

<u>Improvement:</u>		Details of the offer tabled on January 31, 2008	Details of the offer tabled on April 1, 2008
Exhibit	Article	Details	Amendment
E 2	3	3.02- Union dues will now be deducted on each pay cheque (equal amount on each pay).	None
E19 a	9	9.01 (2)- The “occasional employee” classification will be deleted.	None
E 19 a	9	9.01 (f)- The new wording will say that the probation period will be 6 months of continuous employment or 975 hours of work for the company, whether continuous or non-continuous, including overtime, whichever comes first.	1040 hours instead of the 975 hrs that are provided. Based on 8 hours per day.
E 20	12	12.05 (a&b)- The covered cost of safety boots rises from \$120 to \$130 and that of safety shoes rises from \$85 to \$95.	None
E 11b	13	13.10, 11, 12, 13- Changed to ensure that a steward is present throughout the security interview process.	None
E 29 a	MOA	Labour mobility: a bridge is created towards Bell from some subsidiaries of the Bell family before hiring off the street.	Amended as per our request referring to the CLRB
E 33 a	14	14.02- The C level response to a grievance shall now be provided in writing.	None
E 7c	MOA 14	Introduction of an expedited grievance hearing procedure by combining the 2nd and 3rd steps when the parties agree.	None

Little/No impact:			
E 18	4	4.01- The number of stewards will be reduced from 700 to 300.	None
E 14	4	4.02- Notification of the Company by the Union via an e-mail address.	None
E 15	12	12.07- The number of LSHCs is reduced from 22 to 17.	None
E 16	L.I.	The number of LSHCs is reduced from 22 to 17.	None
E 33 a	14	14.06- Adjust wording to reflect Article 15 with respect to the notice that the Union must give to the Company.	None
E 8 a	15	15.06(c)- The arbitration cancellation deadline goes from 30 to 60 days.	None
E 41	Attachment	Attachment A Wage Scheduling by Occupation, Update	None
E 42	Attachment	Attachment D Families, Update	None
E 47	29	This Article will be withdrawn since we no longer cover employees assigned to northern areas.	None
E 49	MOA	Replace ETS with BTS.	None
E 51	MOA	Certification Premium: There will no longer be any meetings. The Company will provide us annually with the results of the program.	None
E 21	MOA	Art 13 Security Interviews – This Memorandum will be deleted since its wording is now included in Article 13.	None
E 27	MOA	Art 24 Arbitrability under Article 24 – This Memorandum will be deleted since arbitrability under Article 24 was recovered on July 1 st , 2005.	None
E 31	Attachment	Attachment B - Update of the List of Headquarters.	None
E 57	L.I.	Transition to the Certification Premium Program – This Letter of Intent is deleted since the transition has been completed.	None
E 58	L.I.	Implementation of the Defined Contribution Pension Component – This Letter of Intent is deleted since the transition period has ended.	None

Details of the offer tabled by, January 31, 2008

Concessions:

E 17a	36	4-year contract when what we wanted was a 5-year contract.	Amended as per our request, but post-retirement benefits are not resolved.
E 19 a	9	9.01(c) - Temporary PT employees will be reclassified as regular PT employees after 24 months in their positions without job posting.	None
E 22	17	17.11 - Mandatory direct deposit for all employees. (there are only about twenty employees who do not use it yet).	None
E 23 a	20	20.02 - The first Monday of August (for Québec) and the third Monday of June (for Ontario) become floating holidays.	Clarified as per our request, no longer floater
E 24 a	L.I. 18	Banked time may be taken as a vacation week upon mutual agreement during the available vacation weeks. Once the leave starts, it may not be cancelled even if the employee becomes ill. The time will be deducted from the bank as soon as the week is scheduled.	Amended as requested
E 25 a	24	The whole Article is amended to eliminate the 912B career path procedure. The Company will now post a position and choose a candidate according first to his or her qualifications and then to his or her seniority. In any case, the Company reserves the right to cancel postings. Furthermore, the concepts of District and NST (normal servicing territory) will no longer exist.	Amended, particulars of a vacant position, amended the selection order, modified from 10 to 5 days for cancellation of a job posting

E 26	Attachment	Attachment E This attachment is deleted since NSTs will no longer exist.	None
E 28	L.I.	Deleted because the 912 procedure will no longer exist.	None
E 30 a	22	Reassignments in Montreal or Toronto may be within a 30 instead of 20 km radius.	None
E 30 a	22	22 All lateral reassignments are abolished.	None
E 30 a	22	22.02 (c) Temporary transfers shall be for up to 180 days as required instead of 90 days or less.	None
E 30 a	22	22.05(a)- The payment in lieu of the seven-day notice of transfer shall be at $\frac{1}{4}$ of the employee's normal rate instead of $\frac{1}{2}$.	Withdrawn – still paid at $\frac{1}{2}$
E 30 a	22	This exception only applies to (ii) with the agreement of the Union.	None
E 32 a	23	23.01 (i) (ii) (iv) 23.02 (b) 23.05 For Montreal and Toronto, the travel allowance will be paid after 30 km.	None
E 32 a	23	23.07- The payment in lieu of the seven-day notice of an overnight stay or more away from home shall be at $\frac{1}{4}$ of the employee's normal rate instead of $\frac{1}{2}$.	Withdrawn - still paid at $\frac{1}{2}$
E 33 a	14	Introduction of the group grievance.	Amended, group grievance introduced in the definition only

E 33 a	14	Direct interference by the Company in a group grievance: the number of grievors is limited to 10% of employees at level D unless a local agreement is reached.	None
E 10b	L.I.	Amended and renewed grievance freezing process with one step less.	None
E 34	L.I.	Group grievance. The Company decides on the number of grievors who may take part in the steps for each Local if level D involves more than one Local. Unless a local agreement is reached, the maximum number of grievors will be 10% of the employees involved per Local.	None
E 35 a	18	18.05(b)- Deleted. The premiums cannot be banked since they no longer exist.	Withdrawn – can bank Sunday premium
E 35 a	18	18.03- The 15 hours per week for RPT employees will be replaced with 60 hours per 4-week period (if well managed, this could entitle employees to more employment insurance).	Increase from 60 to 72 hours per 4 week period, thus 12 hours more are guaranteed
E 35 a	18	18.09- Deleted. First day of the week is abolished.	None
E 35 a	18	18.23&18.24- Deleted. The premium pay for consecutive Saturdays is abolished.	None
E 35 a	18	18.25&18.26- Deleted since the Sunday premium is abolished.	Sunday premium at a rate of ¼ hours worked
E 36	L.I.	The Company specifies that it may schedule the work days provided for in 18.07 according to skills and to its needs.	WITHDRAWN

E 37 a	19	19.04- The 48-hour notice of non-scheduled overtime is now only 24 hours.	Withdrawn – notice still 48 hours
E 37 a	19	19.05(a) Double time will now be paid after 4 hours rather than 2 hours.	Withdrawn – remains double time after 2 hrs
E 37 a	19	19.05(b)- Deleted. Work on a Sunday without a 48-hour notice is no longer paid at the double time rate since Sundays are now considered as regular weekdays.	Withdrawn – Sunday remains double time without 48 hours' notice
E 37 a	19	19.09(a)- For call-outs, the notice is reduced from 48 to 24 hours.	Withdrawn – notice for call out remains at 48 hours
E 37 a	19	19.09(b)- Call-outs are reduced from 4 to 3 hours pay.	None
E 37 a	19	19.09(c)- The employee called-out remains on standby for 4 hours.	Clarify travel time only
E 37 a	19	19.13 (a&b)- For a part-time employee, the time worked is paid at the double time rate after 4 hours under all circumstances and 19.13 (a) and (b) are deleted.	Withdrawn – remains double time rate after 2 hours
E 38 a	MOA	Standby Program. This program will allow one and a quarter hour's salary to be banked for an employee who accepts to remain on pager call for each 24-hour period up to seven consecutive days. However, the employee called will have no choice but to accept to go in. If he or she has banked the maximum number of hours, he or she will receive compensation in lieu of banked hours.	Amend that time can be paid or banked at the employee's choice

E 39 a	MOA	Contracting Out Activity. This Memorandum provides for contracting out to Bell. Since this is already provided for in 22.14(i), the Memorandum is useless. It only serves to allow the Company to bypass the collective agreement.	Amend as per our request
E 40	MOA	Olympic Games. This Memorandum will not be part of the collective agreement but it allows the Company to disregard seniority when choosing the employees who may go to work in Vancouver and it stipulates that our collective agreement will not apply to this process.	None
E 43 a	MOA	Working Hour Distribution Program. Ineffective program that will reduce our overtime and allow the Company to change schedules on a daily basis. This might place us in a situation where we would owe the Company basic hours and be forced to work unpaid overtime in order to give these hours back.	WITHDRAWN
E 44 a	Attachment	Attachment C – Wage schedules. Schedules adjusted according to the new wage increases of 2%, 2%, 2% and 1.75%.	Modify and improve 2%, 2.5%, 2.5%,2.5%,2.5%
E 45 a	MOA	Lump-sum increase equal to retroactivity from December 1 st , 2007 to the signing date.	Amend in terms of the date of ratification instead of the date of signature. Add a second lump sum amount - \$330 for full time employees and \$265 for part-time employees. employés à temps partiel

E 46	MOA	Averaging of Hours of Work. This Memorandum provides the Company with our agreement to waiver Subsection 169(2) of the Canada Labour Code and allows the Company to manage its Working Hour Distribution Program.	WITHDRAWN
E 48	33	33.02, 33.02(i), (ii) - Adjustments were made due to the various changes made to Article 24.	None
E 50 a	MOA	Teleworking. Adjustment due to changes made to Article 18.	None
E 52 a	L.I.	Home Dispatch. Nothing has been settled. The Company merely made an adjustment due to changes made to Article 18 E 53	None
E 53	L.I.	Utilization of Temporary Employees. The reference to Article 24 is withdrawn since the Company abolishes the 912B procedure.	None
E 54	L.I.	Joint Review Committee (Article 24). This Committee is abolished since there no longer is a 912 procedure or a selection process when there are more than one applicant.	Amend creation of a transition committee
E 55	L.I.	Benefit Plans. Deleted since it has become obsolete with the implementation of the new Omniflex program. However, we do not have the Letter of Intent of November 8, 2005 on the Disability Benefit Plan.	Amend as per our request
E 56 a	L.I.	Class II Employees. Deleted since it referred to events that occurred in 1999. However, this Letter gave Class II Employees an opportunity to train for a Class I position.	Amend as per our request
E 59 a	MOA	Employee Reclassification. The Company will reclassify 300 employees including 204 in Ontario and 96 in Québec.	Amend 29 more reclassifications

Unresolved priorities and important demands:

1	Nothing about restoring fringe benefits for retirees.	None
2	Wage increases of 2%, 2%, 2% and 1.75% are insufficient and COLA disappears.	Amend, but still no COLA
3	No reclassification mechanism for RPT or TPT employees.	None
4	No improvement in fringe benefits in general and the pension plan in particular.	None
5	No improvement in vacations.	Amend, shorter summer period
6	No improvement in per diem allowances, premiums and differentials.	None
7	No compensation provided for the loss of the 2% Employee Savings Plan.	None
8	Nothing on the employment floor.	None
9	Work scheduling according to seniority.	None

<u>New additions</u>		
E 35 a	Art. 18.02 – Basic hours of work for full time employees, 8 hours per day, 40 hours per week or 80 hours over two weeks	
E 35 a	Art. 18.04 – Possibility to bank ½ hour per day worked to a maximum of 80 hours (replaces the 30 week at 40 hours)	
E 60 Art 21	Summer period, excluding the first week of June and the last week of September.	
E 61 Attachment E	Table of summer period	
E 62 MOA	Transition Committee regarding Articles 22 and 24 as well as the fluctuation of the workload	
E 63 L.I.	4 day workweek – allow the 4 day week with the new reality of the 8 hours per day, 40 per week.	
E 64 L.I.	Joint Transition Committee Article 22 and 24	
E 65 L.I.	Long Term Disability Plan	
E 66 L.I.	Week-end schedule	