

MEMORANDUM OF AGREEMENT

B E T W E E N:

BELL ALIANT REGIONAL COMMUNICATIONS, L.P.
(the "Company")

- and -

Unifor Atlantic Communication Locals (Unifor ACL)
(the "Council")

Whereas the Company and the Council are bound by the terms of a collective agreement concluded between Bell Aliant Regional Communications, L. P. and the Unifor Atlantic Communication Locals (Unifor ACL) on January 1, 2015 ("the Collective Agreement");

And whereas Appendix I of the Collective Agreement provides that the Company and the Council will establish a job evaluation system to be used for the purpose of maintaining relative equity among all jobs in the bargaining unit;

And whereas the Council has filed a number of grievances in respect of job evaluation including grievance UniforACL2289-2014-05, CEPACC2289-2012-02, UniforACL2289-2014-07, UniforACL2289-2014-08, and any job evaluation grievances filed before 2014;

And whereas the Company and the Council previously agreed to review six roles in respect of which the Company and the Council agreed there may be issues with compensation: Data Operator, Client Site Service Representative I, Client Site Service Representative II, Help Desk Representative, Printer and Network Representative I (Translations) and also to determine a job evaluation process going forward as provided in Appendix I;

And whereas the Company and the Council have now agreed on the appropriate treatment of those six roles.

Now therefore the parties agree as follows:

1. Effective December 7, 2015, the wage scales for the following five classifications will be as follows:

Data Operator - wage scale 10
Client Site Service Representative I - wage scale 9
Client Site Service Representative II - wage scale 11
Help Desk Representative - wage scale 6

Printer - wage scale 11

2. Effective December 7, 2015, Network Representative I's working in the translations group will move to the Network Representative II classification at wage scale 11.
3. Employees within these six classifications will move over to the new wage scale in accordance with Appendix I.
4. (a) Appendix I will apply to all employees, within the six classifications covered by this agreement, to set their wage rates as follows:

"Employees whose job is moved to a higher wage scale, as a result of this agreement, will move to the step on the new wage scale that provides for at least a ten percent (10%) increase or to the top of the new wage scale if there is no step that provides for at least a 10% increase. Employees, whose job is moved to a lower wage scale as a result, will maintain their current wage rate until the rate of the new wage scale exceeds their current wage rate.

(b) The employees will continue to progress on the steps of the new wage scale as provided for in article 17.02 of the collective agreement.

5. Effective December 7, 2015, the scope of the Data Operator position will be expanded and the classification definition for the Data Operator role in the Collective Agreement and Standard Entry Level Qualifications (SELQ) will be as follows:

Classification Definition;

Employees who support and monitor systems and equipment located in the various Bell Aliant Data Centres. Duties include but not restricted to: Tape management, server installation/removal, circuit installation, testing of circuit continuity, running of patch cables between cabinets/racks, installation of racks, power distribution units (PDU) and racking trays, installation of switches, routers, firewall equipment and other associated server supporting equipment, general cleaning, and responding to customer troubles. May distribute work within the group and ensure priorities are set and schedules met. May be required to contact external customers and complete special projects.

Standard Entry Level Qualifications;


The Data Operator classification SELQ will be updated to encompass the expanded duties and responsibilities, and will be reflected in other unionized job SELQ classifications, prior to expiration of the current collective agreement (December 31, 2017).

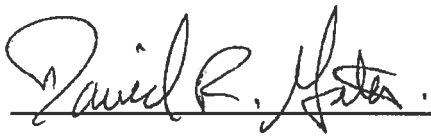
6. Effective January 24, 2016, the standard bi-weekly hours and hours in a standard working day, for the Data Operator classification, will change to 80 hours and 8 hours, respectively.
7. The Company and the Council commit to continuing to work to determine the new job evaluation tool and methodology which will be used to assess roles going forward and acknowledge and commit to concluding this work before the expiration of the current collective agreement(December 31, 2017).
8. The Company and Council agree that no further job evaluation of roles under the Collective Agreement will be conducted without the conclusion of selection and implementation of the new job evaluation tool and methodology. Notwithstanding the foregoing, individual members shall continue to have the right to grieve either their job classification and/or placement on the wage scale.
9. The Company and Council agree that prior to the expiration of the current Collective Agreement(December 31, 2017), the new job evaluation tool and methodology will be used to review the Data Operator classification in order to verify that this role's current and future job duties are appropriately placed on wage scale 10.
10. The Council agrees that this agreement is in full satisfaction of any grievances with respect to job evaluation filed before December 7, 2015, with the exception of Unifor ACL2289-2014-06, and those grievances are hereby withdrawn.

AGREED this 11th day of January 2016.

BCE
~~BELL ALIANT~~

Unifor ACL


Per:



Per: