236 if you wish to discuss or require further information.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Spangler'.

Richard Spangler  
Director, Planning & Engineering  
Customer Network Engineering & Operations

cc. Emily Barcket, Director Network Assurance  
Jordon West, Director Network Assurance  
Cheryl Fraser, Senior Labour Relations Consultant