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October 20, 2014

Mr. Bobby MacDonald
President Unifor Local 401
Chair Unifor ACL
14881 Northside Road
St. Peter's, Prince Edward Island
C0A 2A0

Dear Mr. MacDonald,

Re: Article 28.21 of the tentative collective agreement (OPEBs)

You have asked for clarification on several points relating to Article 28.21 of the tentative collective agreement (which carries forward the equivalent article of the current collective agreement expiring December 31, 2014).

The points are as follows -

1. The current level of OPEBs benefit referred to in Article 28.21 (i.e. grandfathered benefits, or up to a maximum of \$1000 per year, subject to employee eligibility) will continue after December 31, 2014 unless and until reasonable notice of a change is given by the employer.
2. That period of "reasonable notice" which must precede such a change must be long enough to allow those people who are retirement eligible and who wish to retire with their current level of benefit, as applicable, before the OPEBs benefit is changed the opportunity to do so. In other words, employees who retire before or during reasonable notice of an intended change, whether before or after December 31, 2014, will retain their current level of benefit, as applicable.
3. For additional clarity, all accepted participants in the Limited Retirement Offer (i.e. up to 450 employees), which will occur if the tentative agreement is ratified, will be entitled to retire with OPEBs at their current level of benefit, as applicable.

I hope that serves to clarify the matters in question.

Sincerely,

