

## MEMORANDUM OF AGREEMENT

BETWEEN

Bell Aliant Regional Communications LP

AND

CEP Atlantic Communications Council (CEPACC)

For the

### Term Workforce

### Dedicated to the Fibre Op Project

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 employees (internal & external) who apply and are successful on job postings offered in relation to the Fibre Op Project.

1. The parties agree that the Term of the Fibre Op Project will end on December 31, 2012.
2. The parties agree that the maximum number of internal and external resources associated with this Project Term Workforce will be fifty-two (52) employees as indicated below:

Classification	Type	Type	Quantity	Type	Quantity	Total	Language
SST	St Johns	External	1	Internal	3	4	
CST	St Johns	External	7	Internal	3	10	
Network Rep 1	Moncton	External	2	Internal	6	8	
CST	Moncton	External	7			7	7 Bilingual
CST	Moncton			Internal	3	3	1 Bilingual
CST	HRM	External	14	Internal	6	20	
<b>Total #</b>			<b>31</b>		<b>21</b>	<b>52</b>	

This Project Term workforce will comprise both external hires and internal hires who post into roles with this Project, subject to the proportions agreed upon. The ratio of employees hired into this Project Term Workforce will be as follows: CST's - 70% external hires and 30% internal hires; SST's and NRI's - 25% external hires and 75% internal hires. Where meeting this proportion proves impossible because there are not enough internal or external applicants, the proportion required is waived. However, where there are additions to the Project Term workforce during the Project Term, including replacement where vacancies are created, such additions will be in accordance with the

proportion originally agreed. There will not be any manipulation of the composition of the Project Term Workforce for any Project through the timing of the internal and external hiring

3. This Project Term workforce will be expected to work for the duration of the Project Term up to and including December 31, 2012..
4. The selection of internal hires into this Project Term workforce will be done by posting, open to all regular employees who:
  - a. meet the criteria listed in article 13.04 of the Collective Agreement;
  - b. agree to any particular travel requirements which are stated in the posting;
  - c. agree to any vacation scheduling requirements which are stated in the posting/hiring process;
  - d. agree to stay in this Project role for the entire Project Term, unless they are the successful applicant on another regular job posting
  - e. The terms of Article 13.06 and 13.07 of the Collective Agreement apply to internal employees who are successful applicants on the job postings for this Project Term Workforce
5. Existing Temporary employees may apply for postings to this Fibre Op Project Term workforce and will be considered external hires. If successful on the posting these employees may work the duration of this Project Term. At the end of this Project Term, any such former Temporary employee will not be re-hired by the Company as a Temporary employee for at least six months after the end of this Project Term or after they have left the project (laid off or resigned).
6. External hires associated with this Fibre Op Project will:
  - a. Be subject to all aspects of the Collective Agreement applicable to Temporary employees unless specified within this MOA.
  - b. After 6 months in the role, and continuing through this Project Term, external hires will receive the progressional increases in accordance with the terms of the Collective Agreement, similar to a regular employee;
  - c. External hires will not be eligible to participate in the Company's pension plan, employee concession plan, the employee stock purchase plan, or any other company benefit plan with the exception of the flex connect plan;
  - d. External hires will have no guarantee of any further employment after this Project Term.
  - e. External hires will not have the right to post to any other position during this Project Term.

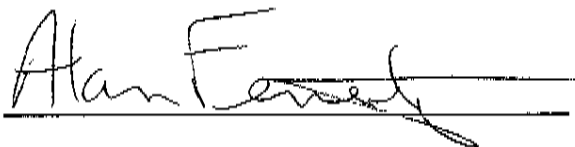
- f. External hires will be paid according to the pay scale appropriate to their classification as of their time of hire.
  - g. External hires, will not be considered eligible to apply for another Temporary position until 6 months after the conclusion of this Project Term or 6 months following their termination or resignation from this Project.
7. If the Company decides to backfill for existing employees who post to the Fibre Op Project Term, they will be back filled by either a Temporary hire or a temporary reassignment, and any such Temporary hire or temporary reassignment may last the entire Project Term, regardless of the limits in the Collective Agreement.
8. Each employee in this Project Term Workforce will be assigned a Reporting Centre for the purposes of determining expenses. Existing employees who post into any Project Term position will not be entitled to relocation costs.
9. Travel will be expected for some of these Project Term employees, and employees accepting CST positions in this Project will be expected to travel as indicated by the Company.
10. Existing regular employees who apply and are successful on these Project Term postings will take their current vacation with them in 2011 and will choose their vacation for 2012 based on their new workgroup associated with this Project Term. For purposes of this agreement, the vacation scheduling group will be defined as the group of employees within a classification hired to work on this Project Term regardless of location. The periods of June 1st to September 30th will be excluded from the 2012 vacation period for these Project Term employees. External employees hired into the 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 in 2012 (prorated). For purposes of scheduling 2013 vacation, internal employees will schedule their 2013 vacation in their former workgroup.
11. For existing regular employees who post to this Project Term Workforce into a different classification than their current one, the time worked in the classification amounts to "experience" in the classification for the purposes of article 12.11 and for subsequent job postings for the purposes of SELQ's.
12. External employees who post into this Project Term will be able to utilize the time spent working in their classification during this Project Term, as experience for any future job postings.

- 13. At the end of this Project Term, the existing regular employees who post into this Project Term workforce will:
  - a. return to their previous position, unless they have posted out to a new regular position; and
  - b. when returning to their previous wage scale, return to a step that is no lower than the step the employee would have achieved had they not posted to this Project Term Workforce.
  
- 14. External hires associated with this Fibre Op workforce will be considered external hires for the purposes of any future job postings at Bell Aliant. If the employee is hired as a regular employee in the future, Article 11.10 will apply with respect to bridging of service and seniority.

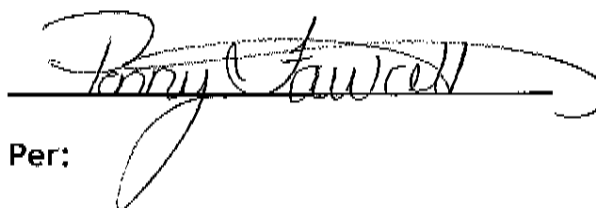
AGREED this 22 day of March, 2011.

**BELL ALIANT**

**CEPACC ATLANTIC  
COMMUNICATION COUNCIL**



Per:



Per: