



January 21, 2025

Michael Phillips  
President  
USW – TWU Local 1944  
5261 Lane Street  
Burnaby, BC V5H 4A6

**Re: Contracting Out**

Dear Mr. Phillips:

In accordance with Article 22 of the Collective Agreement between TELUS and the USW -Telecommunications Workers Union (TWU) Local 1944, and further to contracting out notices previously provided to the union on Sept 30, 2015 and October 12, 2016 this letter serves as notice that we will be contracting out additional portions of the RF Operations functions to a third party. In addition to the work outlined in the previous letters, the additional functions will include wireless network assurance and repair.

This decision represents our continuing effort to reduce operational costs, improve business processes, focus team members on work in high-value growth areas, and gain additional flexibility to help us better meet our customers' needs and stay ahead of the rapidly changing technology and competitive landscape in the telecom industry.

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 'Reece Merry'.

Reece Merry  
Director, Planning & Engineering  
Network Engineering Operations

cc. Cheryl Fraser, Senior Labour Relations Consultant