

**Letter of Agreement
Project Term Workforces**

1. The parties agree that, where desirable in order to complete project work which will last for a relatively short, definable period (the "Project Term"), the Company may create Project Term workforces.
2. A Project Term workforce will be used only on projects of a definable Project Term, which respond to immediate needs driven by engineering or marketing.
3. Before any Project Term workforce is formed, the Company will meet with the Council to agree on
 - a. the scope of work for the Project;
 - b. the Project Term;
 - c. the maximum size of the Project Term workforce;
 - d. plans for backfilling for existing employees who join the Project Term workforce, if necessary;
 - e. the proportion of external hires to internal employees for the Project
 - f. how the proportion of internal to external employees will be handled during wind-down of the Project.

Any such agreement may be subsequently modified with the agreement of both parties. Such requests will not be unreasonably made or denied. Where the parties are unable to agree, the issue will be brought to the CIF process for resolution.

4. A Project Term workforce will comprise both external hires and existing employees who post into roles with the Project, subject to the proportions agreed upon. Where meeting this proportion proves impossible because there are not enough internal or external applicants, the proportion requirement is waived. However, where there are additions to the Project Term workforce during the Project Term, including replacement where vacancies are created, such additions will be in accordance with the proportion originally agreed.
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5. The Project Term workforce will be expected to work for the duration of the Project Term, notwithstanding any limits in the Collective Agreement on the duration of temporary reassignments or temporary hires.
 6. The selection of existing employees into a Project Term workforce will be done by posting, open to all regular employees who:

- a. meet the criteria listed in Article 13.04 of the Collective Agreement;
 - b. agree to any particular travel requirements which are stated in the posting;
 - c. agree to any vacation scheduling requirements which are stated in the posting;
 - d. agree to stay in the Project role for the entire Project Term, unless they are the successful applicant on another regular job posting.
7. Existing temporary employees may apply for postings to a Project Term workforce, and if successful, may work the duration of the Project Term. At the end of the Project Term, any such temporary employee will not be re-hired by the Company as a Temporary Employee within six months of the end of the Project.
8. With respect to external hires assigned to a Project Term workforce:
- a. External hires will be subject to all aspects of the Collective Agreement applicable to temporary employees unless this Agreement gives them other specific rights;
 - b. After 6 months in the role, and continuing through the Project Term, external hires will receive the progressional increases in accordance with the terms of the Collective Agreement;
 - c. External hires will not be eligible to participate in the Company's pension plan, the employee concession plan, the employee unit purchase plan, or any other company benefit plan with the exception of the Flexconnect plan;
 - d. External hires will have no guarantee of any further employment after the Project Term.
 - e. External hires will not have the right to post to any other position during the Project Term.
 - f. External hires will be paid according to the pay scale appropriate to their classification as of their time of hire.
9. If the Company decides to backfill for existing employees who post to a Project Term workforce, they will be backfilled by either a temporary hire or a temporary reassignment. Any such temporary hire or temporary reassignment may last the entire Project Term, notwithstanding any limits in the Collective Agreement.
10. Each employee in the Project Team workforce will be assigned a Reporting Centre for the purposes of determining expenses. Existing employees who post into a Project Term workforce will not be entitled to relocation costs.

11. If vacancies arise in the Project Term workforce during the Project Term which must be filled, the replacement employee will serve only for the remainder of the Project Term. The vacancy will not be filled if it is the result of a termination by the Company for any reason other than just cause.
12. The Project Term workforce will receive applicable progressional increases and wage increases during the Project Term pursuant to the Collective Agreement.
13. For existing employees who post to the Project Term workforce into a different classification, time worked in that classification amounts to “experience” in the classification for the purposes of Article 12.11.
14. At the end of the Project Term, the existing employees who posted to the Project Term workforce will:
 - a. return to their previous positions, unless they have posted out to a new regular position; and
 - b. when returning to the previous wage scale, return to a step that is no lower than the step the employee would have achieved had they not posted to the Project Term workforce.
15. At the end of the Project Term, external hires from the Project Term workforce will be considered external hires for the purposes of any future postings at Bell Aliant. If the employee is hired, Article 11.10 will apply with respect to bridging of seniority and service.