

MEMORANDUM OF AGREEMENT
Regarding 8-10 hr shifts on a normal basis

B E T W E E N :

Bell Aliant Regional Communications LP
(the "Company")

- and -

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

Whereas the Company and the Council are bound by the terms of a Collective Agreement concluded on June 21, 2007 ("the Collective Agreement");

And whereas the Company and the Council are aware there are employees who are regularly being scheduled 8 tours of 10 hours on a normal basis, when assigned away from their headquarters for an overnight period for two weeks or greater.

And whereas the Collective Agreement restricts the scheduling of these tours on a normal basis for the employee.

Now therefore the parties, on a without prejudice basis, agree as follows:

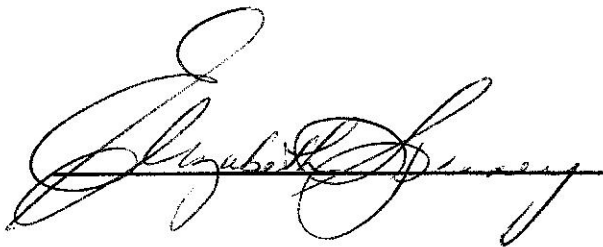
Employees scheduled to work outside their normal Reporting Center for a period of two weeks or greater, and where overnight accommodation is required, may establish the basic hours of work in a Scheduling Period, on an eight (8) consecutive day basis up to a maximum of (10) hours per day, if it is mutually agreed by the employee and the supervisor. All scheduled tours shall commence on the first Monday of the Scheduling Period and end on the following Monday, unless the employee agrees to begin and end on another day in the Scheduling Period. All other articles of the Collective Agreement shall apply including, but not limited to, Article 24-Differentials and Premiums.

(Such requests will not be unreasonably requested or denied)

AGREED this 16 day of ^{July} ~~June~~, 2008.

Bell Aliant Regional Communications LP

Communications, Energy and
Paperworkers Union of Canada,
Atlantic Communications Council



Letter of Agreement

B E T W E E N:

Bell Aliant Regional Communications LP
(the "Company")

- and -

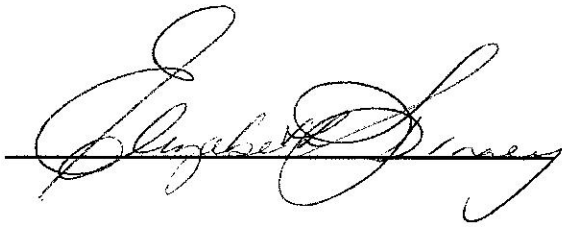
Communications, Energy and Paperworkers Union of Canada, Atlantic
Communications Council (CEPACC)

The Memorandum of Agreement regarding 8-10 hour shifts on a normal basis agreed to by the Council and the Company, in no way prejudices the Company's interpretation of the Collective Agreement language and their right to schedule an employee, 10 consecutive tours of 8 hours on an abnormal basis. This issue is being grieved by the Council under Grievance # CEPACC 2007-0021-1


AGREED this 10 day of ^{July} ~~June~~, 2008.

Bell Aliant Regional Communications LP

**Communications, Energy and
Paperworkers Union of Canada,
Atlantic Communications Council**



Elizabeth Jones



Penny Lawton