

BETWEEN:

CEP ATLANTIC COMMUNICATIONS COUNCIL

- and -

BELL ALIANT REGIONAL COMMUNICATIONS LP

**MEMORANDUM OF AGREEMENT REGARDING CST RESOURCE POOL
COMPETITIVE TERMS OF EMPLOYMENT**

WHEREAS the Company and the Council have a mutual interest in the success of the CST Resource Pool as a means to enable the reduction of contractors working in our ten largest markets and to allow flexibility to respond to peaks and valleys in customer service demands

AND WHEREAS success of the Pool is closely tied to the Company's ability to attract and retain skilled employees in the CST Resource Pool

AND WHEREAS the terms and conditions of employment associated with the CST Resource Pool are found in the Collective Agreement which became effective October 1, 2010

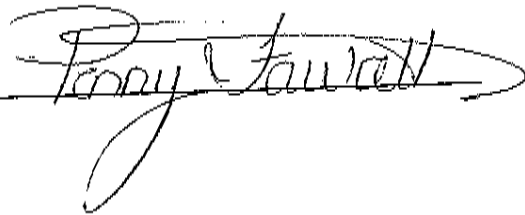
The Company and the Council, through the CIF process have agreed that clarification is required to define how and when, in the future, the terms and conditions of employment for CST I employees in the CST Resource Pool will need to be reviewed

NOW THEREFORE the parties agree that:

1. Wage Rates for the CST I Resource Pool employees will not be tied to general wage increases for other employees represented by CEPACC, but if a general wage increase is negotiated for other employees represented by CEPACC, then wages for CST I Resource Pool employees will be reviewed and discussed at that time.
2. Other terms and conditions of employment for employees working in the Pool, including hours of work and benefits, will be reviewed at the time of general negotiations on these same terms for employees working outside the Pool.
3. Should the Company be unable to attract or retain sufficient employees to make the Pool viable at any point in time, the Company and the Council will meet to discuss whether terms and conditions of employment for Pool employees need to be amended.

AGREED TO this 21 day of July, 2011.

CEP ATLANTIC COMMUNICATIONS
COUNCIL

Per: 

BELL ALIANT REGIONAL
COMMUNICATIONS LP

Per: 