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RECLASSIFICATION OF EMPLOYEES

MEMORANDUM OF AGREEMENT BETWEEN

BELL CANADA

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

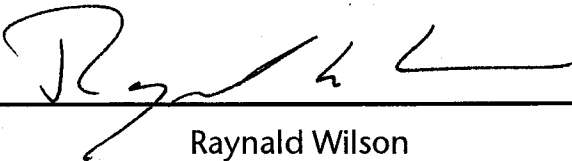
This is to confirm the following:

- 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of an employee actually reclassified under the terms of this agreement shall be considered settled and shall be withdrawn within five working days following the reclassification.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 5TH day of June 2008.

FOR THE
COMPANY


Raynald Wilson

FOR THE
UNION


Richard Chaumont

Attachment A

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 Kajouli	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 Cable Repair Technician	16					
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 Cable Repair Technician Business Technician I				3		
Nicholas Coulombe	General Manager Enterprise Service Desk		9			18		
Laurie Neave	General Manager Help Desk (Enterprise)					16		
Lisa K Hutchinson	General Manager Enterprise Service Desk					6*		
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			183	34	4	96	17	19
Total								

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