

**COLLECTIVE AGREEMENT RENEWAL
Memorandum of Settlement**

Between

**YELLOW PAGES DIGITAL & MEDIA SOLUTIONS
LIMITED**



And

Local Union 2228

**International Brotherhood of Electrical Workers
(IBEW) (Hereinafter referred to as the "Union")**



Sales Employees

January 1st, 2026 – December 31st, 2028

This Memorandum of Settlement is entered into between Yellow Pages Digital & Media Solutions Ltd. (the "Company") and The International Brotherhood of Electrical Workers, Local Union 2228 (the "Union").

The parties confirm that this Memorandum of Settlement reflects the full and final agreement reached with respect to the matters bargained between them and forms the basis upon which the new Collective Agreement will be drafted, ratified, and executed.

Except as expressly amended by this Memorandum of Settlement, all other Articles of the Collective Agreement and all existing Letters of Understanding shall remain unchanged and in full force and effect.

The parties have agreed that the Employer shall provide a one-time signing bonus of one thousand dollars (\$1,000), payable at the time of ratification, to all actively working employees in the bargaining unit. For greater certainty, "actively working employees" excludes employees on any form of leave at the time of ratification.

ARTICLE #	CURRENT ARTICLE	NEW LANGUAGE
3.01	Any notice sent by email to the employees must be submitted to the Director of Human Resources or his representative for their review first and communication will not be unreasonably denied before being sent by the union.	Any notices sent by email to employees using the employer's email system must be submitted to the Director of Human Resources or his representative for their review first and communication will not be unreasonably denied before being sent by the union.
9.01	No employee shall be disciplined or dismissed except for just cause.	No employee shall be disciplined or dismissed except for just cause. For the purposes of this Article, just cause includes sustained failure to meet established sales performance expectations. Where performance concerns arise, the Employer will normally provide an opportunity for improvement through coaching and/or a Sales Improvement Plan. Where performance does not improve, or in cases of long-term underperformance or willful neglect of duties, discipline up to and including dismissal for just cause may result, without notice or severance, in accordance with applicable law.
10.05	An employee, the Business Manager of the Union or such other designate who has a grievance regarding the interpretation, application, operation or any alleged violation of the Agreement may within twenty (20) days of the date the employee either became aware of the occurrence or ought reasonably to have been aware	An employee, the Business Manager of the Union, or such other designate who has a grievance regarding the interpretation, application, operation, or any alleged violation of this Agreement may, within twenty (20) days of the date the employee became aware or ought reasonably to have been aware of the occurrence giving rise to the grievance, submit a written grievance to the Human Resources representative and/or Director of Sales. Any

	<p>of the occurrence giving rise to the grievance, forward a written grievance to the Human Resources representative and/or Director of Sales. At any time during the twenty-day (20) period, the Union may request a meeting to discuss this matter before the Employer. When an employee or the Union files a grievance, it must be signed by the employee. The Employer shall respond in writing to the grievance within fifteen (15) days. If the response is not satisfactory to the Union, the matter may be referred to arbitration. A Grievance resolved at this step shall be recorded in writing and have precedential effect unless the parties have otherwise agreed in writing.</p>	<p>grievance filed under this Article must be signed by the employee and shall state the nature of the grievance, identify the date or period of the incident, and reference the specific provision(s) of the Collective Agreement or applicable statutory employment standards allegedly violated. At any time during the twenty (20) day period, the Union may request a meeting with the Employer to discuss the grievance. The Employer shall respond in writing within fifteen (15) days of receipt of the grievance. If the response is not satisfactory to the Union, the grievance may be referred to arbitration. Any grievance resolved at this step shall be recorded in writing and shall have precedential effect unless the parties otherwise agree in writing.</p>
17.01	<p>No alterations or amendments shall be made to the Benefits Plan that in the aggregate constitutes a detriment to the bargaining unit collectively, without the consent of the Union. The Union shall be advised of any alterations or amendments to the Plan.</p>	<p>No alterations or amendments shall be made to the Benefits Plan that in the aggregate constitutes a detriment to the bargaining unit collectively, without the consent of the Union, and the Union will not unreasonably withhold consent. The Union shall be advised of any alterations or amendments to the Plan.</p>
25.01	<p>Employees do not have a fixed work schedule. Each employee shall determine their flexible work week schedule based on revenue assignment, and yearly sales expectations. The employees are responsible for completing their work assignment and meeting all their annual sales expectations and their assigned sales objectives.</p>	<p>a) Premise MACs do not have a fixed work schedule. Each employee shall determine their flexible work week schedule based on revenue assignment, and yearly sales expectations. The employees are responsible for completing their work assignment and meeting all their annual sales expectations and their assigned sales objectives.</p> <p>b) Telesales MACs will work seven and a half (7.5) hours per day between the hours of 8:00 am and 6:00 pm (MT).</p>

26.09	Employees that have completed the probationary period are entitled to sick leave, and disability, pursuant to the Employer's sick leave policy. Employees shall be paid at their normal basic hourly rate of pay for sick absences less than five (5) consecutive working days. For an absence by reason of illness that exceed five (5) consecutive workdays, the Employer maintains in effect its short-term disability program. ...	Include the following sentence at the end of the article: An employee on long-term disability leave does not accrue vacation time.
33.01	This Agreement shall become effective and, unless otherwise specified or agreed between the parties on January 1st, 2022 until December 31st, 2025 inclusive.	This Agreement shall become effective and, unless otherwise specified or agreed between the parties on January 1st, 2026 until December 31st, 2028 inclusive.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Settlement through their duly authorized representatives.

FOR THE EMPLOYER

Yellow Pages Digital & Media Solutions Ltd.

Kye Amanatiadis
Senior HR Manager

January 22, 2026

Date

FOR THE UNION

International Brotherhood of Electrical Workers, Local Union 2228

Paul Sly
Business Representative

January 22, 2026

Date