

MEMORANDUM OF AGREEMENT

BETWEEN

Bell Technical Solutions

(Hereinafter referred to as « the Company »)

AND

**The Communications, Energy and Paper
workers Union of Canada (CEP)**

(Hereinafter referred to as « the Union »)

APPENDIX « A » OF COLLECTIVE AGREEMENT

WHEREAS the company wants to create the new Logistic Attendant, permanent and temporary positions.

CONSIDERING the disposition of article 1.02 of the collective agreement

WHEREAS the wage progressions from one step to the next for regular employees will be automatic every six (6) months.

WHEREAS the parties agree that progression between steps for temporary employees will be after 1040 hours.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. The introduction of the new position titled 'Logistic Attendant' is part of the agreement.
2. This agreement, after being signed by the parties will be filed with the Ministry of Labour.
3. The wage schedule as per appendix « A » here attached, concerning the progression of a regular employee as well as a temporary employee will be applied until the renewal of the collective agreement.
4. It is understood that the actual wage schedule will be added and become part of the next collective agreement.
5. To expand on the intent of Article 10.08, it is understood that the Logistic Attendant may only bump a cable puller or a technician with less seniority provided he meets the job requirements
6. All other rights, privileges and obligations as described in the BTS Collective Agreement dated August 8th, 2005 to May 6th, 2009 shall apply to this new position.
7. Employees that currently occupy this position will be administered as per Appendix 'B'

Signed at Mississauga, ON this _____ 2007

M. Alain Larocque
**Corporate Director,
Human Resources.**

Kim Beemer
CEP National Representative

D. Simeon
Director, Human Resources, Ontario

James Fling
CEP Bargaining Representative

Shawn Cowan
CEP Bargaining Representative

Use in this Memorandum of Agreement of the feminine or the masculine gender shall be construed as including both male and female employees, and not as specific sex designations.

Appendix « A »

**Wage Schedule, Logistic Attendant
February 16, 2007**

For «Logistic Attendant» with regular full-time or regular part-time status:

	Interval on step RFT	Hourly Rate Jan 1, 2007	Hourly Rate May 8, 2007	Hourly Rate May 8, 2008
Step 1	Begin	\$12,10	\$12,10	\$12,10
Step 2	6 months	\$12.60	\$12.60	\$12.60
Step 3	6 months	\$13.10	\$13.10	\$13.10
Step 4	6 months	\$13.60	\$13.60	\$13.60
Step 5	6 months	\$14.10	\$14.10	\$14.10
Step 6	6 months	\$14.60	\$14.60	\$14.60
Step 7	6 months	\$15.10	\$15.10	\$15.10
Step 8	6 months	\$15.60	\$15.60	\$15.60
Step 9	6 months	\$16.10	\$16.10	\$16.10
Step 10	6 months	\$16.60	\$16.60	\$16.60
Step 11	6 months		\$17.10	\$17.10
Step 12	6 months			

1. The Company may award a regular full-time or regular part-time employee an hourly rate corresponding to one of the steps within the above wage schedule.
2. Progression for regular employees from one step to the next will be automatic every six (6) months as per the above wage schedule.

For Logistic Attendant hired as temporary:

	Accumulated hours of Service	Hourly Rate Jan 1, 2007	Hourly Rate May 8, 2007	Hourly Rate May 8, 2008
Step 1	Begin	\$12.10	\$12.10	\$12.10
Step 2	1040	\$12.60	\$12.60	\$12.60
Step 3	2080	\$13.10	\$13.10	\$13.10
Step 4	3120	\$13.60	\$13.60	\$13.60
Step 5	4160	\$14.10	\$14.10	\$14.10
Step 6	5200			\$14.60

1. Upon hiring, the Company may award a temporary employee an hourly rate corresponding to one of the steps within the above wage schedule.
2. The progression from one step to another for a temporary employee will be automatic based on hours worked as per the above wage schedule.

Appendix « B »

**Wage Schedule, Logistic Attendant
February 16, 2007**

1. An employee currently performing the Logistics Attendant function and who is not currently a member of the bargaining unit will become a member effective upon the signing of this document. They will retain their current position of Logistic Attendant with the company and are referred to in Appendix 'C'. Their seniority dates will reflect their hire dates. Any additional positions or replacements will be posted in accordance with Letter of Intent 7, (4).

2. Technicians whose names appear at appendix "B" and who are now occupying the position of Logistic Attendant will be offered to elect one of the three following possibilities. This choice will have to be made within fifteen (15) days of the signature of the agreement.
 - a. The technician returns to the load as a technician with no loss of seniority.

 - b. The technician will remain at the position of Logistic Attendant at his current wage until the end of the Collective Agreement. As of May 7, 2009, the technician will become Logistic Attendant and will receive the maximum rates for a Logistic Attendant position. Any employee currently earning less than the maximum hourly rate of the position, will fall in line with the progression Appendix "A" of this agreement and according to his status.

 - c. The technician will be transferred to the position of Logistic Attendant fifteen (15) days after the signature of this agreement. His new salary will be the maximum salary as per appendix "A" for permanent Logistic Attendant. The technician will receive one lump sum payment equal to the difference between his current hourly rate for a technician and the maximum rate of a Logistic Attendant, for a period equivalent of fifty-two (52) weeks regular hours.

Employee	Status
Adrian Schincariol	RFT
Cameron Black	RFT
Gary Biggam	RFT

Appendix « C »

**Existing Rates of Pay for the Logistic Attendant
February 16, 2007**

The following employees shall be red-circled in accordance to the Logistic Attendant temporary employee grid in Appendix 'A' for the duration of the current collective agreement.

FIELD RESOURCE EMPLOYEES

NPA	Hire Date	Name	Status
519	30/10/2006	Michelle Kahl	TPT
		Robin (Rocky)	
613	02/10/2006	Craig	TPT
416	21/08/2006	Doug Cross	TPT

It is agreed that the following employees will progress accordingly according to the applicable Logistic Attendant wage grid:

416	Shelley Murphy	TPT
416	John Oggy	RPT