

Memorandum of Agreement

Between

Bell Aliant Regional Communications
(the "Company")

And

**Communications, Energy and Paperworkers
Union of Canada
Atlantic Communications Council
(CEPACC)**

Re: Friday Evening and Night Shifts prior to vacation

Whereas the Company and CEPACC agree that they will work together to ensure that regular employees have as much access to vacation time as is practical, given customer service and business requirements;

Therefore the parties agree as follows:

Regular employees will not be scheduled to work any hours after 6pm on Friday, if those hours would otherwise be the last scheduled hours before the employee begins a vacation period of one (1) week or more.

Regular employees who are scheduled to work 10 hours or more on a Friday, or are working a compressed work schedule associated with Scheduled Days Off, that requires them to work on a Friday immediately preceding their vacation, will not have to work after 8 pm.

This agreement does not apply to employees who work under a separate 12 Hour Shift Agreement

Agreed to this 9th day of August 2011, at Truro, Nova Scotia.

For the Company:

For CEPACC:

Fred Crooks

Penny Fawcett