

1/10/2012

Pursuant to Article 4.05 of the Collective Agreement:

**Letter of Agreement
Trial Arrangement Minimum Hours for Student Employees**

Whereas the Company and the Council agree that Bell Aliant is currently experiencing challenges in securing sufficient numbers of trained staff to effectively respond to the significant and continuous demand for FibreOP services;

And whereas the organization is in the midst of substantial turnover of internal staff owing to the Retirement Offer currently underway for bargaining unit employees;

And whereas the staffing situation is expected to stabilize by the end of June of 2012;

And whereas by reducing the required minimum weekly hours of work for Students working in the CST classification, we will enable more Students to work a shift or two per week throughout their school year, which will allow Bell Aliant access to additional resources to supplement our current CST workforce

The parties therefore agree as follows:

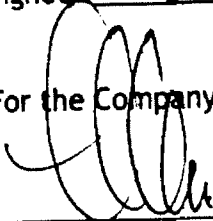
- 1) Commencing January 3, 2012, for a six month trial period, the required minimum number of work hours for Students working in the Consumer Service Technician (CST) classification will, for the purposes of Article 31 of the Collective Agreement, be reduced from 22.5 hours to 8 hours in a scheduling week, when they are scheduled to work.
- 2) This special trial arrangement is not intended to replace our normal CST hiring activity, but is intended to support the hiring activities underway now and planned for the first half of 2012
- 3) The reduction in the required minimum number of work hours is not intended to take opportunities for work away from our regular workforces; the intention is that more students working in the classification will augment our CST workforce and enable the company to better respond to customer demands for FibreOP.

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- 4) By April 15th, 2012, the Company and the Council will meet to discuss and assess the impact of this reduction in required student hours on the company's ability to respond to FibreOP demands.
- 5) By June 30th, 2012, the Company and Council will meet to fully evaluate the results of the trial and make a determination about next steps.


Signed at St John's, this 17 of January, 2012.

For the Company



Fred Crooks

For the Council



Phil Briffett