

MEMORANDUM OF A AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR ACL

Whereas the Company and the Council have bargained collectively and agreed, subject to ratification, the Collective Agreement will be renewed for a period of four (4) years from January 1, 2018 to December 31, 2021.

The wage scales will be adjusted on the following basis:

- January 1, 2018 increased by 1.75%
- January 1, 2019 increased by 1.75%
- January 1, 2020 increased by 2.0%
- January 1, 2021 increased by 2.0%

Signed at _____ this _____ day of _____.

FOR THE
COMPANY

FOR THE
UNION

Reno Vaillancourt

Roch Leblanc

MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT

and-

UNIFOR ACL

MOA Site Consolidations for Contact Centers and Assignment

Subject: Site Consolidations for Contact Centers and Assignment

This will confirm our understanding related to site consolidations reached during bargaining for the renewal of this Collective Agreement.

The parties agree that circumstances may arise where the Company may need to do site consolidations of its contact centers. However, the Company agrees not to do any sites consolidation of its current five (5) contact centers and the assignment center in Kentville, NS listed below before December 31, 2021.

The following centers covered by this Memorandum of Agreement are:

CHARLOTTETOWN	71 Belvedere Avenue
HALIFAX	5201 Duke Street
MONCTON	22 Botsford Street
MOUNT PEARL	760 Topsail Road/ 68 Glencoe Drive - Assignment functions
SAINT JOHN	147/151 Woodward Avenue
KENTVILLE	314 Main St - Assignment functions

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR ACL

WHEREAS the parties have signed a Memorandum of Agreement during the renewal of the Bell Canada Atlantic Collective Agreement regarding specific Restrictions on Contractors Co-located in Bell Canada Premises;

WHEREAS The Company also agrees to post and hire additional resources covered by the Collective Agreement;

The parties agree as follows:

1. Notwithstanding the provisions of Article 13 of the Collective Agreement, fifteen (15) persons currently employed as Contractors to perform bargaining unit work in the following Classifications and who are co-located with bargaining unit employees in the same Classifications shall be offered Regular Part-Time or Full-Time positions:
 - 11 Facilities Representative or System Representative
 - 4 Help Desk Representative
2. It is understood that persons being offered Regular Part-Time or Full-Time positions must meet Bell Canada hiring requirements and shall be subject to pre-employment screening. In the event that a person refuses employment or is disqualified from employment, the Company shall post one (1) Regular Part-Time or Full-Time position as replacement and in accordance with the provisions of Article 13 of the Collective Agreement. Bell Aliant retirees shall be excluded from conversion.
3. The Company further agrees to post and hire eleven (11) Regular Part-Time or Full-Time Consumer Service Technician employees in accordance with the provisions of Article 13 of the Collective Agreement, reporting into the Field Services in the following locations:
 - 1 Antigonish, Nova Scotia
 - 2 New Glasgow, Nova Scotia
 - 1 Yarmouth, Nova Scotia
 - 3 Truro, Nova Scotia
 - 1 Amherst, Nova Scotia
 - 1 Bathurst, New Brunswick
 - 1 Edmundston, New Brunswick
 - 1 Caraquet, New Brunswick
4. The Company further agrees to post and hire four (4) Regular Part-Time or Full-Time Implementation Coordinator employees and three (3) Regular Part-Time or Full-Time Network Equipment Technician employees in accordance with the provisions of Article 13 of the Collective Agreement.
5. For more clarity the distribution of the above resources will be as follows: 15 New Brunswick, 10 Nova Scotia, 6 Newfoundland & Labrador, 2 PEI

6. The Company further agrees to post and hire two (2) Regular Part-Time or Full Time employees in Newfoundland & Labrador and one (1) Regular Part-Time or Full Time employee in PEI in accordance with the provisions of Article 13 of the Collective Agreement.
7. The Company will provide updates during Atlantic Consultative Meetings.

Signed at _____ this _____ day of _____.

**FOR THE
COMPANY**

**FOR THE
UNION**

Reno Vaillancourt

Roch Leblanc

RESTRICTIONS ON CO-LOCATED CONTRACTORS
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR ACL

The parties agree as follows:

1. The Company shall not co-locate contractors who perform bargaining unit work in Classifications listed in Appendix B with a Standard Working Day of 7.5 hours beside employees performing the same work in a Bell premise.

Unforeseen Circumstances

2. Notwithstanding the provisions of Paragraph 1, co-locating contractors who perform bargaining unit work as described above shall only be possible:
 - (a) for less than ninety (90) days when the Company is unable to perform the work, or,
 - (b) by mutual consent of the parties.

It is understood that the exception provided for in subparagraph 2 (a) is not intended to bypass the spirit of this Memorandum of Agreement, but to provide relief for unforeseen circumstances.

Review Process

3. Within twelve (12) months following the signing of this Memorandum of Agreement, and for every identified co-located contractor who perform bargaining unit work as described in paragraph 1, the Company shall determine its options such as, notwithstanding the provisions of Article 13, offer a Regular Part-Time or Full-Time position contingent on the contractor meeting Bell's hiring requirements, including pre-employment screening.
4. The Company will provide the Union updates during Atlantic Consultative meetings.

Signed at Halifax this _____ day of _____.

FOR THE
COMPANY

FOR THE
UNION

Reno Vaillancourt

Roch Leblanc

CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

Appendix DD

PRESENT

PROPOSED

<p align="center">APPENDIX DD</p>	<p align="center">APPENDIX DD</p>
<p align="center">Letter of Agreement - Use of Retirees as Contractors</p> <ol style="list-style-type: none"> 1. The Company will not allow any contractor to assign bargaining unit work to anyone who has retired from the Company: <ol style="list-style-type: none"> a) within the first twelve (12) months of their retirement; or b) if the retiree received a severance from the Company, for the period reflected in the severance, whichever is greater. 2. This Letter of Agreement does not require the Company to remove contractors already working as of October 1st, 2010, except with respect to contractors working on FibreOP. With respect to contractors working on FibreOP, the Company will remove contractors described above as soon as possible, and no later than March 31st, 2011. Contractors removed in accordance with this Agreement will not be reassigned to bargaining unit work for twelve (12) months from their date of removal. 	<p align="center">Letter of Agreement - Use of Retirees as Contractors</p> <ol style="list-style-type: none"> 1. The Company will not allow any contractor to assign bargaining unit work to anyone who has retired from the Company within the first <u>thirty six (36)</u> months of their retirement 2. This Letter of Agreement does not require the Company <u>to remove a retiree who is already working as of the date of ratification of this collective agreement.</u> <u>3. Any employee who retired or will retire under the terms and conditions of the "Limited Retirement Offer (LRO)" as agreed to in Schedule II of the Memorandum of Agreement signed on October 2, 2014 will be subject to the terms and conditions of said LRO.</u> 4. The company will <u>remove any retiree in violation of this agreement</u> from performing bargaining unit work immediately. <u>Retirees</u> removed in accordance with this agreement will not be reassigned to bargaining unit work for <u>thirty six (36)</u> months from their date of removal.

Company's Counter Proposal on Mental Health

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

Mental Health (MOA)

In September 2010, Bell Let's Talk began a new conversation about Canada's mental health. At that time, most people were not talking about mental illness. But the numbers spoke volumes about the urgent need for action. Millions of Canadians, including leading personalities engaged in an open discussion about mental illness, offering new ideas and hope for those who struggle, with numbers growing every year.

Given Bell Canada's leadership in the area of Mental Health, Bell Canada and Unifor recognize the importance of ensuring a workplace culture which promotes and improves the mental health of all employees in the workplace. Bell Canada and Unifor have a common interest in promoting and enhancing a working relationship consistent with the principles of the Bell Let's Talk initiative.

In light of the above, Bell Canada and Unifor agree that within 3 months of ratification of the collective agreement, the parties will convene a meeting to discuss mental health initiatives currently in place in the workplace and what can be done to enhance the mental health initiatives in the workplace.

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR ACL

In keeping with Bell's commitment to workplace mental health leadership, the Company agrees to significantly expand mental health care coverage for employees covered by the Flexconnect Benefit Plan.

Reimbursement for services provided by psychologists and social workers will increase to a maximum of \$3,000 per year for each person covered by an employee's Flexconnect Benefit Plan. This applies to services received from January 1, 2018 onward. The Company agrees to cover the full cost of implementing this benefit until December 31st, 2021.

Signed at _____ this _____ day of _____.

FOR THE
COMPANY

FOR THE
UNION

Reno Vaillancourt

Roch Leblanc

Bell Canada
1 Alexander Graham Bell A2
Verdun, Quebec H3E 3B3

EXHIBIT 39aC

Reno Vaillancourt
Vice President Labour Relation & HR Customer Experience
E: reno.vaillancourt@bell.ca
T: 514 870-4948

November 30, 2017

Mr. Roch Leblanc
National Representative
Unifor

Subject: Letter of Intent: 90/10 Seasonal Leave with Income Averaging

Dear Mr. Leblanc

This is to confirm our understanding reached during bargaining for the renewal of craft and clerical Atlantic employees' Collective Agreement.

Provided that the employee takes a maximum of two (2) weeks of vacation during the period beginning June 1st and ending September 30th in a calendar year; and as per the terms described under Discretionary leaves: Seasonal leaves for unionized employees on the Bell intranet site, Bellnet, a 90/10 seasonal leave with income averaging will be granted to Regular Full-Time employees subject to mutual agreement between the manager and the employee. The period of time not worked will be 5 weeks and 1 day. This leave may be taken in one or two blocks of time outside the summer period, in the period of time between October and May, within the one-year income averaging period and will be subject to the needs of the business. The one-year income averaging period must begin sometime during the duration of the collective agreement.

The normal Company practices associated with seasonal leaves will be applicable. Service credits will be granted for the entire leave. Pensionable employment granted for pension-calculation purposes for time not worked will be limited to the maximum allowed by law. Pensionable earnings will be based on 100% (and not 90%) of full-time basic wages during the period of leave. This leave program is subject to change or cancellation at the discretion of the Company, with reasonable notice.

Yours truly,

Reno Vaillancourt
Vice President, Labour Relation & HR Customer Experience

The Bell logo, consisting of the word "Bell" in a bold, black, sans-serif font.

PERFORMANCE MANAGEMENT
MEMORANDUM OF AGREEMENT BETWEEN:
BELL CANADA
AND
UNIFOR ACL

The Company has the exclusive right and power to manage the performance of the employees, in accordance with the Collective Agreement.

The parties agree that, amongst other things, performance management requires an effective and reasonable performance management system that maximizes the potential and contribution of every employee.

In achieving this objective, any performance management system will require clear job expectations and objectives, and ongoing feedback.

The objective of the ongoing feedback and evaluation process will be to ensure that employees understand job expectations and receive ongoing feedback on their performance. The process will include reasonable measurements of employees' performance and will be linked to business objectives and ultimately to customer service.

Notice of changes in performance indicators impacting employees' performance assessment will be provided to the union a minimum of 30 days in advance, and to employees a minimum of 15 days. During that period, the parties will have a meaningful discussion on changes to performance indicators.

Appropriate and timely coaching and training will also be provided to employees to assist them on the path of being successful and to identify areas of improvement. There will be clear and reasonable opportunities to improve where an employee is not able to meet job expectations.

The objective of the performance management process is to ensure that employees have the right skills and competencies to succeed in their current jobs.

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

APPENDIX LL

MEMORANDUM OF AGREEMENT BETWEEN:

BELL Canada

AND

UNIFOR ACL

AVERAGING OF MAXIMUM HOURS OF WORK

This is to confirm our agreement with respect to the averaging of maximum hours of work for Unifor Atlantic Communication Locals (Unifor ACL).

The provisions related to Hours of Work and Overtime shall be those contained in the Collective Agreement currently in force between the parties, except where such conditions are governed by the Provisions of this Memorandum of Agreement.

The averaging of maximum hours of work outlined in this Agreement applies to all employees covered by this Collective Agreement, notwithstanding their work location.

The averaging of maximum hours of work outlined in this Agreement will allow the Company to ensure optimal allocation of resources to effectively respond to unforeseen, as well as regular fluctuations in workload, thus allowing the Company to best meet its operations and business requirements as well as customers' and employees' needs.

The parties agree that the averaging of maximum hours of work will be based on a twenty-six (26) week period. The maximum hours of work of an employee shall not exceed 1,248 hours over a twenty-six (26) week period.

In circumstances other than those described above, the relevant provisions of the Canada Labour Code continue to apply.

This Agreement shall remain in full force and effect during the term of this Collective Agreement.

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

APPENDIX MM

MEMORANDUM OF AGREEMENT

RECOGNITION PROGRAMS

BETWEEN:

Bell Canada

AND

UNIFOR

This is to confirm our agreement with respect to recognition programs for Unifor Atlantic Communication Locals (Unifor ACL).

The parties agree that employees who go above and beyond to help the Company do better contribute directly to achieving the corporate goal of being Canada's leading communications company.

Recognition programs help build a culture of celebration to acknowledge innovative, forward-thinking team members who excel in their positions while seizing new opportunities.

Bell Canada has developed incentive and recognition programs to motivate employees using a single framework – with three levels – to ensure everyone has an opportunity for the recognition they deserve:

- Level one: local ongoing recognition
- Level two: quarterly business unit recognition
- Level three: annual company wide recognition

The parties agree that incentive and recognition programs are a complement to basic salary and to incentive bonuses and, as such, do not form part of employees' working conditions and are not covered by Article 4 of the Collective Agreement.

The parties further agree that employees who qualify for a monetary award under any of the Company's recognition programs will be entitled to receive that monetary award in line with the applicable taxation rules.

This Agreement shall remain in full force and effect during the term of this Collective Agreement.

STANDBY PROGRAM
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
UNIFOR ATLANTIC COMMUNICATIONS LOCALS (ACL)

This is to confirm the following:

In order to maintain a quality service that meets customer expectations, the Company will introduce a standby program for employees in areas of the business where it considers this necessary to meet business requirements.

- 1) As part of the standby program, the Company may assign a certain number of volunteer employees by reporting centre (or group of reporting centres), work group and/or classification and by seniority, who must be available beyond basic hours of work. The total number of employees assigned and the duration of assignments may vary from one reporting centre (or group of reporting centres), work group and/or classification to another.
- 2) The Company will grant priority to employees who volunteer and possess the required qualifications to meet the needs identified within a given reporting centre (or group of reporting centres) work group and/or classification. In the event that there are more volunteers than required, the assignment periods will be filled in rotation from among the qualified volunteers, with periods being selected by seniority.
- 3) (a) Any assignment period under section (2) herein may not exceed seven (7) consecutive days and no employees will be assigned while on vacation or on a Scheduled Days Off (SDO)

(b) The Company may terminate an assignment period at any time.
- 4) An employee on standby will receive compensation at the rate of one and a quarter hours at their basic rate of pay for each day on which they are on standby with the exception of paid Holidays, Christmas Eve or New Year's Eve where they will receive compensation at the rate of two hours at their basic rate of pay. An employee on standby will be entitled to choose to be paid or to be compensated in the form of banked time in lieu of payment, on a ratio of one hour banked for one hour compensated for on standby (1:1).

- 5) Notwithstanding section 4 herein, an employee on standby who has accumulated a maximum of eighty (80) hours in banked time in lieu of payment will be paid at the rate of one and a quarter hours at his basic rate of pay for each day on which he is on standby.
- 6) An employee on standby who is called in to work will be paid in accordance with the terms of payment for overtime stipulated in the collective agreement.

Signed at Halifax, Nova Scotia this 7th day of December 2017.

FOR THE
COMPANY

FOR THE
UNION

Reno Vaillancourt

Roch Leblanc

PROPOSAL

For negotiations between
BELL ALIANT
and-
UNIFOR ACL

RECOGNITION & SCOPE

PRESENT

PROPOSED

<p>4.06 Except with the express written consent of the Council, or as otherwise provided under the terms of this Agreement, there will be no assignment of work falling within the scope of the bargaining unit to employees of the Company who are not included in the bargaining unit.</p>	<p>4.06 There will be no assignment of work falling within the scope of the bargaining unit to employees of the Company outside of the bargaining unit if the assignment of work results in a layoff, or a permanent transfer under Articles 33.02 and 33.03, of one or more Regular Employees.</p>
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CONTRACT CLAUSE COUNTER PROPOSAL

ARTICLE 7

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

Other Meetings

7.07 a) The Company and the Council agree to convene regular Consultative Meetings to discuss significant matters of mutual interest affecting employees in each province and across the Company. The following conditions will apply to such meetings:

- i) Unless otherwise mutually agreed, quarterly Consultative Meetings will be held in each province with representation of either the Company or the Council not exceeding four (4). One (1) quarterly Consultative Meeting will be held face to face, and Three (3) quarterly meetings will be held using conferencing technology. Dates/locations for the meetings will be scheduled at least one (1) month in advance of the meeting dates, by mutual agreement between the Company and the Member Local. All agenda items from the Union or the Company will be forwarded to Labour Relations two (2) weeks in advance of the meeting. It is understood that the agenda would only include items that could not be resolved with the responsible manager(s). If there are no agenda items tabled two (2) weeks in advance of the meeting date, the meeting will be cancelled and will not be rescheduled.
- ii) Bell Aliant-wide Consultative Meetings will be held at least quarterly with representation of either the Company or the Council not exceeding nine (9) and will be limited to one (1) day. In addition, up to two (2) National Representatives may attend. Agenda items will be required to be submitted to Labour Relations two (2) weeks in advance of the meeting date. Last minute additions to the agenda will be restricted to five (5) or less in number. Once the agenda is prepared, participants will be advised of the expected meeting duration, so that travel arrangements can be finalized.
- iii) The Company agrees that employees will experience no loss of pay, service, seniority or benefits during their attendance at such meetings. However, no overtime, premiums or differentials will apply.
- iv) Unless otherwise mutually agreed, these Consultative Meetings will be face to face and be held on Company or Union premises. The Company agrees to pay reasonable travel expenses for employees attending Consultative Meetings.

Company's Counter Proposal on CIF

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

[This offer is a package deal]

1. Delete current article 7.09 and replace it with this new Article 7.09:

The parties recognize the need to maintain good labour relations and acknowledge that from time to time there will be reasons for the Company and the Union to come together to discuss issues directly related to the collective agreement and the relationship between the parties.

Therefore, both parties agree to schedule semi-annual meetings in the spring and in the fall of each year throughout the term of the collective agreement.

Each party has the right to submit issues to be discussed as part of the agenda in advance of each meeting. Labour Relations will contact the Union and the Company Representatives at least four (4) weeks prior to the meeting date, to request agenda items. All agenda items will be forwarded to Labour Relations two (2) weeks in advance of the meeting. If there are no agenda items tabled two (2) weeks in advance of the meeting date, the meeting will be cancelled.

Representation for each party will not exceed eight (8) participants. Each party recognizes that participants may no longer be available to attend these meetings. As such, it is agreed that they will be replaced by another participant of the same organizational level.

Going forward, any reference in this collective agreement to Common Interest Forum (CIF) will mean a reference to this committee.

2. Delete Article 8.05

CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 11

SENIORITY AND SERVICE

PRESENT

PROPOSED

<p>11.06 a) From time to time, temporary assignments in a non- bargaining unit capacity are required for business needs. Such assignments are not intended to be a long term solution nor to be a substitute for a permanent management position. Employees will not be temporarily assigned to serve in a non-bargaining unit capacity for more than six (6) months in a twelve (12) month period. Assignments to backfill for non-bargaining unit employees who are on SDB or Child Care Leave can extend for a maximum of twelve (12) months in an eighteen (18) month period. Extensions to either of these timeframes will require the agreement of the Council.</p> <p>b) Employees temporarily assigned to serve in a non-bargaining unit capacity will continue to be considered as bargaining unit employees for the period of the assignment, will continue to exercise all rights under this Collective Agreement, will pay union dues and will continue to be credited with seniority for actual time worked.</p>	<p>11.06 a) From time to time, temporary assignments in a non- bargaining unit capacity are required for business needs. Such assignments are not intended to be a long term solution nor to be a substitute for a permanent management position. <u>As part of such assignments employees will not be expected to deliver training to contractors.</u> Employees will not be temporarily assigned to serve in a non-bargaining unit capacity for more than six (6) months in a twelve (12) month period. Assignments to backfill for non-bargaining unit employees who are on SDB or Child Care Leave can extend for a maximum of twelve (12) months in an eighteen (18) month period. Extensions to either of these timeframes will require the agreement of the Council. <u>Temporary assignments in a non-bargaining unit capacity will be for a minimum duration of one (1) scheduled tour.</u></p> <p>b) Employees temporarily assigned to serve in a non-bargaining unit capacity will continue to be considered as bargaining unit employees for the period of the assignment, will continue to exercise all rights under this Collective Agreement, will pay union dues and will continue to be credited with seniority for actual time worked.</p>
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CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 13.06

JOB POSTING

PRESENT

PROPOSED

<p>13.06 If an employee moves to a position in a higher wage scale as a result of a posting, they will go to the new wage scale in accordance with Article 17.07 on taking up their new position or within six (6) weeks of the closing date of the posting, whichever is earlier. If the new position has different standard hours of work, the employee will begin working the new standard hours of work on taking up the new position.</p>	<p>13.06 If an employee moves to a position in a higher wage scale as a result of a posting, they will go to the new wage scale in accordance with Article 17.07 on taking up their new position or within six (6) weeks of the closing date of the posting, whichever is earlier. If the new position has different standard hours of work, the employee will begin working the new standard hours of work on taking up the new position.</p>
	<p>Once the successful candidate has been notified, the Company will make arrangements for the employee's transfer to their new position within twelve (12) weeks of the closing date of the posting. However, in exceptional circumstances, this interval may be extended by mutual agreement between the Company and Member Local(s).</p>

CONTRACT CLAUSE PROPOSAL

EXHIBIT 7cC

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 15.02, 15.03

GRIEVANCE PROCEDURE

PRESENT

PROPOSED

<p>15.02 Except for Company grievances, the grievor involved will have the right to active Council representation and the right to attend grievance meetings without loss of basic pay or benefits. The Company will pay reasonable travel expenses for the grievor and a maximum of two (2) Council Representatives, who are Active Employees, to exercise their right of attendance at grievance meetings in accordance with Article 15.03 and 15.08. For grievances involving more than one (1) grievor, payment of basic pay, benefits and reasonable travel expenses under this clause will be limited to four (4) grievors as determined by the Council, and a maximum of two (2) Council Representatives who are Active Employees.</p>	<p>15.02 No changes</p>
<p>15.03 Participants at all grievance meetings will have the right to attend in person if travel less than or equal to one hundred (100) kilometers is required. The Company reserves the right to use conferencing technology if travel greater than one hundred (100) kilometers is required. Conferencing technology will not be used for Step 3 meetings unless mutually agreed between the Company and the Council. The Company will determine the location of all grievance meetings.</p>	<p>15.03 Participants at all grievance meetings will have the right to attend in person if travel less than or equal to one hundred (100) kilometers is required.</p> <p>The Company reserves the right to use conferencing technology for all participants if travel greater than one hundred (100) kilometers is required. Where available, video conferencing will be used. In exceptional circumstances where union representation is not available at the grievance meeting location, one (1) union participant will be permitted to travel to allow the grievor and one(1) union participant to be at the same location.</p> <p>The Company will determine the location of all grievance meetings.</p>

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 15.08

GRIEVANCE PROCEDURE

PRESENT

PROPOSED

<p>15.08 The steps of the Grievance Procedure are:</p> <p>a) STEP 1: Within thirty (30) days of the employee or the Member Local becoming aware of the incident or situation giving rise to the grievance, the employee and/or a Union Representative will discuss the matter with the immediate supervisor involved. The supervisor will respond within five (5) days.</p> <p>b) STEP 2: If the dispute is not settled at Step 1, the Council may, within thirty (30) days of receiving the reply, submit a written grievance to the next level of management and the Labour Relations group. Within seven (7) days of receipt of the grievance, the next level of management will provide the Steward involved, each Member Local and the Council Chairperson with a written response to the grievance.</p> <p>c) STEP 3: If the dispute is not settled at Step 2, the Council may, within thirty (30) days of receiving the reply, refer the grievance to the next level of management reporting directly to a Director or Vice President. Representatives of the Council, the grievor, the manager and other representatives of the Company, including Labour Relations, will meet to discuss the issue within thirty (30) days of referral to Step 3. Within seven (7) days following this meeting, the Company will provide the Steward(s) involved, each Member Local and the Council Chairperson with a written response to the grievance.</p> <p>d) STEP 3.5: With respect to any disputes not</p>	<p>15.08 The steps of the Grievance Procedure are:</p> <p>a) STEP 1: Within thirty (30) days of the employee or the Member Local becoming aware of the incident or situation giving rise to the grievance, the employee and/or a Union Representative will discuss the matter with the immediate supervisor involved. The supervisor will respond within five (5) days. Should the Company not respond in the allotted timeline, the grievance will be deemed to be moved to the next step of the grievance procedure.</p> <p>b) STEP 2: If the dispute is not settled at Step 1, the Member Local on behalf of the Council may, within ten (10) days of receiving the reply, submit a written grievance to the next level of management and the Labour Relations group. Within ten (10) days of receipt of the grievance, the next level of management will provide the Steward involved, and Member Local with a written response to the grievance. Should the Company not respond in the allotted timeline, the grievance will be deemed to be moved to the next step of the grievance procedure.</p> <p>c) STEP 3: If the dispute is not settled at Step 2, the Member Local on behalf of the Council may, within ten (10) days of receiving the reply, refer the grievance to the next level of management reporting directly to a Director or Vice President. Representatives of the Council, the grievor, the manager and other representatives of the Company, including Labour Relations, shall meet to discuss the issue within thirty (30) days of referral to Step 3. In accordance with subsection 15.03, such meeting could take place using</p>
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CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 15.08

GRIEVANCE PROCEDURE

PRESENT

PROPOSED

<p>settled at STEP 3, senior Labour Relations representatives and Council representatives will meet at least four (4) times per year to make a final attempt to settle such disputes. The dates of the meetings will be mutually agreed upon and each party will inform the other at least one (1) week in advance of all outstanding disputes it wishes to address with the other party at the meeting. Despite any other timeline in this Article, no matter will be scheduled for arbitration under Article 16 which has not been addressed at such a meeting.</p> <p>Within one hundred and eighty (180) days from the expiration of the seven (7) day period referred to in Step 3, the Council may submit the matter to arbitration as provided for in Article 16.</p> <p>Should the Council fail to refer the grievance to the next step within the specified time limits above, the grievance will be deemed abandoned.</p>	<p>conferencing technology. Within ten (10) days following this meeting, the Company will provide the Steward(s) involved, and Member Local with a written response to the grievance.</p> <p>Within ninety (90) days from the expiration of the thirty (30) day referral period in Step 3, the Council may submit the matter to arbitration as provided for in Article 16.</p> <p>Should the Council fail to refer the grievance to the next step within the specified time limits above, the grievance will be deemed abandoned.</p>
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CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 18.08

BEREAVEMENT

PRESENT

PROPOSED

<p>Bereavement 18.08 Employees will be granted bereavement leave with pay from any of their scheduled tours of duty as follows:</p> <p>a) The Leave falls within the five (5) working day period immediately following the day of death of an immediate family member and will normally not exceed five (5) working days for each occasion of bereavement.</p> <p>b) Employees may be granted paid time off, with the supervisor's approval, to attend the funeral of an individual who is not an immediate family member. Requests will not be unreasonably made or denied.</p> <p>c) When there are exceptional circumstances, additional paid time off may be granted with the supervisor's approval. Exceptional circumstances may include either extensive travel to attend a funeral and/or take more bereavement time even though the funeral is not for an immediate family member. Requests will not be unreasonably made or denied.</p> <p>d) Days on which a bereaved employee is on vacation will be counted as bereavement days in accordance with 18.08 of this article and offsetting vacation will be allowed.</p> <p>e) In this Article, "immediate family member" means:</p> <p>i) the employee's spouse or common-law partner;</p>	<p>Bereavement 18.08 Employees will be granted bereavement leave with pay from any of their scheduled tours of duty as follows:</p> <p>a) The Leave falls within the five (5) working day period immediately following the day of death of an immediate family member and will normally not exceed five (5) working days for each occasion of bereavement.</p> <p>b) Employees may be granted paid time off, with the supervisor's approval, to attend the funeral of an individual who is not an immediate family member. Requests will not be unreasonably made or denied.</p> <p>c) When there are exceptional circumstances, additional paid time off may be granted with the supervisor's approval. Exceptional circumstances may include either extensive travel to attend a funeral and/or take more bereavement time even though the funeral is not for an immediate family member. Requests will not be unreasonably made or denied.</p> <p>d) Days on which a bereaved employee is on vacation will be counted as bereavement days in accordance with 18.08 of this article and offsetting vacation will be allowed.</p> <p>e) In this Article, "immediate family member" means:</p> <p>i) the employee's spouse, common-law partner;</p>
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CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 18.08

BEREAVEMENT

PRESENT

PROPOSED

<p>ii) the employee's father and mother and the spouse and common-law partner of the father or mother;</p> <p>iii) the employee's children and the children of the employee's spouse or common-law partner;</p> <p>iv) the employee's grandchildren;</p> <p>v) the employee's brothers and sisters;</p> <p>vi) the grandfather and grandmother of the employee;</p> <p>vii) the father and mother of the spouse or common-law partner of the employee and the spouse or common-law partner of the father or mother; and</p> <p>viii) any relative of the employee who resides permanently with the employee or with whom the employee permanently resides;</p> <p>f) In this Article, "common-law partner" means a person who has been living with an individual in a conjugal relationship for at least one year, or who had been so cohabiting with the individual for at least one year immediately before the individual's death.</p> <p>g) Should the definition of immediate family for the purposes of Bereavement Leave under the Canada Labour Code change in the future, the Company agrees to meet with the Council to discuss the change and whether it will apply to the Collective Agreement.</p>	<p>ii) the employee's father and mother and the spouse, common-law partner of the father or mother;</p> <p>iii) the employee's children and the children of the employee's spouse, common-law partner;</p> <p><u>iv) the employee's son-in-law or daughter-in-law;</u></p> <p>v) the employee's grandchildren;</p> <p>vi) the employee's brothers and sisters;</p> <p>vii) the grandfather and grandmother of the employee;</p> <p>viii) the father and mother of the spouse or common-law partner of the employee and the spouse or common-law partner of the father or mother; and</p> <p>ix) any relative of the employee who resides permanently with the employee or with whom the employee permanently resides;</p> <p>f) In this Article, "common-law partner" means a person who has been living with an individual in a conjugal relationship for at least one year, or who had been so cohabiting with the individual for at least one year immediately before the individual's death.</p> <p>g) Should the definition of immediate family for the purposes of Bereavement Leave under the Canada Labour Code change in the future, the Company agrees to meet with the Council to discuss the change and whether it will apply to the Collective Agreement.</p>
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Company's Counter Proposal on Paid Domestic Violence Leave

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

Paid Domestic Violence Leave (to be added as article 18.14)

The Company recognizes that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Company agrees, when there is adequate and timely verification from a recognized professional (i.e. doctor, lawyer, registered counsellor), an employee who is in an abusive or violent situation will not be subjected to discipline if the absence can be linked to the abusive or violent situation. Absences which are not covered by sick leave or disability insurance will be granted as absence with pay, up to a maximum of five (5) days per calendar year.

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 22.02

Northern Allowance

PRESENT

PROPOSED

<p>Northern Allowance 22.02</p>	<p>Northern Allowance 22.02</p>
<p>The Company will provide a weekly Northern Allowance of one hundred and thirty dollars (\$130.00) to active employees whose permanent Reporting Centre is in Labrador. To be eligible for this allowance, an employee must have one (1) or more months of service with the Company. The weekly Northern Allowance will increase to one hundred and fifty dollars (\$150.00) after the employee has had a permanent Reporting Centre(s) in Labrador for five (5) consecutive years. For Part Time Employees, the weekly Northern Allowance will be prorated based on the hours worked. The Northern Allowance will be included in the calculation of earnings for income replacement programs such as Child Care Leave Top Up, LTD and WCB.</p> <p>Relocation expenses under Article 34 will apply, except in the case of employees hired after December 31, 2014, or who post into a role with a Reporting Centre in Labrador after December 31, 2014, who will not be eligible for moving expenses associated with Article 13.08, until they have worked at least five (5) consecutive years in Labrador since they last received relocation expenses.</p>	<p>The Company will provide a weekly Northern Allowance of <u>one hundred and fifty dollars (\$150.00)</u> to active employees whose permanent Reporting Centre is in Labrador. To be eligible for this allowance, an employee must have one (1) or more months of service with the Company. The weekly Northern Allowance will increase to <u>one hundred and seventy five dollars (\$175.00)</u> after the employee has had a permanent Reporting Centre(s) in Labrador for five (5) consecutive years. For Part Time Employees, the weekly Northern Allowance will be prorated based on the hours worked. The Northern Allowance will be included in the calculation of earnings for income replacement programs such as Child Care Leave Top Up, LTD and WCB.</p> <p>Relocation expenses under Article 34 will apply, except in the case of employees hired after December 31, 2014, or who post into a role with a Reporting Centre in Labrador after December 31, 2014, who will not be eligible for moving expenses associated with Article 13.08, until they have worked at least five (5) consecutive years in Labrador since they last received relocation expenses.</p>

CONTRACT CLAUSE REVISED PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 23

OVERTIME

PRESENT

PROPOSED

Call-Out	Call-Out
<p>23.08 An employee who works Overtime which is unplanned and not continuous with their scheduled tour (call-out), will be paid on an overtime basis for all hours worked, including travel time directly to and from the work location where such travel is required. In no case will an employee who is called out receive less than four (4) hours pay at their Basic Wage Rate. This provision does not apply to Overtime which has been scheduled in advance.</p>	<p>23.08 a) <u>With management consent</u>, an employee who is called to work overtime which is unplanned and not continuous to their scheduled tour and who can perform the work at their home will be paid on an overtime basis for the actual hours worked. <u>In no case will an employee who is called out receive less than four (4) hours pay at their Basic Wage Rate. This provision does not apply to Overtime which has been scheduled in advance.</u></p>
	<p>23.08 b) An employee who works Overtime which is unplanned and not continuous with their scheduled tour (call-out), will be paid on an overtime basis for all hours worked, including travel time directly to and from the work location where such travel is required. In no case will an employee who is called out receive less than four (4) hours pay at their Basic Wage Rate. This provision does not apply to Overtime which has been scheduled in advance.</p>

CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 23.09

OVERTIME BANKING

PRESENT

PROPOSED

<p>Overtime Banking 23.9 a) Regular Employees may request to bank Overtime in lieu of payment. Overtime can be banked on the basis of one (1) hour off for each hour of pay (e.g., one (1) hour paid at double time would be banked as two (2) hours).</p> <p>b) No more than eighty (80) hours may be banked in an employee's account at any one time. Hours in excess of eighty (80) hours will be paid out in the next pay period. A centralized record of banked time will be maintained in the employee database and a copy of this record will be forwarded to the appropriate Member Local each month. At least quarterly, employees will be given an update of their banked time including time added or used.</p> <p>c) The time off will be granted at the discretion of management and would normally require a minimum of fourteen (14) days written notice. Management maintains the right to defer the time off based on service requirements.</p> <p>d) The use of banked time in lieu of overtime payment will not in any way interfere with the scheduling of vacations.</p> <p>e) For each vacation scheduling group, the Company will notify employees of available banked days (if any) for July and August. Notice of July days will be given no later than May 31st, and notice of August days will be given no later than June 30th. Notice need not be given if there are no available banked days, or if there are no employees in the vacation scheduling group who are eligible to take time off under this process.</p>	<p>Overtime Banking 23.9 a) No change.</p> <p>b) No change.</p> <p>c) No change.</p> <p>d) No change.</p> <p>e) For each vacation scheduling group, the Company will notify employees of available banked days (if any) for <u>each month in a calendar year</u>. Notice will be given no later than <u>one month plus a day in advance</u>. Notice need not be given if there are no available banked days, or if there are no employees in the vacation scheduling group who are eligible to take time off under this process. Employees in the vacation scheduling</p>
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CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 23.09

OVERTIME BANKING

PRESENT

PROPOSED

<p>Employees in the vacation scheduling group will be able to take those days as banked time off, in accordance with the following process:</p> <p>i) to be eligible, employees must not have vacation, floating holidays, or banked time scheduled in July or August at the time notice is given, and must have enough banked Overtime for one full tour</p> <p>ii) employees will only be able to request one (1) day off using this process</p> <p>iii) requests will be approved on the basis of seniority.</p> <p>This process does not prevent banked time off from being scheduled in July or August, or at any other time, in accordance with 23.09 c).</p>	<p>group will be able to take those days as banked time off, in accordance with the following process:</p> <p>i) to be eligible <u>for banked time off in July or August</u>, employees must not have vacation, floating holidays, or banked time scheduled in <u>these months</u> at the time notice is given, and must have enough banked Overtime for one full tour</p> <p>ii) employees will only be able to request one (1) day off using this process <u>for the months of July and August only</u></p> <p>iii) requests will be approved on the basis of seniority <u>for the months of July and August only</u>.</p> <p><u>This process does not prevent banked time off from being scheduled at any time, in accordance with 23.09 c).</u></p>
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Union Revision of Position on 28.08

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

28.08 **Sickness Absence**

Amend: For absences, less than eight (8) calendar days due to an illness or injury, Regular Employees with more than three (3) months service will be paid at the Basic Wage Rates for their scheduled tour(s) of duty during this period. In all cases, a doctor's certificate attesting that the employee was unable to work, must be produced when requested, in order to be eligible for pay. *When a doctor's certificate is requested, the Company will allow up to fifteen (15) days from the date of the request to obtain the doctor's certificate.* All employees who become ill on duty will be paid for time they were scheduled to work for that day.

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 29

MISCELLANEOUS WORKING CONDITIONS

PRESENT

PROPOSED

Employee Discounts	Employee Discounts
<p>29.10 The Company agrees that, effective on the signing date of this Agreement, all Regular Employees will be eligible to participate in the Bell Alliant Employee Discount Program. This will provide a discount on eligible products and services available under the program as may be amended by the Company from time to time. The Company agrees that products or services will be removed from the list of discounted services only if they are discontinued from Bell Alliant's product and service offerings to external customers. The Company further agrees that the level of discount will not be reduced unless CCRA legislation changes regarding taxable benefits for such discounts.</p>	<p>29.10 The Company agrees that, effective on the signing date of this Agreement, all Regular Employees will be eligible to participate in the Bell Canada Employee discount plan. This will provide a discount on eligible products and services available under the program as may be amended by the Company from time to time. The Company agrees that products or services will be removed from the list of discounted services only if they are discontinued from Bell Canada's product and service offerings to external customers. The Company further agrees that the level of discount will not be reduced unless CCRA legislation changes regarding taxable benefits for such discounts.</p>

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 29.13

Unifor Paid Education Leave

PRESENT

PROPOSED

Unifor Paid Education Leave	Unifor Paid Education Leave
<p>29.13 The Company agrees to pay into a special fund an amount of twenty-five thousand dollars (\$25,000) per year to provide for a Unifor Paid Education Leave (PEL) program. Such payment will be remitted on a quarterly basis into a trust fund established by the Unifor National Union effective on January 1, 2015. Candidates for PEL shall be selected by the Council. Attendance at PEL will be union paid time and expenses, and is subject to approval of the Company, which will not be unreasonably withheld.</p>	<p>29.13 The Company agrees to pay annually into a special fund at a rate of two cents (\$0.02) per hour for regular hours in the calendar year to provide for a Unifor Paid Education Leave (PEL) program. Effective January 1st, 2020 the rate shall be increased to three (\$0.03) cents per hour. Candidates for PEL shall be selected by the Union to attend. The Union will provide written confirmation to the Company of such selection. Employees on PEL will continue to accrue seniority and service.</p>

CONTRACT CLAUSE COUNTER PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 29.14

UNIFOR WOMEN'S ADVOCATE PROGRAM

Union Counter-proposals on Article 29.14

For negotiations between

BELL ALIANT

and-

UNIFOR ACL

29.14

Unifor Women's Advocate Program

The Company and the Council agree to continue to support the Unifor Women's Advocate Program. The Company and the Council agree that there will be one (1) Women's Advocate for each local during the term of this agreement. The Company also agrees to contribute to the cost of one (1) week training session provided by Unifor for the Women's Advocate Program to the designated Council Women's Advocate, to a maximum of two thousand five hundred dollars (\$2,500) per local during the term of this Collective Agreement.

The Company and Council recognize that employees may need support to discuss important matters such as violence/abuse at home or workplace harassment. Employees may also need to be informed about specialized resources in the community such as counseling services or women's shelters, to assist them in dealing with these and other issues.

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 30.04

PART-TIME EMPLOYEES

PRESENT

PROPOSED

Hours of Work	Hours of Work
<p>30.04 a) Part Time Employees will be scheduled to work a minimum of twenty-two and one-half (22.5) hours per scheduling week. Additional hours will be scheduled, where practicable, equitably among the employees in a Classification within a Supervisor Group/Queue with consideration for employee preferences. If additional hours become available in a scheduling week, such hours will be offered to available employees on the basis of seniority.</p>	<p>No Change</p>
<p>b) When a part time position is scheduled for full time hours for a period of more than fifteen hundred (1500) hours in any consecutive fifty-two (52) week period, a full time position will be created. The position will be awarded to the senior Part Time Employee in the Classification in the Work Group/ Queue who accepts the position.</p>	<p>No Change</p>
<p>c) Part Time Employees will not be scheduled to work less than four (4) hours per tour or less than six (6) tours per scheduling period.</p>	<p>No Change</p>
<p>d) Part Time Employees will not be required to work more than ten (10) tours in any scheduling period. Effective January 1st, 2006, during at least one (1) scheduling period in each sixteen (16) week period, a Part Time Employee will be scheduled to work nine (9) or fewer tours. Effective January 1st, 2007, during at least one (1) scheduling period in each eight (8) week period, a Part Time Employee will be scheduled to work nine (9) or fewer tours.</p>	<p>No Change</p>

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 30.04

PART-TIME EMPLOYEES

PRESENT

PROPOSED

<p>e) Part Time Employees may be requested to work additional hours beyond their scheduled hours. If the change is made less than seven (7) days prior to the day the hours are to be worked, this will be deemed a change of scheduled tour and the employee will be compensated as per Article 27.04.</p>	<p>e) Part Time Employees may be requested to work additional hours beyond their scheduled hours. If the change is made less than four (4) days prior to the day the hours are to be worked, this will be deemed a change of scheduled tour and the employee will be compensated as per Article 27.04.</p>
<p>f) An employee may elect not to participate in a compressed work schedule. Such employees must provide at least eight (8) weeks notice, in writing, to their supervisor.</p>	<p>No Change</p>

CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

ARTICLE 30A.27

CST RESOURCE POOL ("POOL")

PRESENT

PROPOSED

<p>30A.27 Once an employee has worked two thousand (2000) hours as a Pool CST I, they will qualify for the following benefits and Collective Agreement provisions on the same basis as Regular Employees:</p> <ul style="list-style-type: none"> • Health, medical and dental benefits (with Annual Base Benefit Rate based on 40 hours per week) • Defined contribution pension plan • Group RRSP (based on the plan text) • Bereavement leave as per Article 18.08 • Incidental absence as per Article 28.08 • Employee discount program as per Article 29.10 • Employee savings plan as per Article 29.11 • Home dispatch as per Article 35 	<p>30A.27 Once an employee has worked two thousand (2000) hours as a Pool CST I, they will qualify for the following benefits and Collective Agreement provisions on the same basis as Regular Employees:</p> <ul style="list-style-type: none"> • Health, medical and dental benefits (with Annual Base Benefit Rate based on 40 hours per week) • Defined contribution pension plan • Group RRSP (based on the plan text) • Bereavement leave as per Article 18.08 • Incidental absence as per Article 28.08 • Employee discount program as per Article 29.10 • Employee savings plan as per Article 29.11 • Home dispatch as per Article 35 • Overtime banking as per Article 23.09 <p>Pool CST I's are eligible to participate in the Employee Discount Program as per Article 29.10.</p>
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CONTRACT CLAUSE PROPOSAL

Unifor Atlantic Communication Locals (Unifor ACL)

APPENDIX J

LETTER OF AGREEMENT

OFFICE CLOSURE POLICY

The Company will determine if it is necessary to close an office or work centre due to bad weather or other circumstances. In this case, the decision will be communicated to affected employees through a variety of channels including, if necessary, a public service announcement on public radio stations. Subject to Article 10, employees may be requested to work from home or an alternate location as determined by the Company during a closure in order to meet customer service requirements. These employees will be paid at a rate of two (2) times the basic wage rate. Basic wages for other employees are not affected.

The Company will determine when the office or work centre can reopen. Various communications channels, including public service announcements on radio, will be used to inform employees that they are to return to work.

ITEM 1: CONTRACT RENEWAL**Unifor Atlantic Communication Locals (Unifor ACL)**

1. References to 'Bell Aliant Regional Communications L.P.' or 'Bell Aliant' in the Collective Agreement to be replaced with 'Bell Canada' where applicable. Excluding those Articles which are part of Company or Union Proposals as part of bargaining for renewal of this Collective Agreement.

Article	Page No.	Current Language	Proposed Language
Title Page	Title Page	Bell Aliant Regional Communications L.P.	Bell Canada
1.02	1	1.02 This Agreement is established, pursuant to the terms of the Canada Labour Code, between Bell Aliant Regional Communications L.P. (hereinafter the "Company") and the Unifor Atlantic Communication Locals (hereinafter the "Council").	1.02 This Agreement is established, pursuant to the terms of the Canada Labour Code, between Bell Canada (hereinafter the "Company") and the Unifor Atlantic Communication Locals (hereinafter the "Council").
4.07	6	4.07... The Company also agrees to provide information to the Council about outsourcing or major contracts of work normally performed by members of the bargaining unit, through discussion at Bell Aliant Consultative meetings.	4.07... The Company also agrees to provide information to the Council about outsourcing or major contracts of work normally performed by members of the bargaining unit, through discussion at Atlantic Consultative meetings.
7.07 a) ii	13	Bell Aliant-wide Consultative Meetings will be held at least quarterly	Atlantic Consultative Meetings will be held at least quarterly
11.02	25	11.02 Seniority of each Regular Employee will be as established on the Bell Aliant Integrated Seniority list which is in effect on September 20th, 2004.	11.02 Seniority of each Regular Employee will be as established on the Integrated Seniority list for the Bargaining Unit which is in effect on September 20th, 2004.
19.07 a	61- Title in Graphs	Bell Aliant Tables	Bell Canada Amount
21.24	67	21.24 STANDARD ENTRY LEVEL QUALIFICATIONS (SELQs) means the SELQs set out in a document entitled "Bell Aliant's SELQs for Unifor ACL Unionized Job Classifications	21.24 STANDARD ENTRY LEVEL QUALIFICATIONS (SELQs) means the SELQs set out in a document entitled " Bell Canada's SELQs for Unifor ACL Unionized Job Classifications

ITEM 1: CONTRACT RENEWAL

Unifor Atlantic Communication Locals (Unifor ACL)

		(Revised February 2010)". Any revisions or modifications to the SELQs will be reviewed with the Council before implementation.	(Revised February 2010)". Any revisions or modifications to the SELQs will be reviewed with the Council before implementation.
28.02 a	101	28.02 a) The Company and the Council agree that, within nine (9) months from September 20th, 2004, a new program of group insurance, dental and medical benefits will be provided to all bargaining unit employees through the Bell Aliant Flexconnect Benefits Program, as summarized in Appendix R of this Agreement. The Program is applicable to both Full Time and Part Time Employees. Temporary Employees are not eligible for Option 3 Medical, Options 3 and 4 Dental and Long Term Disability.	28.02 a) The Company and the Council agree that, within nine (9) months from September 20th, 2004, a new program of group insurance, dental and medical benefits will be provided to all bargaining unit employees through the Bell Canada Flexconnect Benefits Program, as summarized in Appendix R of this Agreement. The Program is applicable to both Full Time and Part Time Employees. Temporary Employees are not eligible for Option 3 Medical, Options 3 and 4 Dental and Long Term Disability.
28.02 d	102	28.02 d Employee cost for drug prescriptions, under the Bell Aliant Flexconnect Benefits Program, will be capped at forty dollars (\$40.00) for Option 2 and twenty dollars (\$20.00) for Option 3 for each prescription, and an overall yearly cap of four hundred dollars (\$400.00) per family.	28.02 d Employee cost for drug prescriptions, under the Bell Canada Flexconnect Benefits Program, will be capped at forty dollars (\$40.00) for Option 2 and twenty dollars (\$20.00) for Option 3 for each prescription, and an overall yearly cap of four hundred dollars (\$400.00) per family.
34.03	133	Administrative fees associated with the relocation administrator are covered by Bell Aliant	Administrative fees associated with the relocation administrator are covered by Bell Canada

ITEM 1: CONTRACT RENEWAL

Unifor Atlantic Communication Locals (Unifor ACL)

2. References to out dated terminology or reflection of current practice.

25.01 a)	86	The following will be recognized as paid holidays: New Year's Day Good Friday Commonwealth Day	The following will be recognized as paid holidays: New Year's Day Good Friday Commonwealth Day -Delete (replace with) Victoria Day
28.09	104	28.09 Regular Employees, who are absent for eight (8) or more consecutive calendar days, must apply for Sickness Disability Benefits (SDB) by the tenth calendar day of absence. The application must include the appropriate medical documentation prepared by the employee's treating physician(s). The employee is responsible to obtain the necessary forms which are available on the corporate intranet or from the Bell Aliant Health and Wellness Group. The Bell Aliant Health and Wellness professionals will review the original and any supplementary documentation in order to determine if the employee qualifies to receive SDB. The Health and Wellness Group may consult with the employee's treating physician(s) regarding the employee's illness or injury and the potential for rehabilitation and/or modified work arrangements.	28.09 Regular Employees, who are absent for eight (8) or more consecutive calendar days, must apply for Sickness Disability Benefits (SDB) by the tenth calendar day of absence. The application must include the appropriate medical documentation prepared by the employee's treating physician(s). The employee is responsible to obtain the necessary forms which are available on the corporate intranet or from the Bell Canada Disability Management Group . The Bell Canada Disability Management Group will review the original and any supplementary documentation in order to determine if the employee qualifies to receive SDB. The Disability Management Group may consult with the employee's treating physician(s) regarding the employee's illness or injury and the potential for rehabilitation and/or modified work arrangements.
35.01 b)	134	Authorization, for an employee to take a Company vehicle home	Authorization, for an employee to take a Company vehicle home

ITEM 1: CONTRACT RENEWAL

Unifor Atlantic Communication Locals (Unifor ACL)

		on a regular basis, must be in the form of a standard written agreement between the employee and their manager. This standard agreement will be available on Connexion. A copy of the signed agreement will be forwarded to the appropriate Member Local.	on a regular basis, must be in the form of a standard written agreement between the employee and their manager. This standard agreement will be available on the Corporate Intranet site. A copy of the signed agreement will be forwarded to the appropriate Member Local.
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ITEM 8-11: CONTRACT RENEWAL**Unifor Atlantic Communication Locals (Unifor ACL)**

1. Out dated Appendices for deletion.

Appendix	Page Number	Description	Action
O	184 to 185	Letter of Agreement – Transition to New Wage Scales	Delete
U	207 to 208	Memorandum of Agreement – Technician Sales Incentive Plan	Delete
Y	219	Letter of Intent – Post Retirement Benefits	Delete
Z	220 to 223	Memorandum of Agreement (new Collective Agreement January 1, 2008 to December 31, 2011)	Delete
II	253 to 256	Memorandum of Agreement (new Collective Agreement January 1, 2015 to December 31, 2017)	Delete