

Pursuant to Appendix CC

MEMORANDUM OF AGREEMENT

BETWEEN

Bell Aliant Regional Communications LP

AND

CEP Atlantic Communications Council (CEPACC)

**For the
Consumer Service Technician Project Term**

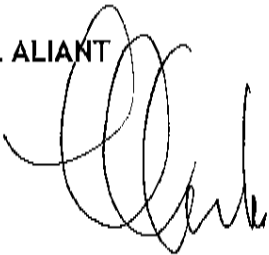
In accordance with the Letter of Agreement on Project Term Workforce outlined in the current Collective Agreement the parties agree to the following terms and conditions for a new Consumer Service Technician (CST) Project Term

1. The parties agree that the term of this CST Project Term will begin on April 1, 2012 and end on March 31, 2015.
2. The Company commits that the minimum number to be hired into this CST Project Term Workforce will be 150 and the maximum number will be 300 employees. This CST Project Term workforce will be comprised of external hires only.
3. The Company agrees that it will post an additional 100 regular full time Consumer Service Technician roles according to the following schedule:
 - a. Not less than 25 CST's no later than February 29, 2012
 - b. Not less than 25 CST's no later than January 31, 2013
 - c. Not less than 25 CST's no later than January 31, 2014
 - d. Not less than 25 CST's no later than January 31, 2015
4. Based on workload demands this schedule for hiring the 100 regular Consumer Service Technicians can be accelerated. Should more than 200 employees be hired into this CST Project Term, the Company agrees to increase the number of regular full time CST postings by at least one-half of the additional Project Term positions.
5. Existing Temporary employees currently working on Project Term Workforce I & II, may apply for postings to this CST Project Term workforce and will be considered external hires.
6. External hires associated with this CST Project Term will not be considered eligible to apply for another Temporary position until 6 months after the conclusion of this Project Term or 6 months following their termination or resignation from this Project.

7. Travel will be expected for some of these Project Term employees, and new hires accepting CST positions in this Project will be expected to travel as indicated by the Company.
8. Employees hired into this CST Project Term will be paid in lieu of vacation for the first 12 months of their employment, but will be eligible to schedule vacation for the remaining Project Term months.
9. The company will count time spent working as a CST in this Project Term as experience for any future job postings. Should any employee from this Project Term, be successful on a job posting to the CST Resource Pool, their time spent working in the Project Term will not count toward the 3000 hour requirement for job posting eligibility for Pool employees.
10. Employees will be provided one (1) month notice of termination due to change of workforce requirement if they are no longer required to complete full term of this contract.
11. If the company is unable to recruit and hire at least 150 employees into this project term workforce, then the Company and the Council will meet to discuss how many permanent CST employees the company will hire under article 3, if any, and to consider alternate arrangements to those agreed to in this memorandum.

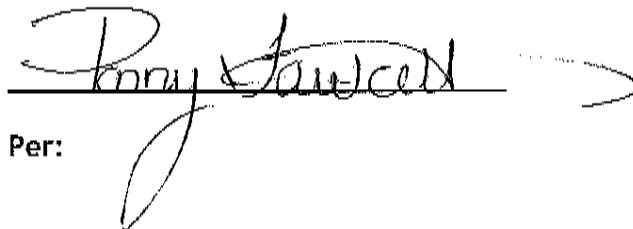
AGREED this 21 day of Feb, 2012.

BELL ALIANT



Per: F Crooks

CEPACC ATLANTIC
COMMUNICATION COUNCIL



Per: