Communications, Energy and Paperworkers Union of Canada
Syndicat canadien des communications, de l'énergie et du papier

Ontario Region

November 6, 2008

MEMORANDUM

To: Expertech Locals in Ontario

From: Janice McClelland, National Representative

Re: Memorandum of Agreement re Expertech Craft & Services Job Descriptions

Please find attached a 4 page Memorandum of Agreement re Expertech Craft & Services Job Descriptions that was signed between the Union and the Company on October 24, 2008 and is effective October 24, 2008.

This Memorandum of Agreement clarifies the Table - Basic Job Descriptions, found in the Expertech Craft & Services Collective Agreement, and makes no changes to the Collective Agreement. Hence, it was signed by the Union without a membership ratification and after being vetted by the Union C&S Bargaining Committee.

As contrasted to the previous Memorandum of Agreement that was rejected by the membership, the occupation of TransmissionTesters remains in the Collective Agreement and there are no upgrades.

Please read this Memorandum of Agreement as it should assist in clarifying the job duties of the different occupations and help to settle some grievances.

In solidarity,

J. McClelland
lmc

Janice McClelland
National Representative

JMc:lmc/cope-343
Attach.
cc: Barb Dolan, National Reps servicing Expertech

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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;

THEREFORE the parties agree to the following:

1. 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.

2. 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.

3. To the extent necessary, the parties intend that this agreement is enforceable under the grievance and arbitration provisions of the Collective Agreement.

Signed in Ottawa, Ontario this 23 day of October, 2008.

On behalf of the Company

Karen Hunt

Signed in , Ontario this 23 day of October, 2008.

On behalf of the Union

Alain Portelance

Signé à Montréal le 24/10/2008

Janice McClelland

Signed Oct 24/08 Mississauga

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
- 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