

ADDENDUM TO "SCOPE" MEMORANDUM OF AGREEMENT

B E T W E E N:

BELL ALIANT REGIONAL COMMUNICATIONS, L.P.
(the "Company")

- and -

CEP ATLANTIC COMMUNICATIONS COUNCIL
(the "Council")

Whereas the Company and the Council are parties to a Memorandum of Agreement which sets out the provisions for the Disputed Scope Positions outlined in the CIRB Board Decision # 21595-C issued on November 16, 2006. These disputed positions are outlined in the Collective Agreement under Appendix L, and encompass roles formally known as Small-Business Sales Representatives (now referred to as Telesales Representatives), Service Advisors, and Quality Care Manager (now referred to as Quality Assurance Representatives).

And whereas the Memorandum of Agreement indicated that the current incentive plans in place for these employees (SIP & STIP) would remain in effect for the life of the current Collective Agreement

And whereas the Company and the Council have negotiated an extension of the current Collective Agreement until December 2011. Under this extension the parties have agreed that the incentive plans will be eliminated for these classifications December 31, 2007.

Now therefore the parties, on a without prejudice basis, agree that the following changes will become effective January 1 2008.

1. Employees in the Service Advisor and Quality Assurance Representative Classification have a variable pay component of 12% which is outlined in the Short-Term Incentive Program (STIP). Employees in these classifications will have 6% added to their current hourly rate and then will be placed on the appropriate step within their wage scale that is closest to (but not lower than) their adjusted hourly rate. Employees who have an hourly rate that is above the top of the scale for their classification will be deemed to be "green circled" and will not receive further wage increases within their classification until the top of the scale exceeds their adjusted hourly rate.

2. Employees in the Telesales Representative Role have a variable pay component up to a maximum of 20% which is outlined in the Sales Incentive Program (SIP). Employees in this classification will have their variable pay percentage added to their current hourly rate and then will be placed on the appropriate step within wage scale 12 that is closest to (but not lower than) their adjusted hourly rate. Employees who have an hourly rate that is above the top of the scale for their classification will be deemed to be "green circled" and will not receive further wage increases within their classification until the top of the scale exceeds their adjusted hourly rate.
3. Employees who are being paid above the top of the scale and are green circled will receive the negotiated annual wage rate increase in the form of a lump-sum payment, until such time that their wage rate falls within the scale. The year on which this occurs it could be a combination of a lump-sum payment, and a wage rate increase.
4. Incentive plans for affected employees will be terminated December 31, 2007 and employees will receive any monies earned through these plans as per the normal process. As stated in the Memorandum of Agreement union dues will be deducted from any STIP earned in 2007. Employees in the SIP incentive plans will not have union dues deducted from any SIP earned in 2007 as directed by the local union in Newfoundland and Labrador.

These changes will be applicable go forward on the Jan 13 - 26th, 2008 pay-period with the employees seeing the increase on the Jan 25, 2008 pay. The retro to Jan 1, 2008 will be paid out on the Feb 8, 2008 pay date.

AGREED this ____ day of March, 2008.

BELL ALIANT

CEPACC ATLANTIC
COMMUNICATION COUNCIL

Per:

Per: