

# **JOB DESCRIPTIONS**

## **MEMORANDUM OF AGREEMENT**

**BETWEEN :**

**EXPERTECH NETWORK INSTALLATION INC.**

**(the "Company")**

- and -

**COMMUNICATIONS, ENERGY AND PAPERWORKERS  
UNION OF CANADA**

**(the "Union")**

**Representing the Craft & Services Employees**

WHEREAS the Company and the Union formed a Working Committee under the Memorandum of Agreement Re Implementation of New Skill Based Model (the "New Model");

AND WHEREAS the parties have been participating in a series of meetings for the purpose of reaching a final consensus on what skills fall within each of the job descriptions provided for in the New Model;

AND WHEREAS the Union has requested that a number of class III Technicians be permanently upgraded to class II Builders as part of the final agreement on the job descriptions;

AND WHEREAS the parties are of the belief that the elimination of the occupation of Network Specialist Transmission Tester is beneficial to both parties and a necessary part of the final agreement on the job descriptions;

THEREFORE the parties agree to the following:

1. Upgrades:

- a. The Company shall permanently upgrade to Class II Builder employees with a Net Credited Service (NCS) date of December 31, 2000 or before who are permanently in the Class III Technician occupation.
- b. These employees will be permanently upgraded to one of the three class II Builder occupations in accordance with their occupation prior to the implementation of the new model.

- c. The forty three (43) most senior employees who are reclassified as a result of this Memorandum will move to the top step of the class II Builder wage schedule.
- d. The remaining employees who are reclassified as a result of Memorandum will move to the step on the class II Builder wage schedule with the rate that corresponds to the employee's current class III Technician rate inclusive of applicable supplement, if any, or, if there is no identical rate on the class II Builder wage schedule, to the closest higher rate to the employee's current class III Technician rate inclusive of applicable supplement, if any.
- e. For the purposes of section 1(d), it is intended that the rate of pay from which the employee's new rate is calculated will be the employee's class III Technician rate inclusive of applicable supplement, if any, that was in effect on March 31, 2008.
- f. For those employees currently on the Bell Preventative Maintenance (PM) Project who will be reclassified as a result of this Memorandum, they will remain subject to the PM project rates for the duration of their time on the PM project. When these employees have completed their work on the PM project, they will then become subject to the class II Builder wages in accordance with section 1(c) or section 1(d) above, as applicable, as if they had been permanently reclassified to Class II as of the date of ratification of this Memorandum of Agreement.
- g. All future temporary upgrades for any employee shall be for a minimum of two weeks.

## 2. Network Specialist Transmission Tester:

- a. The occupation of Network Specialist Transmission Tester shall be eliminated and all employees who currently have the title of Transmission Tester shall be reassigned the title of Splicer.
- b. It is not the purpose of this Memorandum to remove or change the employees who are currently performing the functions of Transmission Testing, whether they are currently performing those functions as a Transmission Tester or as a Splicer. Specifically, the employees permanently working in the role of transmission tester, whether under the title of transmission tester or splicer, shall remain in that role following the reassignment.
- c. When filling openings in the function of Transmission Testing from within the Network Specialist splicers group, the Company will follow the order and criteria set out in article 24.04, but within the reporting centre as opposed to the NST.

3. Job Descriptions:
  - a. The final agreement on the job descriptions for Access is attached to this Memorandum of Agreement as Appendix "A".
  - b. The final agreement on the job descriptions for ETE is attached to this Memorandum of Agreement as Appendix "B".
  - c. The attached Appendices are not intended to replace the Table – Basic Job Descriptions (the "Table") as provided for in the Craft & Services Employees Collective Agreement, but rather to provide further clarification to what is set out in the Table.
  - d. All outstanding grievances on this matter will be directly referred to Step 2 of the grievance procedure and in instances where it is agreed that an employee has performed work of a higher class, in accordance with Appendix A or B, that employee will receive the higher rate of pay, in accordance with article 17.11, as redress for the hours so worked performing the higher class work. Where the Company and the Union cannot agree on the settlement to a grievance, the Union retains the right to proceed to arbitration.
4. The parties shall continue to meet under the Memorandum of Agreement Re Implementation of New Skill Based Model to further discuss training requirements and process.
5. The details of this Memorandum of Agreement, including the Appendices, shall first be communicated to the Expertech managers and unionized employees through a joint communiqué from the Union and the Company.
6. The Company agrees to pay the lost wages of the Bargaining Committee for the time involved in the ratification of this Memorandum. The Company also agrees to pay 50% of the expenses of the Bargaining Committee involved in the ratification of this Memorandum.
7. To the extent necessary, the parties intend that this agreement is enforceable under the grievance and arbitration provisions of the Collective Agreement.
8. If ratified by the bargaining unit, this Memorandum of Agreement shall become effective on August 1, 2008.

Signé à Toronto, Ontario ca

19  
12 jour de juin 2008.

Au nom de la compagnie

9m  
RM

*Karen Hunt*

Karen Hunt

Stéphane Martel

Doug Wilson

Signé à , Ontario ca

19 jour de juin 2008.

Au nom du syndicat

9m  
RM

*Janice McCallister*

Nom

Nom

*Chim Fortin*

Nom

Montréal le 19<sup>e</sup> jour de juin 2008

Nom

## **APPENDIX “A” – ACCESS JOB DESCRIPTIONS**

### **Network Specialist (Splicer) can perform the following functions:**

- Working cable pair transfers
- Work on 879 special circuits when Expertech is being paid for in accordance with our MSA with Bell dated June 5 , 2007
- Work on fiber cable that has live fibers in the cable
- perform OTDR testing of fiber optics
- All work utilizing an APEX or pair identification sets utilized to identify pairs (group identification excluded)
- All work on working HDSL, LD1, LD4 and Conklin Systems.

### **Builder (splicer) can perform the following functions:**

- Assist Network Specialist when required
- Working cable pair transfers 50 pairs and less, distribution
- Continuity testing of cables
- Section cutting of cables
- Perform line transfers

### **Technician can perform the following functions:**

- Assist Network Specialist and Builders when required
- Can utilize a ladder, spurs or bucket truck for splicing operations or placing of drop wire on the dead side.
- Can mount ONU stinger unit and terminate dead pairs in Interface
- Assist line crew as ground person only.
- Can operate and drive vehicles to be utilized to deliver material to pump out manholes, to assist Network Specialist and Builders. This includes the following types of vehicles but not limited to passenger cars, pickup trucks, vans, SUV's, commercial vehicles designed for material delivery (hydraulic arm, reel carrier) snowmobile, ATV's

## APPENDIX “B” – ETE JOB DESCRIPTIONS

### **Network Specialist (ETE Technician) can perform the following functions:**

- Connections to power plant and BDFB
- ONU – service ready testing
- Coordinator, includes JIM desk (Que)
- Power-Up testing with SLAT
- Slot Cards with SLAT
- Establish and configure surveillance circuits and contact surveillance or alarm centers.

### **Builder (ETE) can perform the following functions:**

- Assist Network Specialist (ETE) when required.
- Continuity testing of cables
- Slot Cards without SLAT
- Powering Equipment to a fuse panel in same bay
- Power-up testing (without SLAT)
- ONU – network ready
- Self diagnosis, alarm testing (without SLAT)
- Running cables (including power)
- Assembly and removal operations (including infrastructure, frames, battery stands)
- Designations and labelling
- Terminating on blocks
- Installation of batteries
- Take ground readings

### **Technician can perform the following functions:**

- Assist Network Specialist and/or Builder
- The following issues can be completed by a technician working alone
  - Issue material reports including JIM's for material issues (using laptop)
  - Site cleanup and reports for material issues.
  - Cable hole open/closure
- Can operate and drive vehicles to be utilized to deliver material to pump out manholes, to assist Network Specialist and Builders. This includes the following types of vehicles but not limited to passenger cars , pickup trucks, vans, SUV's, commercial vehicles designed for material delivery (hydraulic arm, reel carrier) snowmobile, ATV's