

B E T W E E N:

CEP ATLANTIC COMMUNICATIONS COUNCIL

- and -

BELL ALIANT REGIONAL COMMUNICATIONS LP

**MEMORANDUM OF AGREEMENT SAFETY FOOTWEAR, PER DIEMS AND GROUP
ASSURED ACCESS**

WHEREAS the Council has requested that the Company consider increasing the reimbursement amounts outlined in the Collective Agreement for Safety footwear

AND WHEREAS the Council has requested that the Company consider increasing the daily meal per diems made available to employees who travel away from their workplace

AND WHEREAS the Council and the Company have a mutual interest in ensuring employees will have access to quality medical coverage at affordable prices upon terminating their employment from the Company

AND WHEREAS the parties have agreed, through the Common Interest Forum, on modifications to Articles 10, 19 and 28 of the Collective Agreement

NOW THEREFORE the parties agree to adopt the versions of Articles 10.08, 19.07, 19.08 and 28.02 f) as outlined in the attached document, Appendix A upon approval of the majority of employees represented by CEPACC

who vote through a ratification process. Further, the parties agree to amend future versions of Appendix Q of the Collective Agreement to reflect the change in Article 28.02f).

AGREED TO this 13th day of May, 2009.

CEP ATLANTIC COMMUNICATIONS
COUNCIL

BELL ALIANT REGIONAL
COMMUNICATIONS LP

Per:

Per:

Appendix A

Article 10.08

10.08 All employees must wear protective footwear where there is a hazard of a foot injury or an electric shock. Where protective footwear is required, the Company agrees to pay (with receipt) the actual cost of the footwear up to the following maximum levels of reimbursement:

- a) \$300.00 for Line Boots (for employees who regularly climb)
- b) \$160.00 for Safety Boots
- c) \$100.00 for Safety Shoes
- d) \$80.00 for Rubber Boots (Line & Splicing)

An additional \$40.00 can be made available, at the discretion of the manager, for employees who can justify the need for a fully waterproof Safety Boot.

Article 19

19.07 Employees who are required to work more than seventy (70) kilometers normal travel distance away from their Reporting Centre for an overnight period will have the following options:

Company Provided Accommodations

- a) The Company will provide reasonable quality single accommodations, and if available, in the locality where the work is being performed.

The following per diems will apply:

	Bell Aliant Amount	Labrador and Outside Atlantic Canada
Breakfast	\$10.00	\$11.80
Mid Tour Meal	\$14.00	\$16.50
Evening Meal	\$26.00	\$30.95
Miscellaneous	\$ 8.00	\$ 9.60
Total	\$58.00	\$68.85

No receipts will be required for the per diems. A meal per diem will not apply if a reasonable quality meal is provided and no other options are available to the employee. The miscellaneous per diem applies for each day the employee is required to stay overnight and is intended to cover personal expenses associated with the overnight stay. For the day on which the employee leaves and returns, they will receive only the applicable meal per diems and, subject to an overnight stay, the miscellaneous per diem. For travel in the USA, the per diems will be paid in US dollars. The Company will continue to provide such accommodation and per diems, as provided in this article during the following periods.

- i) All days on which no work is scheduled.
- ii) Time lost on the job as a result of severe weather conditions, lack of materials or tools and other similar causes of delay.
- iii) Periods of sickness or accident while the employee remains at the accommodations.
- iv) Temporary reassignment to another Reporting Centre.

Article 19.08 Whenever an employee is working in excess of twenty-five (25) kilometers away from their Reporting Centre during their meal period, they will receive a single per diem of fourteen dollars (\$14.00). A meal per diem will not apply if a reasonable quality meal is provided and no other options are available to the employee.

Article 28.02f) The Company will incorporate into the Flexconnect program, the employee paid Group Assured Access plan. All employees must participate in the Group Assured Access plan. All premium costs will be borne by the employees, however, employees can use any unused excess Flex Credits to offset or pay for the costs of the GAA premiums.