

MEMORANDUM OF AGREEMENT

Between the

**Communications Energy and Paperworkers Union of
Canada, Locals 401, 410, 506 and 2289**

Members of the

CEP Atlantic Communications Council (Council)

and

**Bell Aliant Regional Communications,
Limited Partnership (Company)**

The Company and the Council recognize that it is in their mutual interest to fix terms and conditions of employment which will be effective for a period of four years and three months from October 1, 2010 by amending the current Collective Agreement and agreeing now on the content of their next Collective Agreement.

Therefore, subject to ratification, the parties agree that the following terms will amend the provisions of their Collective Agreement to its December 31, 2011 expiry date and, on expiry, will be automatically renewed as their January 1, 2012 to December 31, 2014 Collective Agreement:

1. The Council has sought to achieve, and the Company is prepared to provide, security as described in this article for employees in situations where the Company proposes to cease work being performed at one location and move it geographically in order to consolidate it with the same work being performed at another location or locations. The Council recognizes that the Company will incur costs to provide that security. As a result:
 - (a) The Company commits that, during the term of this Agreement, there will be no consolidation of work which will result in any current Regular employee being forced to retire, resign, or transfer to a Reporting Centre greater than sixty (60) km from their existing Reporting Centre.
 - (b) The wage scales will be adjusted on the following basis during the life of the new agreement:
 - January 1st, 2011, increased on all steps by 1.75% (as provided in the current Collective Agreement.)
 - No further increases during the life of this agreement.
2. The Company has agreed to make health coverage available to all employees who were on Long-Term Disability as of September 1, 2009 and who would have

qualified for Group Assured Access had they not been on Long-Term Disability. This commitment is set out in more detail in a separate letter to the Council from the Company.

3. The parties agree that references in this Agreement to the "term of this Agreement" and/or "the life of this Agreement," or similar language, refers to both the remainder of the term of the current Collective Agreement together with the January 1, 2012 to December 31, 2014 term of the renewed Collective Agreement. The parties further agree that the new Collective Agreement will continue with the same provisions as the former Collective Agreement, as amended by or added to by the following documents:
 - New Collective Agreement Language - CIF Process
 - New Collective Agreement Language - Classification Flexibility
 - New Collective Agreement Language - CST Resource Pool ("Pool")
 - New Collective Agreement Language - Definition of SELQs
 - New Collective Agreement Language - Electronic Posting
 - New Collective Agreement Language - Exception Pay
 - New Collective Agreement Language - Probationary Employees
 - New Collective Agreement Language - Offshore Work
 - New Collective Agreement Language - Post-Employment Benefits
 - New Collective Agreement Language - Overtime Meals & Breaks
 - New Collective Agreement Language - Reporting Area/Queue
 - New Collective Agreement Language - Satisfactory Performance
 - New Collective Agreement Language - Temporary Reassignment
 - New Collective Agreement Language - Use of Banked Time in Summer
 - New Collective Agreement Language - Vacation Rescheduling
 - New Collective Agreement Language - Working Extra Time
 - New Collective Agreement Language - Bereavement

4. The parties also agree to the following Letters of Agreement, which are attached:
 - Letter of Agreement - Classification Flexibility by Geographic Area
 - Letter of Agreement - CST Competitive Wage Scale
 - Letter of Agreement - Transporting Generators
 - Letter of Agreement - Project Term Workforces
 - Letter of Agreement - Contact Centre Remote Monitoring
 - Letter of Agreement - Use of Retirees as Contractors
 - Letter of Agreement - Satisfactory Performance
 - Agreement on 12 Hour Shifts
 - Letter of Agreement - Restriction on Contracting Out
 - Letter of Agreement - Definition of Rural Areas
 - Letter of Agreement - Sales Incentive Program

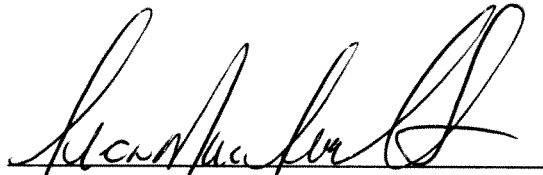
5. The undersigned commit to this Memorandum of Agreement on behalf of the Company and the Council, subject only to ratification by the members of the Locals which constitute the Council. The Council commits to submitting this Memorandum of Agreement for ratification in accordance with its constitution,

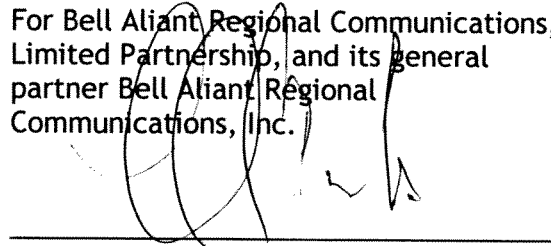
by-laws and governing legislation, with such process to be completed on or before September 15, 2010. The undersigned representatives of the Council commit to recommending and advocating for ratification of this Memorandum of Agreement. All of the undersigned commit to its implementation if ratified.

Signed at Truro, Nova Scotia on July 28, 2010


For the Council

For Bell Aliant Regional Communications, Limited Partnership, and its general partner Bell Aliant Regional Communications, Inc.

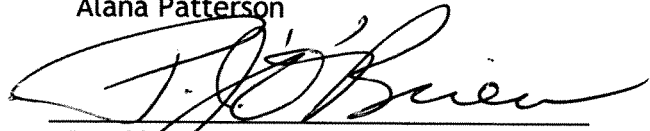

Dean MacDonald



Fred Crooks


Penny Fawcett



Alana Patterson



Chuck Shewfelt



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Noel Pauley



Elizabeth Spinney



Chuck Rouse


Mike Costello

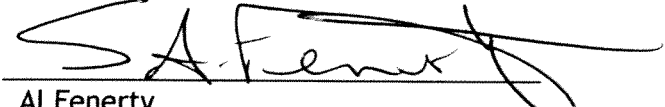

Mary Croke


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Joyclin Coates


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Phil Briffett


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