

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

The aforementioned parties agree as follows:

1. The terms of the offer submitted by the Company to the Union consist of the collective agreement dated 19 August 2004, amended based on the offer presented on 1 April 2008 and as amended by Appendix A of this Memorandum numbered from 1 to 52.
2. The undersigned members of the bargaining committee, representing the Union in negotiations with the Company, jointly and individually commit to recommend the terms of the aforementioned offer to the employees in the unit for a ratification vote.
3. In the event of ratification by the employees by _____, the terms of the Company's offer, except for the letters of understanding, shall constitute the next collective agreement between the parties, and the members of the bargaining committee representing the Union jointly and individually commit to sign a collective agreement by _____ pursuant to the terms of the offer set out hereinabove.
4. The undersigned members of the bargaining committee representing the Company, being duly authorized to conduct the instant negotiations with the Union, hereby commit on behalf of the Company to sign a collective agreement pursuant to the terms of the offer set out hereinabove, in the event that the said terms are ratified by the Union's members by _____.

5. In the event of any disparity between the French and English versions of any component of this offer, the French version shall be deemed the official one. Moreover, any clerical or administrative error can be corrected before the signature of the collective agreement.

IN WITNESS WHEREOF, we have signed at Ottawa this ____ day of _____ 2008.

COMMUNICATIONS, ENERGY AND
PAPERWORKERS
UNION OF CANADA

BELL CANADA

Dave Coles

geneviève bich

Michel Ouimet

Raynald Wilson

Bob Huget

Marc Bouvier

John Edwards

Nick G De Nobile

Richard Chaumont

Steve Desgagné

Sean Howes

Dominique Ricard

Mike Douse

René Jean

Alain Ouellette

Alain Paradis

Kevin Richmond

Mike Smith

CONTRACT CLAUSE PROPOSAL - 2007

CRAFT AND SERVICES EMPLOYEES

ARTICLE 18

HOURS OF WORK

PRESENT

NEW

Effective on December 7, 2008

Definitions

No change

For the purpose of this Agreement,

No change

18.01 "Basic Hours of Work" means the number of hours of work per day and per week as established by this Agreement and set forth in this Article for Full-Time employees.

18.01 No change

(a) "Tour of Duty" means the time worked by an employee on any working day.

(a) No change

(b) "Scheduled Tour of Duty" means a tour of duty not exceeding the basic hours of work per day which an employee is scheduled to work and of which he has been advised in advance.

(b) No change

(c) "Scheduled Work Week" means the scheduled tours of duty comprising the basic hours of work for the week.

(c) No change

(d) "Day Tour" means a tour of duty which falls between the hours of 7:00 A.M. and 6:00 P.M.

(d) No change

(e) "Off-Normal Tour" means a tour of duty, all or a portion of which falls between the hours of 6:00 P.M. of one day and 7:00 A.M. of the following day.

(e) No change

PRESENT

NEW

Full-Time Employees

No change

18.02 The basic hours of work per day for a Full-Time employee shall be 7 ½ hours.

18.02 The basic hours of work per day for a Full-Time employee shall be **8** hours.

The basic hours of work per week for a Full-Time employee shall be 37 ½ hours on the basis of a five day week. However, the basic hours of work may be averaged over a two week period on the basis of ten days totalling 75 hours.

The basic hours of work per week for a Full-Time employee shall be **40** hours on the basis of a five day week. However, the basic hours of work may be averaged over a two week period on the basis of ten days totalling **80** hours.

Part-Time Employees

No change

18.03 The Company shall determine and establish the hours of work per day and days of work per week for all Part-Time employees.

18.03 No change

A Regular Part-Time employee shall be scheduled a minimum of 15 hours per week, in increments of not less than one-half tour, except in situations where the Director - Industrial Relations and the appropriate Vice-President of the Union or their delegate agree that a number of employees are surplus.

A Regular Part-Time employee shall be scheduled a minimum of **72** hours per **established period of 4 weeks**, in increments of not less than one-half tour, except in situations where the Director - Industrial Relations and the appropriate Vice-President of the Union or their delegate agree that a number of employees are surplus.

Additional Straight Time

Remove

18.04 Payment for the first one-half hour of time worked immediately before or after the basic hours of work per day shall be paid at straight time.

18.04 **Remove**

Banked Time

No change

18.05 An employee may request to be compensated for additional straight time worked in accordance with section 18.04, on a ratio of one for one (1:1) for time off in lieu of payment from his scheduled tours of duty; and,

18.04 An employee may **elect to bank half an hour basic hours worked per day**, on a ratio of one for one (1:1); and,

Except for overtime compensated under the provisions of sections 19.09 and 19.10, an employee may request to be compensated for overtime hours worked by time off in lieu of overtime payment on the basis of one hour and a half (1 ½) for each hour of overtime

No change

PRESENT**NEW**

worked.

(a) An employee's request to bank such time off in lieu of payment must be made known to his manager when his work on the day is coded for payroll. Time banked by an individual employee for purposes of time off in lieu of payment shall never exceed 100 hours, at any one time.

(b) An employee may request to be compensated by time off in lieu of payment of the premiums provided under sections 18.23 and 18.25 in accordance with the provisions of this section.

(c) Any such time off shall be subject to service requirements and scheduled at a time mutually agreed to by the employee and the Company and, when taken, shall be paid at the employee's basic rate of pay. The minimum amount of time off which may be granted under this section shall be one (1) hour.

(d) An employee with banked time owing shall, if he requests it, be scheduled at least one day off in each two month period beginning January 1st of each year, at a time mutually agreed to by the employee and the Company.

(e) Notwithstanding sub-section 18.05 (c), and providing that he has sufficient time banked, a part-time employee who worked less than 37.5 hours in a week may use banked time to top-up his hours of work in that week to a maximum of 37.5 hours.

(f) In lieu of taking the time off provided under this section, an employee with banked time owing may request to be compensated, once every calendar year, at his basic rate of pay, for up to 37.5 hours from his bank in each calendar year.

(g) When an employee is taken ill or meets with an accident before

(a) No change

(b) An employee may request to be compensated by time off in lieu of payment of the premium provided under **section 18.21** in accordance with the provisions of this section.

(c) No change

(d) No change

(e) Notwithstanding sub-section **18.04 (c)**, and providing that he has sufficient time banked, a part-time employee who worked less than **40** hours in a week may use banked time to top-up his hours of work in that week to a maximum of **40** hours

(f) In lieu of taking the time off provided under this section, an employee with banked time owing may request to be compensated, once every calendar year, at his basic rate of pay, for up to **40** hours from his bank in each calendar year.

(g) No change

PRESENT

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leaving work on the last day of work preceding the day scheduled for taking banked time off, it shall be rescheduled in accordance with the provisions of this section.

The day off will not be rescheduled for indisposition occurring after the employee leaves work on the last day preceding the day scheduled for taking banked time off.

No change

Arrangement and Assignment of Tours of Duty

No change

18.06 (a) The arrangement of hours for all tours of duty shall be established by the Company.

18.05 Previously 18.06 (a)
No change

(b) In each Tier D entity, work schedules will be prepared, in accordance with the provisions of sections 18.02 and 18.04, for a minimum of 30 weeks in each calendar year that provide Full-Time Employees, who elect to do so, with the opportunity to work during those weeks with a schedule of 40 hours per week (or 80 hours averaged over a two week period). An employee may elect to be paid for the Additional Straight Time worked under these schedules or to bank it in accordance with the provisions of section 18.05.



18.07 The tours of duty may be scheduled on any day of the week, including Sunday, depending upon the requirements of the job.

18.06 The tours of duty may be scheduled on any day of the week depending upon the requirements of the job.

18.08 No employee shall, without his consent, be required to work more than 12 consecutive tours.

18.07 Previously 18.08
No change

18.09 Where an employee is required to work overtime on a Sunday and works his basic hours for that day, such tour of duty shall be considered as a part of his scheduled work week for pay purposes and his scheduled work week will be unaffected. If the employee has not been given 48 hours notice of such overtime work, he shall

18.09 Remove

PRESENT

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receive an additional one hour's pay.

18.10 The assignment of an employee to a tour of duty shall be made by the Company to meet service requirements, due consideration being given to the seniority of the employee in the group.

18.11 At least four days' notice, by posting, shall be given by the Company to an employee who is to be changed from his scheduled tour of duty. Any change in scheduled tour of duty arising from the application of section 18.09 shall not require notice by posting.

18.12 Where a change in schedule requires an employee to start a new tour of duty within 24 hours of the start of his previous tour, there shall be an interval of at least eight hours between the two successive tours.

18.13 With the approval of the Company, an employee may have his scheduled tour of duty changed at his own request.

Meal Period

18.14 The meal period for an employee shall not exceed one hour off the job.

18.15 On all scheduled off-normal tours, scheduled Sunday day tours and scheduled holiday day tours, 20 minutes shall be allowed for lunch as part of the tour of duty.

18.16 When the job requires 7 ½ or more hours continuous attendance by an employee, 20 minutes shall be allowed for lunch on the job as part of the tour of duty.

18.17 When a meal period not to exceed 20 minutes is authorized in connection with overtime work, such meal period shall be considered as work time.

18.08 Previously 18.10
No change

18.09 At least four days' notice, by posting, shall be given by the Company to an employee who is to be changed from his scheduled tour of duty.

18.10 Previously 18,12
No change

18.11 Previously 18.13
No change

No change

18.12 Previously 18.14
No change

18.13 On all scheduled off-normal tours **and** scheduled holiday tours, 20 minutes shall be allowed for lunch as part of the tour of duty.

18.14 When the job requires **8** or more hours continuous attendance by an employee, 20 minutes shall be allowed for lunch on the job as part of the tour of duty.

18.15 Previously 18.17
No change

PRESENT

NEW

**Premium Pay for Changes
in Scheduled Tours**

No change

18.18 If an employee is given less than four days' notice of a change in his tour of duty, he shall be paid in accordance with the following:

18.16 Previously 18.18
No change

(a) When the change in tour is made at the employee's request he shall be paid on a straight time basis.

(a) No change

(b) When an employee reverts to his own scheduled tour after he has worked two or more consecutive relief tours he shall be paid on a straight time basis.

(b) No change

However, if the interval between the start of the last relief tour worked and the start of the first tour on his own schedule is less than 24 hours, he shall be paid one-half time extra on the first tour of his own schedule for the time worked which is outside the last relief tour worked.

No change

(c) In all other circumstances, he shall be paid one-half time extra for time worked outside the tour of duty previously scheduled for the day, but only for the number of days by which the notice given is short of the four days' notice requirement.

(c) No change

**Premium Pay for Changes in a
Scheduled Work Week**

No change

18.19 (a) If a Full-Time employee is given less than four days' notice, by posting, of a change in his scheduled work week, he shall be paid one-half time extra for time worked on a day outside the work week previously scheduled, but only for the number of days by which the notice given is short of the four days' notice requirement. Any change in scheduled work week arising from the application of section 18.09 shall not require

18.17 (a) If a Full-Time employee is given less than four days' notice, by posting, of a change in his scheduled work week, he shall be paid one-half time extra for time worked on a day outside the work week previously scheduled, but only for the number of days by which the notice given is short of the four days' notice requirement.

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notice by posting.

(b) The four days' notice as referred to in subsection 18.19 (a) will commence on the day following the actual day of notice to either the new tour of duty which is outside the previous scheduled work week or to the cancelled tour of duty, whichever comes first.

(b) The four days' notice as referred to in subsection **18.17 (a)** will commence on the day following the actual day of notice to either the new tour of duty which is outside the previous scheduled work week or to the cancelled tour of duty, whichever comes first.

Differential for Work in Off-Normal Period

No change

18.20 An employee who is scheduled to work 30 or more hours per week, shall be paid a differential for each off-normal tour worked as follows:

18.18 Previously 18.20
No change

Hours Worked in the Off-Normal Period

Differential

Less than 2	\$ 1.35
2 but less than 4	2.36
4 but less than 6	3.50
6 and over	5.11

No change

18.21 Differentials shall not be paid:

18.19 Previously 18.21
No change

(a) For any period when an employee is being paid on an overtime basis.

(a) No change

(b) For paid absence from duty.

(b) No change

(c) For any period where an employee is being paid a premium under sections 18.18 or 18.19, except that differentials shall be paid for off-normal tours of duty worked on Sunday where an employee is changed from one scheduled tour of duty to another without four days' notice being given.

(c) For any period where an employee is being paid a premium under sections **18.16** or **18.17**.

18.22 An employee whose shift starts or ends between 12:01 A.M. and 5:59 A.M. shall be paid a premium of \$3.86, in addition to any other premiums or differentials which are applicable.

18.20 Previously 18.22
No change

PRESENT

NEW

Premium Pay For Consecutive Saturdays Worked

Remove

18.23 An employee who is scheduled to work five days per week, or ten days over a two week period, and who, at the direction of the Company, works at least 3 ¼ hours on each of successive Saturdays, shall, except as otherwise provided in section 18.24, be paid one-half time extra for the time worked between midnight Friday and midnight Saturday on the second and subsequent consecutive Saturdays so worked.

18.23 Remove

18.24 This premium shall not be included in wage payments for paid absence from duty, or for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials, is higher than his basic rate of pay.

18.24 Remove

Sunday Premium Pay

No change

18.25 An employee who works a scheduled tour any period of which falls between midnight Saturday and midnight Sunday shall be paid Sunday Premium Pay. Sunday Premium Pay is one-half time extra for the time worked in this period.

18.21 An employee who works a scheduled tour any period of which falls between midnight Saturday and midnight Sunday shall be paid Sunday Premium Pay. Sunday Premium Pay is **one-quarter** time extra for the time worked in this period.

18.26 This premium shall not be included in wage payments for paid absence from duty, or for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials provided in sections 18.20 and 18.22 and the special compensation provided in section 18.27, is higher than his basic rate of pay.

18.22 This premium shall not be included in wage payments for paid absence from duty, or for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials provided in sections **18.18** and **18.20** and the special compensation provided in section **18.23**, is higher than his basic rate of pay.

Christmas Eve and New Year's Eve - Special Compensation

No change

18.27 An employee who works on Christmas Eve or New Year's Eve, shall be paid straight time extra for all time worked between the hours of 6:00 P.M. and 12:00 Midnight.

18.23 Previously 18.27
No change

PRESENT

NEW

**Time Spent Travelling
in Company Vehicle**

No change

18.28 An employee driving a Company-owned or Company-hired vehicle shall be deemed to be at work during the time he is necessarily in control of such vehicle and acting in the course of his employment.

18.24 Previously 18.28
No change

18.29 An employee who is being transported to or from the job in a Company-owned or Company-hired vehicle shall be deemed to be at work while travelling in such vehicle.

18.25 Previously 18.29
No change

**Time Travelling - Other
Than To and From The Job**

No change

18.30 Time travelling on Company instructions, between regular or temporary headquarters and outside normally scheduled working hours, shall be considered as travel time, and shall be apportioned as to payment or non-payment as follows:

18.26 Previously 18.30
No change

(a) When sleeping accommodation is provided en route, only time travelling between the hours of 7:00 A.M. and 10:00 P.M. (including unavoidable stop-over time between connections) shall be considered as travel time.

(a) No change

(b) When no sleeping accommodation is provided en route, all travel time (including unavoidable stop-over time between connections) shall be considered as travel time.

(b) No change

(c) Travel time under subsection 18.30 (a) and (b) shall be paid for on a straight time basis.

(c) Travel time under subsection **18.26** (a) and (b) shall be paid for on a straight time basis

Relief Period

No change

18.31 (a) A relief period not to exceed 15 minutes shall be granted to every employee as close to the middle of each of his half tours as the efficiency of the Company's operations permits.

18.27 Previously 18.31
No change

PRESENT

NEW

(b) To qualify for a relief period during an overtime assignment an employee must have completed two hours of work and be expected by the Company to work a minimum of three hours on that overtime assignment.

(b) No change

Work at a Visual Display Terminal

No change

18.32 An employee working continuously at a Visual Display Terminal shall not be scheduled more than two hours on duty without a relief or meal period. Where a relief or meal period cannot be so scheduled, the employee shall be entitled to take a five minute break after two continuous hours work at a Visual Display Terminal.

18.28 Previously 18.32
No change

CONTRACT CLAUSE PROPOSAL - 2007

CRAFT AND SERVICES EMPLOYEES

ARTICLE 21

ANNUAL VACATIONS

PRESENT

NEW

21.02 An employee, in the years subsequent to his year of engagement or re-engagement, shall first become entitled to a vacation with pay in accordance with the table below in the year in which he is to complete the required number of years of service. The same entitlement applies to each subsequent year, until a higher entitlement is attained as indicated in the table below:

21.02 No change

<u>Years of Net Credited Service</u>	<u>Weeks of Vacation</u>
1	3*
10	4*
18	5*
25	6**

No change

* At least one week of which must be taken outside the period June through September.

* At least one week of which must be taken outside the **summer period**.

** At least two weeks of which must be taken outside the period June through September.

** At least two weeks of which must be taken outside the **summer period**.

21.03 When the annual vacation for an employee falls in two months, to each of which a vacation of different length applies, the annual vacation shall not exceed the shorter length of vacation specified for the employee's net credited service in the table above, except as specifically provided for in the said table.

21.03 No change

PRESENT

NEW

21.04 In this Article, when a calendar week falls in two months, such calendar week shall be considered to be in the month in which the Wednesday of the week falls. This same interpretation shall apply in determining the end of April for scheduling under the provisions of section 21.05 or rescheduling under the provisions of section 21.15.

21.04 (a) Previously 21.04
No change

(b) *The term "summer period" means the period starting the second week of June and ending at the end of the second to last week of September. The summer periods for the duration of this collective agreement are defined in Attachment G.*

21.05 All vacations are for a full calendar year. The vacation for a particular year may be scheduled during the period of January 1st of that year to the end of April of the following year, it being understood that vacation entitlement is determined in accordance with net credited service in the year for which the vacation is given.

21.05 No change

21.06 Notwithstanding the provisions of section 21.02, an employee shall only be entitled to:

21.06 No change

(a) his full vacation if he completes six months of service during such year, or

(a) No change

(b) one week's vacation if he completes less than six months of service during such year.

(b) No change

21.07 When a paid holiday falls on a day of the annual vacation an employee shall be entitled to an additional day off with pay at a time mutually agreed to by the employee and the Company. If the employee has not been granted the day off with pay within 12 months of the actual holiday, he shall be granted holiday pay.

21.07 No change

21.08 Vacation schedules shall be prepared each year by the Company

21.08 No change

PRESENT

NEW

between January 1st and February 1st with due consideration to seniority, provided, however, that such schedules shall be arranged as to cause, in the judgment of the Company, the least possible interference with efficient performance of the work. In general, vacations shall commence at the beginning of the calendar week unless the demands of the work make this impossible.

21.09 For the purpose of vacation selection, each Tier D manager's group shall be considered a seniority unit.

21.10 (a) For the purpose of determining the number of employees permitted on vacation at a time, the number of employees in a Tier D manager's group on January 1st of the vacation year shall be used.

(b) Subject to section 21.12, a minimum of 20% of the employees in a Tier D manager's group will be permitted on vacation at a time. However, based on service requirements, the actual number of employees permitted on vacation in any given week may be less than 20% provided that the average within each two month period starting January 1st of each year is not less than 20%.

21.11 (a) In the year he is to complete 5 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of one week of vacation during the period of

21.09 No change

21.10 (a) No change

(b) No change

Effective on January 1, 2009

(b) Subject to section 21.12, a minimum of **22%** of the employees in a Tier D manager's group will be permitted on vacation at a time. However, based on service requirements, the actual number of employees permitted on vacation in any given week may be less than **22%** provided that the average within each two month period starting January 1st of each year is not less than **22%**.

21.11 (a) In the year he is to complete 5 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of one week of vacation during the **summer**

PRESENT

June through September.

(b) In the year he is to complete 15 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of two weeks of vacation during the period of June through September.

21.12 For the purpose of subsection **21.11** (b), the vacation schedule shall be prepared so that the total number of employees on vacation at any time during the period of June through September in a Tier D manager's group does not exceed 25%. This percentage shall be based on the number of employees in that group on January 1st of the vacation year.

NEW

period.

(b) In the year he is to complete 15 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of two weeks of vacation during the ***summer period.***

21.12 For the purpose of subsection **21.11** (b), the vacation schedule shall be prepared so that the total number of employees on vacation at any time during the ***summer period*** in a Tier D manager's group does not exceed 25%. This percentage shall be based on the number of employees in that group on January 1st of the vacation year.

Attachment E pertaining to the Summer Period becomes Attachment G

CONTRACT CLAUSE PROPOSAL - 2007

CRAFT AND SERVICES EMPLOYEES

ARTICLE 24

912B, CAREER PATH AND JOB POSTING PROCEDURES

PRESENT

NEW

Effective until December 31, 2008

Sections 24.01 to 24.13

No change

ARTICLE 18 - HOURS OF WORK

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

Whereas the standardized 40-hour work week will only be in effect on December 7, 2008, the parties agree that for the period commencing on the date of signing of the collective agreement and expiring on 6 December 2008, the provisions of

- article 18;
- section 19.07;
- subsection 22.05(b);
- subsection 23.07(b);
- paragraphs 5 and 6 of the Memorandum of Agreement – Standby Program;
- the third paragraph of the “Work Schedules” section of the Memorandum of Agreement – Teleworking Agreement

shall be the following:

Article 18 – Hours of Work

Definitions

For the purpose of this Agreement,

18.01 "Basic Hours of Work" means the number of hours of work per day and per week as established by this Agreement and set forth in this Article for Full-Time employees.

- (a) "Tour of Duty" means the time worked by an employee on any working day.

(b) "Scheduled Tour of Duty" means a tour of duty not exceeding the basic hours of work per day which an employee is scheduled to work and of which he has been advised in advance.

(c) "Scheduled Work Week" means the scheduled tours of duty comprising the basic hours of work for the week.

(d) "Day Tour" means a tour of duty which falls between the hours of 7:00 A.M. and 6:00 P.M.

(e) "Off-Normal Tour" means a tour of duty, all or a portion of which falls between the hours of 6:00 P.M. of one day and 7:00 A.M. of the following day.

Full-Time Employees

18.02 The basic hours of work per day for a Full-Time employee shall be 7 ½ hours.

The basic hours of work per week for a Full-Time employee shall be 37 ½ hours on the basis of a five day week. However, the basic hours of work may be averaged over a two week period on the basis of ten days totalling 75 hours.

Part-Time Employees

18.03 The Company shall determine and establish the hours of work per day and days of work per week for all Part-Time employees.

A Regular Part-Time employee shall be scheduled a minimum of 67.5 hours per established period of 4 weeks, in increments of not less than one-half tour, except in situations where the Director – Industrial Relations and the appropriate Vice-President of the Union or their delegate agree that a number of employees are surplus.

Additional Straight Time

18.04 Payment for the first one-half hour of time worked immediately before or after the basic hours of work per day shall be paid at straight time.

Banked Time

18.05 An employee may request to be compensated for additional straight time worked in accordance with section 18.04, on a ratio of one for one (1:1) for time off in lieu of payment from his scheduled tours of duty; and,

Except for overtime compensated under the provisions of sections 19.09 and 19.10, an employee may request to be compensated for overtime hours worked by time off in lieu of overtime payment on the basis of one hour and a half (1 ½) for each hour of overtime worked.

- (a) An employee's request to bank such time off in lieu of payment must be made known to his manager when his work on the day is coded for payroll. Time banked by an individual employee for purposes of time off in lieu of payment shall never exceed 100 hours, at any one time.
- (b) An employee may request to be compensated by time off in lieu of payment of the premium provided under section 18.22 in accordance with the provisions of this section.
- (c) Any such time off shall be subject to service requirements and scheduled at a time mutually agreed to by the employee and the Company and, when taken, shall be paid at the employee's basic rate of pay. The minimum amount of time off which may be granted under this section shall be one (1) hour.
- (d) An employee with banked time owing shall, if he requests it, be scheduled at least one day off in each two month period beginning January 1st of each year, at a time mutually agreed to by the employee and the Company.
- (e) Notwithstanding sub-section 18.05 (c), and providing that he has sufficient time banked, a part-time employee who worked less than 37.5 hours in a week may use banked time to top-up his hours of work in that week to a maximum of 37.5 hours.
- (f) In lieu of taking the time off provided under this section, an employee with banked time owing may request to be compensated, once every calendar year, at his basic rate of pay, for up to 37.5 hours from his bank in each calendar year.
- (g) When an employee is taken ill or meets with an accident before leaving work on the last day of work preceding the day scheduled for taking banked time off, it shall be rescheduled in accordance with the provisions of this section.

The day off will not be rescheduled for indisposition occurring after the employee leaves work on the last day preceding the day scheduled for taking banked time off.

Arrangement and Assignment of Tours of Duty

18.06 (a) The arrangement of hours for all tours of duty shall be established by the Company.

(b) In each Tier D entity, work schedules will be prepared, in accordance with the provisions of sections 18.02 and 18.04, for a minimum of 30 weeks in each calendar year that provide Full-Time Employees, who elect to do so, with the opportunity to work during those weeks with a schedule of 40 hours per week (or 80 hours averaged over a two week period). An employee may elect to be paid for the Additional Straight Time worked under these schedules or to bank it in accordance with the provisions of section 18.05.

18.07 The tours of duty may be scheduled on any day of the week depending upon the requirements of the job.

18.08 No employee shall, without his consent, be required to work more than 12 consecutive tours.

18.09 The assignment of an employee to a tour of duty shall be made by the Company to meet service requirements, due consideration being given to the seniority of the employee in the group.

18.10 At least four days' notice, by posting, shall be given by the Company to an employee who is to be changed from his scheduled tour of duty.

18.11 Where a change in schedule requires an employee to start a new tour of duty within 24 hours of the start of his previous tour, there shall be an interval of at least eight hours between the two successive tours.

18.12 With the approval of the Company, an employee may have his scheduled tour of duty changed at his own request.

Meal Period

18.13 The meal period for an employee shall not exceed one hour off the job.

18.14 On all scheduled off-normal tours and scheduled holiday tours, 20 minutes shall be allowed for lunch as part of the tour of duty.

18.15 When the job requires 7 ½ or more hours continuous attendance by an employee, 20 minutes shall be allowed for lunch on the job as part of the tour of duty.

18.16 When a meal period not to exceed 20 minutes is authorized in connection with overtime work, such meal period shall be considered as work time.

Premium Pay for Changes in Scheduled Tours

18.17 If an employee is given less than four days' notice of a change in his tour of duty, he shall be paid in accordance with the following:

- (a) When the change in tour is made at the employee's request he shall be paid on a straight time basis.
- (b) When an employee reverts to his own scheduled tour after he has worked two or more consecutive relief tours he shall be paid on a straight time basis.

However, if the interval between the start of the last relief tour worked and the start of the first tour on his own schedule is less than 24 hours, he shall be paid one-half time extra on the first tour of his own schedule for the time worked which is outside the last relief tour worked.

- (c) In all other circumstances, he shall be paid one-half time extra for time worked outside the tour of duty previously scheduled for the day, but only for the number of days by which the notice given is short of the four days' notice requirement.

Premium Pay for Changes in a Scheduled Work Week

18.18 (a) If a Full-Time employee is given less than four days' notice, by posting, of a change in his scheduled work week, he shall be paid one-half time extra for time worked on a day outside the work week previously scheduled, but only for the number of days by which the notice given is short of the four days' notice requirement.

(b) The four days' notice as referred to in subsection 18.18 (a) will commence on the day following the actual day of notice to either the new tour

of duty which is outside the previous scheduled work week or to the cancelled tour of duty, whichever comes first.

Differential for Work in Off-Normal Period

18.19 An employee who is scheduled to work 30 or more hours per week, shall be paid a differential for each off-normal tour worked as follows:

<u>Hours Worked in the Off-Normal Period</u>	<u>Differential</u>
Less than 2	\$ 1.35
2 but less than 4	\$ 2.36
4 but less than 6	\$ 3.50
6 and over	\$ 5.11

18.20 Differentials shall not be paid:

- (a) For any period when an employee is being paid on an overtime basis.
- (b) For paid absence from duty.
- (c) For any period where an employee is being paid a premium under sections 18.17 or 18.18.

18.21 An employee whose shift starts or ends between 12:01 A.M. and 5:59 A.M. shall be paid a premium of \$3.86, in addition to any other premiums or differentials which are applicable.

Sunday Premium Pay

18.22 An employee who works a scheduled tour any period of which falls between midnight Saturday and midnight Sunday shall be paid Sunday Premium Pay. Sunday Premium Pay is one-quarter time extra for the time worked in this period.

18.23 This premium shall not be included in wage payments for paid absence from duty, or for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials provided in sections 18.19 and 18.21 and the special compensation provided in section 18.24, is higher than his basic rate of pay.

Christmas Eve and New Year's Eve – Special Compensation

18.24 An employee who works on Christmas Eve or New Year's Eve, shall be paid straight time extra for all time worked between the hours of 6:00 P.M. and 12:00 Midnight.

Time Spent Travelling in Company Vehicle

18.25 An employee driving a Company-owned or Company-hired vehicle shall be deemed to be at work during the time he is necessarily in control of such vehicle and acting in the course of his employment.

18.26 An employee who is being transported to or from the job in a Company-owned or Company-hired vehicle shall be deemed to be at work while travelling in such vehicle.

Time Travelling – Other Than To and From The Job

18.27 Time travelling on Company instructions, between regular or temporary headquarters and outside normally scheduled working hours, shall be considered as travel time, and shall be apportioned as to payment or non-payment as follows:

- (a) When sleeping accommodation is provided en route, only time travelling between the hours of 7:00 A.M. and 10:00 P.M. (including unavoidable stop-over time between connections) shall be considered as travel time.
- (b) When no sleeping accommodation is provided en route, all travel time (including unavoidable stop-over time between connections) shall be considered as travel time.
- (c) Travel time under subsection 18.27 (a) and (b) shall be paid for on a straight time basis

Relief Period

18.28 (a) A relief period not to exceed 15 minutes shall be granted to every employee as close to the middle of each of his half tours as the efficiency of the Company's operations permits.

(b) To qualify for a relief period during an overtime assignment an employee must have completed two hours of work and be expected by the Company to work a minimum of three hours on that overtime assignment.

Work at a Visual Display Terminal

18.29 An employee working continuously at a Visual Display Terminal shall not be scheduled more than two hours on duty without a relief or meal period. Where a relief or meal period cannot be so scheduled, the employee shall be entitled to take a five minute break after two continuous hours work at a Visual Display Terminal.

Article 19 – Overtime

19.07 A meal period shall not, except as provided in section 18.16, be included in the calculation of overtime but shall not break the continuity of such overtime.

Article 22 – Transfers and Reassignments

22.05 (b) This payment shall not be included in wage payments for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials provided in sections 18.19 and 18.21 and the premium provided in section 18.22, is higher than his basic rate of pay

Article 23 – Travel allowance, living and transportation expenses paid

23.07 (b) This payment shall not be included in wage payments for any time for which an employee is receiving a rate of pay which, exclusive of tour differentials provided in sections 18.19 and 18.21 and the premium provided in section 18.22, is higher than his basic rate of pay.

Memorandum of Agreement – Standby Program

Paragraphs 5 and 6 shall read as follows:

5 An employee on standby will receive compensation at the rate of one and a quarter hours at his basic rate of pay for each day on which he is on standby. He will be entitled to choose to be paid or to be compensated in

the form of banked time in lieu of payment, in compliance with subsection 18.05(a) of the collective agreement on a ratio of one for one (1:1).

- 6 Notwithstanding section 5 herein, an employee on standby who has accumulated the maximum allowable hours in banked time in lieu of payment under subsection 18.05(a) of the collective agreement 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.

Memorandum of Agreement – Teleworking Agreement

The third paragraph of the “Work Schedules” section shall read as follows:

- The terms of article 18.19 of the collective agreement do not apply for Teleworkers on split shift schedules.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

ARTICLE 24 – JOB POSTING PROCEDURE

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

Effective on January 1, 2009, the provisions of Article 24 shall be the following:

Definitions

24.01 (a) The definition of a job opening for the purposes of the Job Posting Procedure is any permanent addition or replacement to the Regular employee staff, excluding Regular Term.

All job openings will be posted except replacements filling positions left vacant after a job posting. In such cases, article 24.04 will apply.

For purposes of this article, the word “job” must be understood to refer to both a “position” or an “occupation”.

(b) Notwithstanding the provisions of subsection 24.01 (a), there are no job openings created when District structures are merged or otherwise reorganized, when functions are realigned between or within districts, or when employees follow their work into another District or headquarters in connection with a closure, consolidation or centralization.

Procedure for filling a vacant position

24.02 (a) The Company shall post the available position electronically for ten (10) working days.

(b) An applicant wishing to be considered by the Company must respond to the job posting within the posting period specified in subsection 24.02 (a).

(c) It is understood that an applicant may only be considered for the posted position provided that:

(i) the applicant's performance on his existing job meets job requirements;

(ii) the applicant is qualified to perform the required work within such period of time as may be reasonably required but in any event not more than ten (10) working days familiarization period.

(d) The Company reserves the right to cancel a job posting at any time during the first five (5) working days of the period specified in subsection 24.02 (a).

24.03 From among the applicants for the position, the Company shall select the most senior candidate from among those who are qualified, in the following order:

(a) an employee located in the same headquarters

(b) any other employee

(c) an employee identified in application of Article 22

(d) a person originating from:

- Operator Services group; or

- Clerical and Associate Employees group; or

- Communications Sales Employees group

(e) any other person.

24.04 All replacements filling positions left vacant after an initial job posting may either:

(a) be filled under Article 22, or

(b) be filled in application of sections 24.02 and 24.03, or

(c) not be filled.

24.05 (a) The Company will provide information to designated Local Officers of the Union concerning the posted position and results of the posting, as mutually agreed to by the parties.

(b) The results of the posting will be made known to all applicants.

Exceptions

24.06 The exceptions outlined in section 22.14 may require the normal job filling procedures specified for the Job Posting Procedure to be by-passed.

General

24.07 It is understood that service requirements may prevent a successful applicant from immediately assuming a permanent position for which he has applied; nevertheless the date on which an applicant can be released from his current job will not prevent him from being selected for the permanent position. Positions may be filled temporarily pending the final availability of the employee who is to fill the job.

24.08 The provisions of subsection 24.02(b) shall not apply to an employee in the 24 months subsequent to his appointment to a position resulting from an application under the Job Posting Procedure.

24.09 When a permanent relocation is arranged as a result of an application under the Job Posting Procedure, the cost of the relocation will be borne entirely by the employee and that location will become his reporting centre on the first day he reports.

24.10 The Job Posting Procedure applies to all Craft & Services employees.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

JOINT TRANSITION COMMITTEE (ARTICLES 22 AND 24)

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

Whereas a new article 24 will be introduced as of January 1, 2009;

The parties agree as follows:

1. The parties agree to the establishment of a Joint Transition Committee consisting of four (4) Company and four (4) Union representatives (2 from Ontario and 2 from Québec). It is understood and agreed that the members of this Joint Transition Committee are the same as the members of the former 912 committee that existed under the previous collective agreement.
2. The mandate of the committee is, at first, to work jointly on:
 - a. Enhancements which could be made to Article 24 (as will come into force on January 1, 2009) in a win-win manner;
 - b. The establishment of the necessary administrative process for the effective application of Article 24 as of January 1, 2009;
 - c. The communications plans to managers and employees regarding the application of Article 24 as of January 1, 2009.
3. The committee shall finish its work by November 30, 2008 at the latest in order to allow the union, as may be required, to proceed with a ratification of the changes which could have to be made to the collective agreement, including any correlation that may be required.

4. As of January 1, 2009, the mandate of the committee will be to discuss the administration of Articles 22 and 24 and to make recommendations as it deems necessary to ensure an efficient transition.
5. The Joint Transition Committee shall set its own schedule of meetings. It is understood that the parties will favour face to face meetings in the first part of their mandate. After that, they will decide what the best way to proceed will be.
6. Reasonable expenses of employee representatives necessary for their work on the Committee shall be paid for by the Company.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

Replaces exhibit E64 Letter of Intent – Joint Transition Committee (Articles 22 & 24)

FLUCTUATIONS OF WORK VOLUMES

MEMORANDUM OF AGREEMENT BETWEEN

BELL CANADA

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

- Given the daily, weekly and monthly variations in the volume of work throughout the year;
- Given the Company's need to meet its customers' changing expectations;

The parties agree as follows:

- 1) The Joint Transition Committee defined in the Letter of Intent on Articles 22 and 24 will be responsible for the mandate defined herein.
- 2) This committee's mandate will be to work in partnership to identify means of increasing the flexibility available to the Company in order to allow it to better face fluctuations of work volumes on a daily, weekly and monthly basis.
- 3) The Committee does not have the mandate or the authority to make or recommend changes to the collective agreement or to deal with issues that are more properly addressed through collective bargaining.
- 4) This committee will submit its recommendations to the Company twice a year, once before June 30 and once before December 31 of each year.
- 5) It is understood that the means proposed shall not, directly and indirectly, increase the Company's costs.
- 6) This committee shall begin its work by no later than July 1st, 2008 and set its own schedule of meetings.

- 7) Reasonable expenses incurred by the employee representatives, which are necessary for their work on the committee, shall be reimbursed by the Company, according to its practices.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

STANDBY PROGRAM
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

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

- 1 As part of the standby program, the Company may assign a certain number of employees by reporting centre (or group of reporting centres) and by seniority unit, 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) to another or seniority unit 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) and seniority unit. 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) If there are no volunteers, a rotation-based approach will be implemented by the Company to distribute assignment periods among all employees with the required qualifications to meet the needs identified in each reporting centre (or group of reporting centres) and seniority unit where the standby program is in place, with the selection of assignment periods to be based on seniority.

b) Notwithstanding the provisions of subsection 3(a) and where possible according to the Company, given the number of employees available, their qualifications and their seniority, an employee with 30 years or more

of service may not be assigned under a rotation approach except by consent.

4 (a) Any assignment period under sections (2) and (3) herein may not exceed seven (7) consecutive days.

(b) The Company may terminate an assignment period at any time.

5 An employee on standby will receive compensation at the rate of one and a quarter hours at his basic rate of pay for each day on which he is on standby. He will be entitled to choose to be paid or to be compensated in the form of banked time in lieu of payment, in compliance with subsection 18.04(a) of the collective agreement on a ratio of one for one (1:1).

6 Notwithstanding section 5 herein, an employee on standby who has accumulated the maximum allowable hours in banked time in lieu of payment under subsection 18.04(a) of the collective agreement 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.

7 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 Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

WEEKEND SCHEDULE

MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

1. Despite the removal of the Premium Pay For Consecutive Saturdays Worked and the changes to the Sunday Premium Pay, Bell will not schedule employees to work during the weekends more than what is required given its workload.
2. Where possible according to the Company, given the number of employees available, their qualifications and their seniority, an employee with 30 years or more of service may not be scheduled on a weekend except by consent.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

Replaces exhibit E66 Letter of Intent – Weekend Schedules

RECLASSIFICATION OF EMPLOYEES
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

- 1) It is understood that a certain number of Regular Part-Time technicians will be reclassified to Regular Full-Time status. Similarly some Temporary and/or Regular Term Employees will be reclassified to Regular Part-Time status.
- 2) The number of reclassifications will be 353, divided between Québec and Ontario, where 221 will be in Ontario and 132 in Québec. The distribution by district and by province as well as the status of reclassifications shall be done in accordance with the table shown in Attachment A.
- 3) The reclassifications shall be done on the basis of seniority, within each province and each district, in accordance with the table shown in the attachment.
- 4) In the event that more than one employee has the same service date, a method based on random selection will be used to establish a seniority ranking among the impacted employees.
- 5) It is understood and agreed that these reclassifications do not constitute “job openings” as defined in the collective agreement. All reclassifications done under this agreement shall take place in the employee’s current job and at his current work location.
- 6) To be reclassified under these provisions, the employee must meet job requirements and/or not be subject to a performance improvement plan.

- 7) Employee reclassifications will commence as soon as possible after the signature of the collective agreement and must be completed no later than three months following the signature of the collective agreement.
- 8) It is understood that any grievance and/or request for arbitration and/or arbitration proceedings underway, involving the reclassification of an employee actually reclassified under the terms of this agreement shall be considered settled and shall be withdrawn within five working days following the reclassification.
- 9) This memorandum of agreement is not an integral part of the collective agreement and is not arbitrable.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

Tier B	Function	Occupation	Ontario			Quebec			
			Regular Part-Time	Regular Term Part-Time	Temporary Part-Time	Regular Part-Time	Regular Term Part-Time	Temporary Part-Time	
Farshad Kajouii	General Manager Operations (Technology Centre)		11						
Timothy Hollett	General Manager Network & Services Tech Support		6	1		15		1	
Lawrence F. Ryan	General Manager National Network Management		12			13			
Keith Ranney	General Manager Ontario Cable / Central Office	Central Office Technician I	16						
		Cable Repair Technician	51						
William Bernaerts	General Manager Ontario Data / Gateways / IR Voice		5						
Pierre Dufour	General Manager Field Services Ontario		3						
Michael Keller	Director Control Center (Ontario)		2						
Philip J Stasinski	General Manager Access Network Preventative Maintenance		15	3		7	3		
Sylvie Couture	General Manager Field Services Quebec	Central Office Technician I				3			
		Cable Repair Technician				18			
		Business Technician I				16			
Nicholas Coulombe	General Manager Enterprise Service Desk		9			6*			
Laurie Neave	General Manager Help Desk (Enterprise)		6						
Lisa K Hutchinson	General Manager Enterprise Service Desk		18						
Marc Germain	General Manager Test Centre		29	30	4	14	14	18	
Ted Gruszecki	General Manager Voice Network Services					3			
Marie-Anna Bacchi	General Manager Control Centre, Quebec					1			
* 5 in Montreal, 1 in Quebec			Total	183	34	4	96	17	19

LUMP SUM PAYMENT¹
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to confirm the following:

1. All regular employees covered by the Craft and Services Employees' bargaining unit who were on the payroll of the Company as of December 1st, 2007 and who occupy a Wage Schedule 1, 2 or 3 occupation on the date of ratification of the Collective Agreement will receive a lump sum payment in accordance with the provisions below:

Full Time	Part Time
\$ 500	\$ 400

2. The lump sum payment described in paragraph 1 above is payable on the second pay following the date of signature of the Collective Agreement.

3. Employees on leaves of absence (short term disability, long term disability, child care responsibility leave, parental leave) at the date of payment of the lump sum described in paragraph 1 above will receive their lump sum upon their return to work.

¹ 80% may be transferred to an RRSP

4. The provisions of Article 3 of the Collective Agreement shall apply to this lump sum payment.

Signed at Ottawa this ____ day of _____ 2008.

FOR THE
COMPANY

FOR THE
UNION

Raynald Wilson

Richard Chaumont

ATTACHMENT C

WAGE SCHEDULE 1

Class IA Occupations

Craft Technician

Class I Occupations

Business Technician I

Cable Repair Technician

Central Office Technician I

Combination Technician

Apprentice Technician

WAGE SCHEDULE 2

Class II Occupations

Business Technician II

Central Office Technician II

Installation-Repair Technician II

Network Technician II

Class III Occupations

Central Office Technician III

WAGE SCHEDULE 3

Hazardous Material Coordinator

ATTACHMENT C

Craft and Services Employees – Class I**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	On the date of ratification (1.50%)		December 7, 2008 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$632.58	\$16.87	\$688.25	\$17.21
2	\$677.97	\$18.08	\$737.63	\$18.44
3	\$750.11	\$20.00	\$816.12	\$20.40
4	\$795.42	\$21.21	\$865.42	\$21.64
5	\$844.48	\$22.52	\$918.80	\$22.97
6	\$917.31	\$24.46	\$998.03	\$24.95
7	\$966.78	\$25.78	\$1 051.86	\$26.30
8	\$1 030.49	\$27.48	\$1 121.18	\$28.03
9	\$1 084.80	\$28.93	\$1 180.27	\$29.51
10	\$1 186.13	\$31.63	\$1 290.51	\$32.26
11	\$1 244.43	\$33.18	\$1 353.94	\$33.85

ATTACHMENT C

Craft and Services Employees – Class I**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	December 1, 2009 (2.00%)		December 1, 2010 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$702.02	\$17.55	\$716.06	\$17.90
2	\$752.38	\$18.81	\$767.43	\$19.19
3	\$832.44	\$20.81	\$849.09	\$21.23
4	\$882.72	\$22.07	\$900.38	\$22.51
5	\$937.17	\$23.43	\$955.91	\$23.90
6	\$1 017.99	\$25.45	\$1 038.35	\$25.96
7	\$1 072.89	\$26.82	\$1 094.35	\$27.36
8	\$1 143.60	\$28.59	\$1 166.47	\$29.16
9	\$1 203.87	\$30.10	\$1 227.95	\$30.70
10	\$1 316.32	\$32.91	\$1 342.65	\$33.57
11	\$1 381.02	\$34.53	\$1 408.64	\$35.22

ATTACHMENT C

Craft and Services Employees – Class I**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	December 1, 2011 (2.00%)	
	Weekly Rates	Hourly Rates
1	\$730.38	\$18.26
2	\$782.78	\$19.57
3	\$866.07	\$21.65
4	\$918.39	\$22.96
5	\$975.03	\$24.38
6	\$1 059.12	\$26.48
7	\$1 116.24	\$27.91
8	\$1 189.80	\$29.75
9	\$1 252.51	\$31.31
10	\$1 369.50	\$34.24
11	\$1 436.81	\$35.92

ATTACHMENT C

Craft and Services Employees – Class IA**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	On the date of ratification (1.50%)		December 7, 2008 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$632.58	\$16.87	\$688.25	\$17.21
2	\$677.97	\$18.08	\$737.63	\$18.44
3	\$750.13	\$20.00	\$816.14	\$20.40
4	\$795.42	\$21.21	\$865.42	\$21.64
5	\$844.48	\$22.52	\$918.80	\$22.97
6	\$917.31	\$24.46	\$998.03	\$24.95
7	\$966.78	\$25.78	\$1 051.86	\$26.30
8	\$1 035.38	\$27.61	\$1 126.49	\$28.16
9	\$1 092.10	\$29.12	\$1 188.20	\$29.71
10	\$1 195.83	\$31.89	\$1 301.07	\$32.53
11	\$1 256.59	\$33.51	\$1 367.17	\$34.18

ATTACHMENT C

Craft and Services Employees – Class IA**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	December 1, 2009 (2.00%)		December 1, 2010 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$702.02	\$17.55	\$716.06	\$17.90
2	\$752.38	\$18.81	\$767.43	\$19.19
3	\$832.46	\$20.81	\$849.11	\$21.23
4	\$882.72	\$22.07	\$900.38	\$22.51
5	\$937.17	\$23.43	\$955.91	\$23.90
6	\$1 017.99	\$25.45	\$1 038.35	\$25.96
7	\$1 072.89	\$26.82	\$1 094.35	\$27.36
8	\$1 149.02	\$28.73	\$1 172.00	\$29.30
9	\$1 211.97	\$30.30	\$1 236.20	\$30.91
10	\$1 327.09	\$33.18	\$1 353.63	\$33.84
11	\$1 394.52	\$34.86	\$1 422.41	\$35.56

ATTACHMENT C

Craft and Services Employees – Class IA**WAGE SCHEDULE 1****Weekly and Hourly Rates**

Step	December 1, 2011 (2.00%)	
	Weekly Rates	Hourly Rates
1	\$730.38	\$18.26
2	\$782.78	\$19.57
3	\$866.09	\$21.65
4	\$918.39	\$22.96
5	\$975.03	\$24.38
6	\$1 059.12	\$26.48
7	\$1 116.24	\$27.91
8	\$1 195.44	\$29.89
9	\$1 260.93	\$31.52
10	\$1 380.70	\$34.52
11	\$1 450.85	\$36.27

ATTACHMENT C

Craft and Services Employees – Class II & III**WAGE SCHEDULE 2****Weekly and Hourly Rates**

Step	On the date of ratification (1.50%)		December 7, 2008 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$567.45	\$15.13	\$617.39	\$15.43
2	\$608.16	\$16.22	\$661.68	\$16.54
3	\$672.88	\$17.94	\$732.09	\$18.30
4	\$713.55	\$19.03	\$776.34	\$19.41
5	\$757.55	\$20.20	\$824.21	\$20.61
6	\$822.87	\$21.94	\$895.28	\$22.38
7	\$867.25	\$23.13	\$943.56	\$23.59
* 8	\$924.41	\$24.65	\$1 005.76	\$25.14
9	\$973.13	\$25.95	\$1 058.77	\$26.47
10	\$1 064.00	\$28.37	\$1 157.64	\$28.94

Rates maximum:

* Class III

ATTACHMENT C

Craft and Services Employees – Class II & III**WAGE SCHEDULE 2****Weekly and Hourly Rates**

Step	December 1, 2009 (2.00%)		December 1, 2010 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$629.73	\$15.74	\$642.33	\$16.06
2	\$674.91	\$16.87	\$688.41	\$17.21
3	\$746.73	\$18.67	\$761.67	\$19.04
4	\$791.87	\$19.80	\$807.70	\$20.19
5	\$840.69	\$21.02	\$857.51	\$21.44
6	\$913.18	\$22.83	\$931.45	\$23.29
7	\$962.44	\$24.06	\$981.68	\$24.54
* 8	\$1 025.87	\$25.65	\$1 046.39	\$26.16
9	\$1 079.94	\$27.00	\$1 101.54	\$27.54
10	\$1 180.79	\$29.52	\$1 204.40	\$30.11

Rates maximum:

* Class III

ATTACHMENT C

Craft and Services Employees – Class II & III**WAGE SCHEDULE 2****Weekly and Hourly Rates**

Step	December 1, 2011 (2.00%)	
	Weekly Rates	Hourly Rates
1	\$655.18	\$16.38
2	\$702.18	\$17.55
3	\$776.90	\$19.42
4	\$823.86	\$20.60
5	\$874.66	\$21.87
6	\$950.08	\$23.75
7	\$1 001.32	\$25.03
* 8	\$1 067.32	\$26.68
9	\$1 123.57	\$28.09
10	\$1 228.49	\$30.71

Rates maximum:

* Class III

ATTACHMENT C

Craft and Services Employees**WAGE SCHEDULE 3****Weekly and Hourly Rates**

Step	On the date of ratification (1.50%)		December 7, 2008 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$570.02	\$15.20	\$620.19	\$15.50
2	\$604.49	\$16.12	\$657.69	\$16.44
3	\$676.18	\$18.03	\$735.69	\$18.39
4	\$719.86	\$19.20	\$783.21	\$19.58
5	\$795.51	\$21.21	\$865.51	\$21.64
6	\$860.45	\$22.95	\$936.17	\$23.40
7	\$879.06	\$23.44	\$956.42	\$23.91
8	\$913.84	\$24.37	\$994.26	\$24.86
9	\$961.20	\$25.63	\$1 045.78	\$26.14
10	\$1 011.90	\$26.98	\$1 100.94	\$27.52
*11	\$1 120.93	\$29.89	\$1 219.57	\$30.49

Rates maximum:

* Hazardous Material Coordinator

ATTACHMENT C

Craft and Services Employees**WAGE SCHEDULE 3****Weekly and Hourly Rates**

Step	December 1, 2009 (2.00%)		December 1, 2010 (2.00%)	
	Weekly Rates	Hourly Rates	Weekly Rates	Hourly Rates
1	\$632.59	\$15.81	\$645.24	\$16.13
2	\$670.84	\$16.77	\$684.26	\$17.11
3	\$750.40	\$18.76	\$765.41	\$19.14
4	\$798.87	\$19.97	\$814.85	\$20.37
5	\$882.83	\$22.07	\$900.48	\$22.51
6	\$954.89	\$23.87	\$973.99	\$24.35
7	\$975.55	\$24.39	\$995.06	\$24.88
8	\$1 014.15	\$25.35	\$1 034.43	\$25.86
9	\$1 066.70	\$26.67	\$1 088.03	\$27.20
10	\$1 122.96	\$28.07	\$1 145.42	\$28.64
*11	\$1 243.96	\$31.10	\$1 268.84	\$31.72

Rates maximum:

* Hazardous Material Coordinator

ATTACHMENT C

Craft and Services Employees

WAGE SCHEDULE 3

Weekly and Hourly Rates

Step	December 1, 2011 (2.00%)	
	Weekly Rates	Hourly Rates
1	\$658.15	\$16.45
2	\$697.94	\$17.45
3	\$780.72	\$19.52
4	\$831.15	\$20.78
5	\$918.49	\$22.96
6	\$993.47	\$24.84
7	\$1 014.96	\$25.37
8	\$1 055.12	\$26.38
9	\$1 109.79	\$27.74
10	\$1 168.33	\$29.21
*11	\$1 294.22	\$32.36

Rates maximum:

* Hazardous Material Coordinator