



**COMPANY'S FINAL OFFER
MAY 16, 2012**

**RENEWAL OF THE COLLECTIVE AGREEMENT
CRAFT AND SERVICES EMPLOYEES**

BELL ALIANT REGIONAL COMMUNICATIONS

PRESENTED TO

**COMMUNICATIONS, ENERGY AND
PAPERWORKERS UNION OF CANADA
(CEP)**

MONETARY ITEMS

- 1) The Company agrees to maintain the current practice of providing company paid post-retirement benefits (medical coverage until age 65) for eligible employees for the duration of the Collective Agreement.
- 2) The Company agrees to increase the per diems to \$60 per day. (\$10 for breakfast, \$15 for lunch and \$35 for dinner) – Article 23.08 (b) (i) and (ii).
- 3) The Company agrees to increase the safety boot allowance to \$145 per year.
- 4) The Company agrees to increase the safety shoe allowance to \$90 per year.
- 5) The Company agrees to include a clause in the collective agreement which provides full vacation entitlement in year of retirement, provided that an employee works at least 21 days in the year of retirement.
- 6) The Company agrees to add son-in law, daughter-in law, brother-in-law and sister-in-law in Article 31.02 under bereavement. Furthermore, the Company agrees that Article 31.01 (5 days) and Article 31.02 (3 days) refer to working days and not calendar days.
- 7) The Company agrees to provide the following wage adjustments:
 - 1% lump sum in year 1
 - 1.5% base wage increase in year 2
 - 1.75% base wage increase in year 3

The lump sum in year 1 will be based upon the base wages for a full year and not a partial year. It will be paid through payroll on a regular pay day within 4 weeks of the official signing of the collective agreement
- 8) The Company will also reclassify additional 15-18 regular part-time employees to regular full-time. This excludes the employees who are working in true part-time roles in the northern communities. These are in addition to the ones agreed to during the non-monetary discussions.
- 9) The Company agrees to pay double time overtime after an employee has worked more than four hours overtime in a week (Articles 19.05 (a) and 19.13 (a)).
- 10) The new collective agreement will expire on November 30, 2014.

ARTICLE 32 - LEAVE FOR EMPLOYEES WITH FAMILY RESPONSIBILITIES

Supplemental Allowance Plan

32.10 In respect of the period of maternity leave granted under section 32.01, payments made according to the Supplemental Allowance Plan will consist of the following:

- (a) for the first two weeks, nil payment;
- (b) for up to the next fifteen (15) weeks, ~~payments as provided in Attachment F~~ **the combination of the employee's weekly gross EI benefit payment and the gross income top up payment will equal seventy-five (75%) of the employee's regular gross earnings prior to the commencement of the leave.**

32.11 In respect of the period of parental leave granted under subsection 32.02, payments as provided in ~~Attachment F according to the Supplemental Allowance Plan 32.10 (b)~~ will be made for up to ten (10) weeks.

32.12 In the event that legislation is enacted that provides additional employment insurance (other than increases in the maximum standard benefits) or any other payment of salary during the period an employee is receiving the Supplemental Allowance provided in sections 32.10 or 32.11, the amount that the employee is entitled to receive as provided in ~~Attachment F 32.10 (b) and 32.12~~ shall be decreased by the amount the employee is entitled to receive as a result of such additional employment insurance or other payment.

ATTACHMENT F IS NO LONGER REQUIRED AND WILL BE REMOVED

ARTICLE 21 – ANNUAL VACATION

Vacation in Year of Retirement

Article 21.23 – An employee will be provided his full vacation entitlement in the year of his retirement, provided that he works at least 21 days in the year of retirement.

ARTICLE 23 – TRVAL ALLOWANCE, LIVING AND TRANSPORTATION EXPENSES PAID

Living and Transportation Expenses Paid

Living Expenses

23.08 Where an employee is required to travel on Company business and to remain away from home overnight, he shall receive living expenses as follows:

(a) Reasonable and actual expenses for satisfactory, single occupancy room where it is available, and

(b) a per diem allowance of

(i) **\$60.00** per calendar day,

if the employee is away for a full calendar day, or

(ii) **\$10.00** if away over the breakfast period, **\$15.00** if away over the lunch period, and **\$35.00** if away over the dinner period

if the employee is away for less than a full calendar day.

(c) the per diem allowance referred to in subsection 23.08 (b) shall cover all expenses incurred by an employee who is required to travel on Company business except for local transportation and as otherwise specifically provided in this Article.

LETTER OF INTENT

BETWEEN

COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA
(hereinafter called the Union)

AND

BELL ALIANT REGIONAL COMMUNICATIONS
(hereinafter called the Company)

CONCERNING

COMPANY PAID POST RETIREMENT BENEFITS

The Company agrees to maintain the current practice of providing company paid post-retirement benefits (medical coverage until age 65) for eligible employees for the duration of the Collective Agreement.

NON-MONETARY ITEMS

TEMPORARY TRANSFERS

22.12 (b) All temporary transfers will be for no more than 90 days unless by mutual agreement of the Company, the National Rep and the Local Officer. Any re-issue of the transfer within 12 months must be by mutual agreement of the above parties.

MEMORANDA OF AGREEMENT

The following MOA's have been removed from the collective agreement:

Visual Display Terminal

Article 24 – Arbitrability

Lump Sum Payment

Bell Technology Solutions (BTS)

Expertech Network Installations

Certification Premium

LETTERS OF INTENT

The following LOI's have been removed from the collective agreement:

Utilization of Temporary and Part-Time Employees

Transition from High Tech Certification Premium to Certification Premium

Benefit Plans

ARTICLE 25 - SICKNESS ABSENCE AND BENEFITS

25.01 The Company shall maintain for the duration of this Agreement, insofar as it applies to employees covered by this Agreement, the program of benefits provided under the following Plans:

- the Pension Plan
- the Income Protection Program
- the Transition Benefit Plan
- the Comprehensive Medical Expense Plan
- the Vision Care Plan
- the Dental Plan

It is understood that the Company's overall program of Benefits will change during the life of the Collective Agreement. As a result, insofar as they apply to the employees covered by this Agreement, the above undertaking applies to these Plans as they exist as of the date of signing of this agreement until such time as they are modified. From then on, this undertaking will apply to these plans as modified.

It is understood that any reference to any benefit, including sickness absence, in the Collective Agreement refers to the benefit then in force and should be read with the necessary modifications, including any reference to benefits in this Article. **Details of the benefits plans can be found at <https://www.benefits-avantages.hroffice.com>.**

25.02 At least 30 days prior to modifying any of the Plans listed in section 25.01, the Company shall inform the Union of the changes to be implemented and request representation in that respect.

25.03 For the duration of this Collective Agreement and insofar as they apply to the employees covered by this Agreement, the Plans listed in section 25.01 shall not be modified, except with the consent of the Union, which shall not be unreasonably withheld.

25.04 For the employees covered by this Agreement, the Company agrees, during the term of this Agreement, not to increase the level of contributions payable under the Basic Group Life plan (Policy 50613 G), the Optional Group Life-Fixed Premium and the Primary Survivor Income Benefit, nor to reduce the level of insurance coverage under said Plans, except that if the actuaries responsible for the funding of said Plans or the insurance carriers, as appropriate, determine that an adjustment in the required contributions is necessary, the Company may, after consultation with the Union, adjust accordingly the contributions payable by the employee.

25.05 Notwithstanding the provisions of sections 25.03 and 25.04 above, should legislation or regulation affect any of the Plans, the Company shall retain its right to adjust the benefit levels of the Plans as required and in accordance with legislation or

regulation. Such adjustments shall not reduce the aggregate level of benefits available to the employees covered by the collective agreement.

25.06 An employee having six months net credited service, or more, who is scheduled to work 30 hours or more per week and who is absent on account of sickness or quarantine, shall be paid for continuous absence from scheduled assignments, exclusive of scheduled overtime not worked, prior to the eighth full calendar day of such absence as follows:

(a) An employee with six months but less than four years service shall be paid for that part of the absence in excess of two consecutive scheduled half tours;

(b) In the determination of pay treatment in subsection 25.06 (a), a return to work not exceeding two half tours, shall not be considered to have interrupted the continuity of the absence, nor the consecutiveness of the half tours of absence. However, for the purposes of determining the eighth full calendar day of absence, any return to work shall interrupt the continuity of an absence;

(c) An employee with four or more years service shall be paid for the full absence.

25.07 An employee who is absent from work for part of his scheduled tour of duty, because of sickness or quarantine, shall be paid as follows:

(a) if he has worked more than half his tour of duty, he shall be paid for his full tour;

(b) if he has worked less than half his tour of duty, he shall be paid for his half tour.

Under these conditions, he shall be paid differential and premium payments applicable to his full tour or his half tour of duty.

RECLASSIFICATION OF RPT EMPLOYEES TO RFT STATUS

MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT REGIONAL COMMUNICATIONS LP

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

As discussed during bargaining for the renewal of the Craft and Services Employees Collective Agreement, the Company and the Union agree to reclassify the employees listed on Attachment A from regular part-time (RPT) to regular full-time (RFT) status effective upon the signing of the new collective agreement.

Signed at this ^{day} of.

FOR THE COMPANY

FOR THE UNION

ATTACHMENT A (ORIGINAL LIST)
LIST OF RPT EMPLOYEES RECLASSIFIED TO RFT

Last Name	First Name	NCS Date
MacMillan	Brent	07/11/1977
Hookimaw	Mike	11/19/1993
Ottenhof	Jeffrey	03/3/1997
Morey	Douglas	05/31/1999
Thompson	Shawn	07/31/2000
Erb	Mike	06/19/2005
Brunelle	Jennifer	7/9/2005
Larochelle	Mitchell	08/22/2005
Best	Ryan	09/17/2005
Edge	Richard	09/26/2005
Long	Kevin	11/2/2005
Turcotte	Bryan	03/14/2006
Saville	James	05/8/2006
MacMillan	Don	07/2/2006
Donly	Michael	01/14/2007
Lafond	Adam	03/13/2007
Bowen	Arren	03/26/2007
Grant	Jarrett	04/14/2007
Lalonde	Joel	05/7/2007
Bednarik	Breklynn	05/23/2007
Saar	Marshall	06/11/2007
Bellamy	Robert	06/20/2007
Johnston	Robert	09/4/2007
Fry	Robert	10/4/2007
Watson	Kirk	01/15/2008
Connell	Samuel	04/7/2008
Thomson	Todd	04/28/2008
Shepherd	Curtis	05/5/2008
Berthiaume	Etienne	06/13/2008
Herlihey	Ryan	09/5/2008
Trepanier	Clifford	09/24/2008
Grant	Andrew	01/14/2009
Mahy	Kevin	03/1/2009
McEwen	Scott	03/2/2009
Whitehouse	Jordan	03/12/2009
Rodgers	Stuart	03/30/2009
Bain	Steven	08/12/2009
Hinchey	Tyler Joseph W	09/3/2009
Soucie	Renee	09/16/2009

**ATTACHMENT B (ADDITIONAL 15-18 EMPLOYEES)
LIST OF RPT EMPLOYEES RECLASSIFIED TO RFT**

Last Name	First Name	NCS Date
Stephenson	Matthew	4/27/2009
Carrick	Adam	5/4/2009
Bain	Steven	8/12/2009
Hinchey	Tyler Joseph	9/3/2009
Soucie	Renee	9/16/2009
McPherson	Kent	2/8/2010
Carrick	Mark	5/3/2010
Dalliday	Trevor	5/3/2010
Harder	Nicholas	5/3/2010
Burnell	Oscar	11/14/2010
King	Justin	11/16/2010
Fragomeni	Marcello	12/27/2010
Bradley	David	1/11/2011
Johns	Jeffrey	1/11/2011
Randell	Nathan	1/16/2011
Hayunga	Dustin	2/21/2011
Langford	Jared	2/21/2011
Barker	Dale	7/4/2011

RECLASSIFICATION OF TPT EMPLOYEES TO RPT STATUS

MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT REGIONAL COMMUNICATIONS LP

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

As discussed during bargaining for the renewal of the Craft and Services Employees Collective Agreement, the Company and the Union agree to reclassify the employees listed below from temporary part-time (TPT) to regular part-time (RPT) status effective upon the signing of the new collective agreement.

Michael Parisien
Jordan Allen
Justin Crane
Cameron Nixon

Signed at this ^{day} of.

FOR THE COMPANY

FOR THE UNION

Article 24 – Job Posting Procedures

24.01 When there is a vacancy or a new position within a classification, the candidate to fill each job opening must be selected in the following order:

- (i) **Any employee (regular full time, regular part time, temporary part time)**
- (ii) **Bell Aliant Clerical employee from Ontario and Quebec**
- ~~(iii) **An employee from Bell Canada, Bell Technical Solutions or Expertech, in no particular order of employer, that is unionized under CEP**~~
- ~~(iv) **An employee from any other BCE affiliated company that is unionized under the CEP**~~

~~(v)~~ (iii) Any other person.

24.02 From among the job applicants, candidates are to be selected on the basis of the most senior from among those who are qualified

24.03 Notwithstanding the provisions of section 14.10, a Union grievance may be submitted in accordance with section 14.09 relating to the interpretation, application, administration or alleged violation of subsections 24.01 (ii).

24.04 The Company shall post **all** available **regular** positions for ten (10) working days across the Company.

(a) Inactive employees will remain eligible for jobs postings provided the employee is available to work on the date required on the job posting.

(b) The mechanics of the electronic job posting procedure shall be as follows:

(i) **Postings will be electronically posted on Thursday**

(ii) Postings will be forwarded to every local President, as well as CEP Ontario and Quebec Regional Office.

(iii) **The company must select the successful candidate within 10 (ten) working days from the date of the closing of the internal posting.**

(iv) **The successful candidate will have 2 (two) working days to accept the offer. If there is no response from the successful**

candidate within the two days, the Company will move on to the next senior qualified candidate.

- (v) **The successful candidate must be transferred to their new position within 56 (fifty six) days of accepting the position. If the employee's new position is an upgrade and will result in an increase in rate of pay, the employee will receive his increase after 28 (twenty-eight) days if they he are- is held in their old position by the company. If the employee cannot move to the new position within 56 (fifty six) days, he will forfeit the position.**
- (c) An employee wishing to be considered by the Company must respond to the job posting within the posting period specified in subsection 24.04. It is understood that an employee may only be considered for the posting provided that:
 - (i) the employee's performance on his existing job meets job requirements;
 - (ii) the employee 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) **Once posted, the Company cannot cancel the vacancy**
- ~~(e) **Employees may leave a proxy application and/or contact their manager while on vacation and this will be considered as an official application for the job posting.**~~
- ~~(f)~~ (e) The employee will be selected by the Company for the posted position on the basis of the most senior from among those who are qualified in 24.01.

24.05

- (a) The Company will provide information to designated Local Presidents and the CEP Ontario and Quebec Regional Office the posted position and results of the posting, as mutually agreed to by the parties.
- (b) The results of the job posting will be made known to all employees who responded to the job posting **and Local Presidents.**

Exceptions

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

24.07

- (a) (i) Any temporary upgrade of an employee which is expected by the Company to last for less than 6 months, may be made at the discretion of the Company.

(ii) Any temporary upgrade of an employee from within the NST which is expected by the Company to last at least 6 months, not to exceed 24 months, is to be offered to the most senior available employee from among those who are qualified on the NST list at the time the temporary upgrade is to be made. Where an employee declines the opportunity for such a temporary upgrade, the Company shall offer the temporary upgrade to the next senior available who is qualified. An employee who accepts such an assignment will not be eligible for the allowances and expenses set forth in Article 23.

- (b) If there are no employees **available, or** willing, to accept a temporary upgrade as provided under paragraph (ii) of subsection 24.07, the Company may offer the opportunity to the senior employee on another NST list who is qualified to perform the required work.
- (c) An employee may not be placed on a temporary upgrade for greater than 24 continuous months, **nor can the same temporary upgrade be reissued after the 24 month period.**

24.08 Permanent upgrades within the NST shall be mutually agreed upon between the Industrial Relations General Manager and the Regional Administrative Vice-President **and Local President.**

General

24.09 It is understood that service requirements may prevent a successful applicant from immediately assuming a permanent position for which he has applied under the Job Posting Procedures; nevertheless the date 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.

24.10 **The provisions of the subsection 24.01 shall not apply to an employee in the 12 months subsequent to an appointment to a position resulting from a Job**

Posting application, or the 18 months subsequent to his engagement or re-engagement. The exception is an employee who is appointed to a position as a result of a Job Posting application may, during his freeze period, apply for a job upgrade or promotion at that location. **There is no freeze period for TPT employees.** Appointment is when the successful candidate to the posting informs the company of their acceptance. For the use of this article (24.10), promotion means going from RPT to RFT.

24.11 (a) When a permanent relocation is arranged as a result of a clerical employee transfer request of Job Posting application, the cost of the relocation will be borne entirely by the employee and that location becomes his reporting centre on the first day he reports.

(b)(b) Where an employee is moved as a result of a job posting application to a reporting centre that is not within the reporting locality of the reporting centre for which he has applied on the job posting the relevant provisions of Article 23 shall apply. Such a move shall be deemed to be Company initiated and not as a result of a job posting.

24.12 (a) It is understood that all postings are of a permanent nature and thus must be regular position and reflect the hours that are required when posted.

~~24.13~~ (b) It is understood that service requirements may necessitate the use of temporary part-time employment. It is further understood that when the need arises for the use of temporary part-time employees there is no requirement for the Company to post these positions. All temporary part-time positions however, must have a set start and end date, which does not exceed 18 (eighteen) months, and shall not be extended. During his period of employment the employee shall accrue seniority. If there is a requirement for the position to continue beyond the 18 months, the Company as per Article 24.04 will post vacancy prior to the expiration of the 18 months.

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 **150** 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 Article 18.05 (d), where an employee having banked time owing provides (1) month notice of their banked time request to the Company, the request for time owing shall be granted, provided that the total number of employees granted their compensated time-off bank and those taking vacation and any other paid or unpaid leave do not exceed the percentage of employees entitled to be on vacation at the same time, as per Article 21. Union time will not be included in these calculations.

(f) Requests for banked time owing will be granted by seniority, however requested time-off that has been previously granted to a junior employee, shall not be displaced by a senior employee's request. If there is no more availability (as per 18.05 (e) above) to accommodate a request from a more senior employee, his request will be denied.

Said requests for banked time owing that have been granted shall not be cancelled or changed without the mutual consent of the employee and the manager.

(g) 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.

(h) In lieu of taking the time off provided under this section, an employee with banked time owing may request to ~~be compensated,~~ **may cash out 37.5 hours twice per calendar year**, at his basic rate of pay, **for total of 75 hours per calendar year.** ~~twice in each calendar year.~~

In the year of his retirement, the employee may cash out all of his banked time owing if he is unable to take the time off; however, the company has the right to extend an employee's retirement date to allow him to use some or his entire bank. In order to limit the company's exposure, there must be a minimum of 180 days between any two cash outs.

(i) 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.

ARTICLE 12 - HEALTH AND SAFETY

12.01 Both parties to the present Agreement recognize the need to ensure the safety and protect the health of all employees.

12.02 It is the Company's responsibility to adopt and introduce, as circumstances may require, reasonable procedures and techniques to provide for the health and safety of employees while at work. The Union may make suggestions regarding safety for consideration by the Company.

12.03 It is the employee's responsibility to take, in accordance with the Company rules and procedures, all reasonable and necessary precautions for his own safety, including the use of all appropriate safety clothing and equipment when required by those procedures. No employee shall be required to work in an unsafe manner or to use unsafe tools, vehicles or equipment.

12.04 An invitation shall be given to a local health and safety representative to attend any accident investigation meeting involving an employee whom he represents. The local health and safety representative may delegate a Steward from the same local to replace him at the meeting. An invitation shall also be extended to the Local Officer where, in the opinion of Management, the Local Officer may contribute to the development of recommendations that will prevent similar accidents in the future. The Local Officer may delegate another Local Officer from the same local to replace him at the meeting.

12.05 The Company shall pay for all safety equipment that employees are required to wear except for safety footwear.

Where employees are required by the Company to wear safety footwear the Company agrees to pay for each employee

(a) The full cost up to a maximum of **\$145** per calendar year for one pair of safety boots and/or one pair of overshoes to fit safety boots, or

(b) The full cost up to a maximum of **\$90.00** per calendar year for one pair of safety shoes and/or one pair of overshoes to fit safety shoes.

12.06 (a) The Policy health and safety Committee is composed of two members **from each province (Ontario and Quebec)** who are employees in the Craft and Services bargaining unit and four representatives of the Company. Additionally, two ~~Regional Vice Presidents~~ **National Representatives** of the Union, or their designates and two other representatives of the Company may attend the deliberations of the Committee as "ex-officio" members. **The Policy Committee shall designate a secretary who will be responsible for taking minutes.**

(b) The Policy health and safety Committee shall meet at least quarterly and is responsible for establishing its own rules and procedures as well as the rules and

procedures of the local health and safety Committees (Craft and Services), their scope of responsibility, frequency of meetings and any other similar matter.

(c) Except for the number of Committees and the frequency of meetings, the rules for both the Policy and local health and safety Committees, as referred to in subsection 12.06 (b), shall mean the powers and obligations of joint health and safety Committees found in Part II of the Canada Labour Code.

(d) Notwithstanding the provisions of Article 14, any contestations relating to the interpretation, administration or operation of the procedures agreed to by the parties for both the Policy and local health and safety Committees shall not be submitted to the grievance procedure. This subsection does not apply to the provisions contained in Attachments A and B of the agreed procedures relative to both the Policy and local health and safety Committees.

(e) It is clearly understood that relevant health and safety issues that have implications that transcend local concerns will be referred to the Policy health and safety Committee together with any notes dealing with that issue.

12.07 The number of local health and safety Committees (Craft and Services) shall be as mutually agreed to by the parties, but in any event shall not exceed 8 (eight). These Committees are composed, in equal numbers, of employees and representatives of the Company. Committee structures and terms of reference are found in Attachment G.

July 24, 2008

Mr. Peter Henderson, Director – Health and Safety
~~Kim L. Beemer, National Representative CEP~~
Maureen Dawson, National Representative

Subject: Policy Health and Safety Committees

This is to confirm our understanding reached during bargaining for the renewal of the Craft and Services Employees Collective Agreements.

In accordance with this understanding, the Bargaining Committee mandates the Policy Health and Safety Committee in the following areas:

1) Local Health and Safety Committees:

- to establish, in consultation with the local Health and Safety Committees, the composition and structure of the Local Health and Safety Committees, taking into account the Union Locals, organizational changes and functional diversity in the Craft and Services bargaining unit in order to increase their effectiveness. The number of Local Health and Safety Committees (Craft and Services) shall not exceed eight (8) as provided in section 12.07 of the Collective Agreement.
- the Committee will also encourage the appropriate use of video/teleconferencing facilities by the Local Health and Safety Committees with a view to decreasing the cost and improving the efficiency of these meetings.

2) Policy Health and Safety Representatives:

- **The Company agrees to pay the costs associated with the equivalent of two (2) full-time employee representatives in the Craft and Services bargaining unit for the purposes of completing duties as assigned by the Policy Committee.**
- **One FTE will be based in each province.**
- **Each FTE will report to the company's Provincial Health and Safety Manager for all PHSC work.**

- Each FTE will be dedicated to H&S duties for a maximum of 37.5 hours per week or 40 hours per week (as per article 18.06 (b), including travel. All overtime will have to be pre-approved by the Health and Safety Manager.
- The union will determine the composition of the FTE (one full-time or two or more part-time) for each province
- The union will also determine who will be assigned to these positions for each province.

~~When a Province has six (6) or more Local Health & Safety Committees (LHSC) and/or an employee base of 500 employees shall have an employee representative on a part time basis of three (3) days a week, of which the remaining two (2) days can be accessed when required for purposes of travel. When the employee base reaches a 1000 in a Province the position shall revert to full time, five (5) days a week.~~

HEALTH AND SAFETY COMMITTEES

RULES AND PROCEDURES

AGREEMENT

HEALTH AND SAFETY COMMITTEES

1.0 GENERAL

1.1 Both parties to the present CEP Collective Agreements recognize the need to protect the health and to ensure the safety of all employees covered by these Agreements.

1.2 In a spirit of joint commitment and cooperation, the Policy Health and Safety Committee will respect and apply all directives found in Part II of the Canada Labour Code when establishing Local Health and Safety Committees, their responsibilities, the frequency of the meetings as well as any other significant questions related to the establishment of efficient Local Committees.

1.3 It is understood that these Committees shall be excluded from any role in disciplinary measures.

1.4 As per Part II of the Canada Labour Code, Section 135.1(13), no member of a health and safety Committee is personally liable for anything done or omitted to be done by the member in good faith under the authority or purported authority referred in Part II.

2.0 POLICY AND LOCAL HEALTH AND SAFETY COMMITTEES

2.1 The Policy Committee will concern itself with health and safety Policy issues and issues which transcend local concerns.

2.2 The Local Committees will direct their attention to the resolution of local concerns and may help to identify those issues, which have wider implications. Each local committee will represent work places agreed upon by the CEP and Bell Aliant as approved by HRSDC. All local committees will represent Bell Aliant's overall business territory for the CEP membership.

2.3 Relevant health and safety issues, which have implications that transcend local concerns, shall be referred to the Policy Committee together with any notes dealing with that issue.

2.4 The Policy and Local Committees may establish joint sub-committees. The mandate of these joint sub-committees will be limited to the review of specific questions related to health and safety.

3.0 COMMON RULES OF HEALTH AND SAFETY COMMITTEES, POLICY AND LOCAL

3.1 The common provisions for the Health and Safety Committees are in accordance with Section 135.1(1) of the Canada Labour Code, Part II.

3.2 Guests to Health and Safety Committee meetings are invited by the approval of both co-chairs. The committee may request from a guest any information that it considers necessary to identify existing or potential hazards with respect to materials, processes, equipment or activities related to work performed. Guests should be present only for the issues that pertain to them directly unless both co-chairs agree otherwise.

4.0 PROCEDURE – POLICY HEALTH AND SAFETY COMMITTEE

4.1 Structure

4.1.1 The Policy Health and Safety Committee will consist of four (4) employer representatives and four (4) union representatives as follows: **one unionized FTE per province (as per Letter of Intent on Policy and Health and Safety Committees) and their alternates or their designates**; and two (2) members from CEP (**two (2) National Representatives of the Union**), or their designates; and two (2) other representatives of the Company may attend the deliberations of the Committee as “~~ex-officio~~” members.

~~4.1.2 The Policy Committee Meeting shall be held separately in both French and English and conducted on the same day(s). The Company shall provide written translation for all parties during the course of these meetings, allowing the Committee Members such time to review and make amendments accordingly. Both parties agree to review this meeting process and amend if needed.~~

The CEP members of The Policy Health and Safety Committee shall meet together, separately from the Company prior to each quarterly meeting. The actual PHSC will be held simultaneous in both French and English by way of simultaneous translation services. The Company will pay for simultaneous translation services for both of the meetings above. Both parties agree to review this meeting process and amend if needed.

4.1.3 The Policy Committee shall have two co-chairpersons of equal standing chosen from the members of the Committee, one being a member of the CEP Union and the other being an employer representative;

4.1.4 The Policy Committee shall designate a secretary who will be responsible for taking the minutes.

4.2 Schedule of meetings

4.2.1 The Policy Committee shall meet on a quarterly basis;

4.2.2 Special meetings may be called with the concurrence of both parties;

4.2.3 The scheduling of meetings shall take into account the work schedule of members of the Policy Committee;

4.2.4 Sub-committees meetings schedule: dates of sub-committees meetings shall be scheduled in advance. These meetings could be cancelled if deemed unnecessary by either co-chairperson.

4.3 Meeting procedure

4.3.1 A Policy Committee member wishing to have an item placed on the Agenda shall inform the relevant co-chairperson in writing no later than 20 working days prior to the meeting date. Items can be added for discussion and/or action upon notification and consent of both co-chairpersons;

4.3.2 The co-chairpersons shall distribute the joint Agenda to their members 10 working days prior to the meeting date;

4.3.3 The parties agree that the discussion or disposition, at the Policy Committee, of issues which are the subject of grievances, are without prejudice to the rights of the parties in the resolution of such grievances;

4.3.4 The parties agree to consider and expeditiously dispose of issues raised at / to the Policy Committee;

4.3.5 Draft minutes of the PHSC meetings, distributed to the PHSC members for review, are not to be circulated in portion or in their entirety to any other party before being approved by the PHSC co-chairpersons. The co-chairpersons are responsible for coordinating all comments relative to the draft minutes and communicating them to the secretary of the PHSC. The co-chairpersons have 15 working days to provide the secretary with their comments on the draft minutes. When the minutes of the Policy

Committee meetings are concurred by both co-chairpersons, they shall be distributed to all members of the Policy Committee. When approved by the Policy Committee, they shall be distributed to the co-chairpersons of each local Committee, within 10 working days after approval, as the record of such meetings;

4.3.6 Committee members shall be released from their regular duties to carry out their obligations, as members of the Committee, authorized by the Committee, provided, however, that each employee member has arranged with his/her immediate supervisor, for all time off the job required for the above purpose;

4.3.7 All the time devoted by employee members to perform duties requested by the Committee shall be considered as working hours and charged against code "OSP";

4.3.8 Expenses incurred for travel, meals and accommodation for employee members of the Policy Committee to attend meetings of the said Committee will be reimbursed by the Company in accordance with the Letter of intent, Attachment "A" (not included in the collective agreement).

4.4 Responsibilities

The specific provisions for the Policy Health and Safety Committee are in accordance with Section 134 of the Canada Labour Code, Part II.

The provisions common to the Policy Health and Safety Committee and the Local Health and Safety Committees are in accordance with Section 135.1 of the Canada Labour Code, Part II.

4.5 Notes

4.5.1 These procedures may be reviewed on a periodic basis, as required;

4.5.2 The term "employees" as used in the foregoing shall mean those persons covered by the Craft and Services Agreement between the CEP and Bell Aliant.

5.0 PROCEDURES – LOCAL HEALTH AND SAFETY COMMITTEES

5.1 Structure – as submitted and approved for exemption by HRSDC

Bell Aliant LHSC Name	Bell Aliant LHSC	Locals with Bell Aliant Members	CEP Members on Committee
90	519 South	45, 46, 48, 53, 47 47	5 CEP
71 91	519 North	41, 44, 46, 26	4 CEP
72 92	613	30, 31, 34, 35	5 CEP
73 93		See above	
74 94	705 South	29X,39,40	3 CEP
75 95	705 North	36, 37, 38	4 CEP
76 96	76	49	4 CEP
77 97	Centre du Québec, Outaouais, Laurentides, Montérégie	77 Q , 78, 79, 80, 94 81	4 CEP
78 98	Saguenay Lac St-Jean, Malbaie et Rivière-du-Loup, Nunavik	75, 176	6 CEP

5.1.1 The Local Committee shall have two co-chairpersons of equal standing chosen from the members of the Committee, one being an employee representative selected by the employee representatives on the Committee and the other being an employer representative selected by the employer representatives on the Committee. ~~A CEP represented employee may be a member of only one (1) Local Health and Safety Committee.~~

5.1.2 The Local Committee shall designate a secretary at each meeting who will be responsible for taking the minutes.

5.2 Schedule of meetings

5.2.1 The Local Committee will meet **face to face on a monthly basis, based upon a schedule created at the beginning of each year.**

5.2.2 In exceptional cases, with the mutual consent of both co-chairs, meetings may be cancelled. However, under no circumstances will there be fewer than nine meetings per year;

5.2.3 Special meetings may be called with the concurrence of both parties;

5.2.4 The scheduling of meetings shall take into account the work schedule of members of the Local Committee.

5.3 Meeting procedure

5.3.1 A Local Committee member wishing to have an item placed on the Agenda shall inform the relevant co-chairperson in writing no later than 10 working days prior to the meeting date. Items can be added for discussion and/or action upon notification and consent of both co-chairpersons;

5.3.2 The co-chairpersons shall distribute the joint Agenda to their members five working days prior to the meeting date;

5.3.3 The parties agree that the discussion or disposition, at the Local Committees, of issues which are the subject of grievances, are without prejudice to the rights of the parties in the resolution of such grievances;

5.3.4 The parties agree to consider and expeditiously dispose of issues raised at / to the Local Committee;

5.3.5 When the Minutes of the Local Committee meeting are agreed to by both co-chairpersons they shall be distributed to all members of the Committee. When approved by the Local Committee they shall be sent to the co-chairpersons of the Policy Committee and posted on the Bulletin Boards, as designated in the Collective Agreements, that serve the employees that the Committee represents, within 10 working days after approval as the official record of such meeting;

5.3.6 Minutes of the meeting shall be posted in the related reporting centers, until next minutes are available

5.3.7 Local Committee members shall be released from their regular duties to carry out their obligations, as members of the Committee, authorized by the Committee, provided, however, that each employee member has arranged with his/her immediate supervisor, subject to unforeseen extenuating circumstances, for all time off the job required for that purpose;

5.3.8 Members of the Local Committee must inform their immediate supervisor at least five working days prior to the date that the next meeting will be held using an approved method or form (BC3908) ;

5.3.9 When an employee or management member of the Bell Aliant Canada LHSC is not available to fulfill his/her duties, he/she shall be replaced by another employee or manager represented by that health and safety Committee; an employee or manager cannot be on more than one LHSC;

5.3.10 All time devoted by employee members of the Local Committee shall be considered as working hours and charged against code "OSP";

5.3.11 Expenses incurred for travel, meals and accommodation for employee members of the Local Committee attending meetings of the said Committee will be reimbursed by the Company in accordance with the letter of intent, Attachment "B" (not included in the collective agreement).

5.4 Responsibilities

The specific provisions for the Local Health and Safety Committee are in accordance with Section 135 of the Canada Labour Code, Part II.

The provisions common to the Policy Health and Safety Committee and the Local Health and Safety Committees are in accordance with Section 135.1 of the Canada Labour Code, Part II.

5.5 Note

5.5.1 These procedures may be reviewed on a periodic basis, as required, by the Policy Committee.

6.0 FULL-TIME-HEALTH AND SAFETY REPRESENTATIVE

Terms of Reference

6.1 Background

There is a Letter of Intent from the CEP bargaining committee stating that the Company agrees that the two FTE employee representatives in the Craft and Services bargaining unit on the Policy Health and Safety Committee shall be

assigned ~~on a part-time~~ as outlined in the Letter of Intent, ~~Subject: Policy and Local Health and Safety Committees)~~ basis for the purposes of completing ~~part-time~~ duties as assigned by the Policy Committee.

6.2 Administrative structure

The employee representatives as per the ~~above~~ Letter of Intent for Ontario and Quebec will temporarily be re-assigned (designated form) for the duration of the mandate and will report to the provincial management **Health and Safety Manager** in the operations groups having employees in the Craft and Services bargaining unit.

All health and safety activities carried out by the FTE ~~part-time employee~~ representatives will be captured under the code "OSP". Union activities that are not related to health and safety will be carried out under the applicable codes.

All expenditures, including weekly payroll, must be approved beforehand by the provincial Health and Safety Manager. ~~Weekly payroll will be approved by the provincial management coordinator.~~

37.5 hours per week or 40 hours per week is guaranteed as per the collective agreement.

The FTE employee(s) that have been selected by the Union shall maintain the current rates of pay and maintain the same benefits of employment as he would within his regular position.

The FTE employee(s) shall have the right to return to the same position and location of their previous position when they cease to perform the FTE role.

It is understood that in order to preserve the regular position and location for the FTE to return to, the employer may need to replace this position on a temporary basis. It is further understood that the period of employment for this temporary position may exceed the 18 month limit applicable to a Temporary Part-time employee. Therefore the parties agree that the 18 month maximum period of employment shall not apply for this employee. The employee shall maintain the ability to post for regular positions, with no freeze period. Upon the return of the FTE employee to their regular position, if the Temporary- Part-time employee filling his position was unsuccessful in posting for a regular position in a period that has exceeded 18 months, he will be terminated.

6.3 Mandate of the FTE ~~full-time~~ employee representatives

1. Will work in collaboration with the provincial **Health and Safety Manager** to act as the link between the Policy Health and Safety

Committee and the Local Health and Safety Committees, and will as such work with and within LHSC's.

2. Will work in collaboration with the provincial **Health and Safety Manager** to support the Local Health and Safety Committee members in carrying out their assigned duties
3. Will collaborate with the provincial **Health and Safety Manager** in carrying out the following duties:
 - Upon request, will participate in accident investigations (usually required for major accidents)
 - Produce regional Safety Flashes
 - Identify potential high risk situations and make appropriate recommendations
 - Monitor regional H&S results
 - Other special H&S projects
 - PHSC activities
 - Etc.....
4. The PHSC felt it was in its best interest that the **FTE ~~part full-time~~ representative** be allocated some time to network on health and safety matters. The ~~part-time~~ **FTE representative** will therefore be allocated paid time to attend and participate, if required, in Ontario **OCC** meetings and in Québec **FRSQ** meetings and LHSC co-chairpersons meetings (up to a maximum of 6 days/year). Expenses related to these meetings will be paid by the CEP.

6.4 Dispute resolution

If a dispute arises between the **FTE ~~resource person~~ representatives** and the provincial **Health and Safety Manager**, either party could refer the matter to their appropriate Policy Health and Safety committee co-chairperson. Both Policy Health and Safety committee co-chairpersons will then discuss the matter and resolve.

6.5 Equipment, office space and training

The ~~part-time employee~~ FTE representative will be provided with the following, subject to approval by the provincial ~~coordinator~~ **Health and Safety Manager**:

- Cellular phone with Fax capability;
- Black and white printer;
- PC or notebook and docking stations with BESI id.;
- Pager;
- Use of a company vehicle when the assigned task requires it;

- If required, the provincial **Health and Safety Manager** may request the ~~full-time~~ **FTE employee representative** to work from a specific office;
- Training requirements will be agreed upon between the provincial **Health and Safety Manager** and the ~~part-time employee~~ **FTE representative**.

The parties agree that these terms of reference will be reassessed when warranted by both co-chairs.

**RECLASSIFICATION OF RPT EMPLOYEES IN REMOTE NORTH TO RFT
STATUS**

MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT REGIONAL COMMUNICATIONS LP

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

As discussed during bargaining for the renewal of the Craft and Services Employees Collective Agreement, the Company and the Union agree that the eight regular part-time employees listed below who are located in the remote northern regions of Ontario and Quebec will have a one time exclusive opportunity to be take an available regular full-time vacancy prior to the position being made available to all bargaining unit employees.

The identified employees in Ontario will be offered a vacant RFT position in Ontario as they become available. The identified employees in Quebec will be offered a vacant RFT position in Quebec. **The positions in both provinces will be offered in order of seniority.** If any of the employees reject the opportunity, they will remain RPT in their current remote location until they decide to bid on future jobs as per the job posting process.

Michael Cameron – Québec
Jean-Guy St-Aubin – Québec
Josephie Niviexie – Québec
Adamie Kulula – Québec
Rosema Nanokeesic – Ontario
Rudy Crane – Ontario
Tommy Miles – Ontario
Reynold Bartkiewicz - Ontario

Signed at this ^{day} of.

FOR THE COMPANY

FOR THE UNION

VACATION SCHEDULING
MEMORANDUM OF AGREEMENT BETWEEN
BELL ALIANT REGIONAL COMMUNICATIONS
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA
BELL ALIANT CRAFT AND SERVICES EMPLOYEES (Ontario and Quebec)

In an effort to allow for better vacation selection for employees, the parties agree to implement on a trial basis, the following vacation scheduling agreement for Year 2 and Year 3 of the Collective Agreement:

1. All time lines that are in the Collective Agreement must be adhered to.
2. Each Tier D shall identify to the Local Union President(s) or his delegate, one of the following methods for scheduling annual vacations.
 - a) Tier D Manager by Function
 - b) Tier D Manager by Headquarters
 - c) Tier D Manager by Geography
 - d) A combination of any of the above

The selected method must be mutually agreed upon by the Tier D Manager and the Local Union President(s) or his delegate, and would then be subject to ratification by the affected members of the local. If the method selected is not successfully ratified by the membership, then the method for vacation scheduling defaults to the current language in the Collective Agreement.

In both years of this agreement, the Company and the Union Bargaining Committee will meet within 120 days prior to vacation selection process to assess the previous year's results. On an annual basis, at this meeting, either party can decide to terminate this MOA. The parties may extend the expiry date of this MOA upon mutual agreement.

By October 15th of each year, the Tier D Manager will inform the Local Union President or his delegate, of the preferred method for scheduling vacation.

The Local Union President or his delegate will inform the Tier D Manager of the results of the vacation scheduling ratification process by November 30th of each year.

For the Company

For the Union

BRIDGING OF SERVICE AFTER A REHIRE (BREAK IN SERVICE)

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

RE: SERVICE RECOGNITION AFTER A RE-HIRE

The parties hereby agree to the following rules related to bridging of service after being re-hired after a break in service:

Effective upon the signing of this new collective agreement, any existing employee or any new employee hired as an employee of the Company after a break in service will only have his past technician service with Bell Aliant Regional Communications (Ontario and Quebec) bridged. The period of the break in service from leaving BARC and being re-hired by BARC will be unlimited. If past service is bridged it will be recognized for pension, benefits as well as all aspects of the collective agreement.

It is understood that a former BARC technician from Ontario or Quebec who has left the company with severance or termination package will be re-hired with no seniority and will never be eligible for bridging past service. Furthermore, both parties agree that in instances where there is a break in service, past service as a technician from other Bell companies (Expertech, BTS, Bell Canada, etc.) will not be recognized for any purpose.

Signed at.

FOR THE COMPANY

FOR THE UNION

MEMORANDUM OF AGREEMENT BETWEEN
BELL ALIANT REGIONAL COMMUNICATIONS LP
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES
RE: RECOGNIZING SERVICE OF TECHNICIANS UNDER A RECIPROCAL
AGREEMENT

On July 9, 2006, there was a mass transfer of employees from Bell Canada to Bell Aliant Regional Communications. These employees all transferred into Bell Aliant with recognition of all previous Bell Canada service.

Since January 1, 2007 several individual craft and services employees represented by the CEP have also transferred into Bell Aliant without a break in service. These employees transferred into Bell Aliant from an affiliated company (Bell Canada, BTS, Expertech) under a reciprocal agreement.

When transferring into the company under a reciprocal agreement, the employee is provided with full bridging of service for pension, benefits and vacation entitlement purposes only. Some of the technicians transferring in since January 1, 2007 were provided with full service recognition for all articles of the collective agreement while others were not.

In order to achieve a fair and consistent approach to recognizing service under a reciprocal agreement for craft and services employees at Bell Aliant, the company and the union agree without prejudice and precedent to the following:

- 1) All craft and services employees that have transferred into Bell Aliant from January 1, 2007 to December 31, 2010 under an approved reciprocal agreement will have their full service recognized for all purposes, including pension and benefits. The list included as appendix A identifies the names of the employees.
- 2) All craft and services employees that transfer into Bell Aliant under an approved reciprocal agreement after December 31, 2010 will only have their service recognized for pension, benefits and vacation entitlement, unless an agreement on full service recognition is agreed to during the next round of collective bargaining.

Signed at.

Article 23.08 (d) Courses, Training Programs and Work Outside the Province or Country

When employees are assigned outside the province or country, to take courses, attend training programs or perform work, the provisions of the Collective Agreement shall continue to apply. **It is agreed, however, that per diem allowances will consider the expected reasonable cost of living outside the province or the country. Employees will be reimbursed in Canadian currency at the exchange rate in place at the time the expense statement is processed.** It is the Company's responsibility to acquire at their expense all necessary out of province or out of country medical insurance and/or any other necessary insurance to ensure the employee is covered in case of injury or illness.

If the circumstances are such that the employer can not apply the provisions of section 23.12 of the Collective Agreement, the assignment will be on a voluntary basis unless the parties conclude a letter of agreement relating to the conditions applicable during this assignment, in which case all employees assigned will be covered by the conditions of this agreement.

In all cases, the employee will have thirty (30) days (as defined in section 14.01 of the Collective Agreement) from the date of his return to his own province or country, to file a complaint or a grievance in virtue of the provisions of the Collective Agreement or, as the case may be, in virtue of the provisions of the agreement referred to in the previous paragraph.

The Union is proposing that the MOA in regards to the Potential Sale of Business be moved into Article 8 as below:

Article 8.02

In the case of a sale of business, even inter-jurisdictional, where a portion of Bell Aliant Regional Communications is sold as a going concern and which involves the transfer of Craft and Services employees, the Company will include in the terms of the sale the requirement for the purchaser to recognize the CEP as bargaining agent for the transferred employees and the terms of this collective agreement. Where, as a result of the sale of business, Craft and Services employees will be intermingled with the purchaser's employees, the criteria for determining successor rights outlined in the appropriate statute will be used.

The current 8.02 will be renumbered as 8.03

Union Proposal to Move MOA Security Interviews to Contract language

Delete Existing language

~~**13.12** When present at the interview, the Steward or Chief Steward shall attend as an observer to the process and not as a participant.~~

New 13.12 and 13.13

13.12 The employee shall be advised, in general terms (for example: misappropriation, conflict of interest, breach of trust, etc.), of the nature of the interview, and unless the employee objects, the Steward or the Chief Steward shall be invited by management to attend a Security interview whenever an employee is interviewed by a Security representative of the Company.

13.13 In conducting of such interviews, Company and Union representatives will perform their respective responsibilities in a professional and courteous manner with mutual respect for their counterparts. The main purpose of the interview is to determine the facts in relation to the matter being investigated. It is understood that local management and Union representatives, although not active participants, will have the ability to ask questions for clarification purposes but shall, in no way, disrupt the investigation process.

Article 36 **Contracting Out**

At least once per year, or more frequently where mutually agreed, an Officer of the Union (or a delegate) shall meet with a Tier A manager (or a delegate), who has bargaining unit employees in his organization, to discuss the broad principles associated with the contracting out issue as it pertains to the manager's organization.

Each quarter, or more frequently where mutually agreed, each Tier B manager shall meet with the Local Union President (representing bargaining unit employees in the Tier B manager's organization) to discuss and review contracting out activity and concerns within the manager's organization. The Tier B manager and the Local Union President may jointly agree to delegate, in part or in full, the responsibility for these quarterly meetings where, in their opinion, such delegation would result in more meaningful dialogue between the parties.

It is agreed that the meetings referenced above shall be face-to-face, or by conference call where mutually agreed.

Discussions between the Local Union President and Tier B manager (or their designates) shall include, but are not limited to, a review of the following:

- Work contracted out by the manager's organization since the last meeting.
- Feedback on work which was contracted out (to highlight possible improvements or suggest alternatives).
- Work which is expected to be contracted out (with as much advance notice as practicable).
- Alternatives to the contracting out of work (e.g., utilizing part-time employees, in the case of Craft & Services work, more efficient utilization of available employees across districts/departments, etc.).

The Company will **objectively review and consider input** from the Local Union regarding the availability of necessary skills and equipment, price and quality competitiveness, balancing out the amount of work required to be performed, and achieved with its own workforce.

FOUR (4) DAY WORK WEEK
MEMORANDUM OF AGREEMENT BETWEEN
BELL ALIANT REGIONAL COMMUNICATIONS
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA
BELL ALIANT CRAFT AND SERVICES EMPLOYEES (Ontario and Quebec)

This is to outline our understanding applicable to the Craft and Services employees bargaining unit regarding the possible institution of a four (4) day work week on a local basis. The following conditions shall apply:

- A four (4) day work week may be instituted only by mutual agreement between local management and local Union representatives, **subject to service requirements**, provided that each employee affected gives his consent to the arrangement.
- It is agreed that every time a four (4) day work week is to be instituted, the applicable terms and conditions shall be confirmed in a Letter of Agreement signed between the Director - Industrial Relations and an Officer of the CEP, or their designates.
- Where a four (4) day work week is instituted, both parties further agree that, one of the two following options shall be mutually agreed upon for the purposes of applying Articles 18 and 19 of the Craft and Services employees Collective Agreement:

OPTION I

- the terms "scheduled tour of duty" and "basic hours of work" shall mean a tour of ten (10) hours of work for 40 hours a week. The two and a half (2 ½) hours at straight time may be added to the employee's reserved hours bank, up to the allowable limit of **150** hours.

OPTION II

- the terms "scheduled tour of duty" and "basic hours of work" shall mean a tour of nine and one half (9½) hours of work for 38 hours a week. One-half hour of work at straight time may be added to the employee's reserved hours bank, up to the allowable limit of **150** hours.

The option chosen shall be so indicated by the parties in the Letter of Agreement referred to above.

General

- Compressed work week arrangements, other than those outlined above, may be implemented by the parties within the general framework specified in this letter where such an arrangement meets with the approval of both the Director - Industrial Relations and an Officer of the Union, or their designates.
- Any agreement by the parties under the terms of this letter shall be conditional to the observance of all legal requirements prescribed under any applicable legislation.

For the Company

For the Union

ARTICLE 9 - DEFINITIONS

9.01 "Employee" means a person employed in Bell Aliant Regional Communications to do skilled or unskilled manual or technical work in any of the occupations listed in Attachment A attached hereto, but does not include a person who,

- (1) is employed in a confidential capacity in matters relating to industrial relations, or
- (2) is employed as an occasional employee, or
- (3) exercises Management functions.

(a) **"Regular Employee"** means an employee whose employment is reasonably expected to continue for longer than two years, although such employment may be terminated earlier by action on the part of the Company or the employee.

~~(b) **"Temporary Employee"** means an employee who was engaged on the understanding that the period of employment was expected to continue for more than three weeks but not more than two years.~~

~~A Temporary employee, upon accumulating 24 months of time worked as defined in section 9.02, shall be offered a Regular Part Time position and, upon his acceptance, be reclassified. Should the employee refuse this offer, his employment shall be terminated.~~

(b) (i) "Temporary Employee" means a person who was engaged on the understanding that the period of employment was expected to continue for more than three weeks but not more than eighteen **consecutive** months. ~~A temporary employee upon accumulating 18 months of seniority cannot be re-hired as a temporary employee. A temporary employee cannot be rehired as a temporary employee until he has been the recall list or~~ laid off for a minimum of six month.

(b) (ii) **"Summer Student"** means a temporary-part-time employee who was engaged on the understanding that the period of employment shall be restricted to April 1st - September 30th inclusive in a given year with no ability to extend in that referenced year. The summer student employee must provide proof to the Company and the Union that they are enrolled in secondary or post secondary education program and are returning to school in the fall. A summer student may be re-engaged in each successive year as a summer student as long as they remain in a secondary or post secondary program. During these periods of employment these employees shall accrue seniority.

(c) **"Full-Time Employee"** means an employee (Regular or Temporary) who is normally required to work the basic hours of work as established for his

occupation.

(d) **"Part-Time Employee"** means an employee (Regular or Temporary) who is normally required to work less than the basic hours of work for a Full-Time employee.

A Part-Time employee shall not be construed to occupy or to have claim to a Full-Time position by virtue of having worked the basic hours of work established for a Full-Time employee.

(e) **"Occasional Employee"** means an employee who is engaged on the understanding that the period of employment will not exceed three consecutive weeks or 15 days of work in any calendar year.

(f) **"Probationary Employee"** means an employee shall be considered to be a Probationary employee until he has been continuously employed by the Company for six months.

Notwithstanding Article 13 of this Agreement, the Company retains the right to terminate the employment of a Probationary employee who is found by the Company to be unsuitable. Such a termination shall be subject to the grievance and arbitration procedures set forth herein.

The Company agrees to give the employee and his Steward a copy of the notice of termination which shall contain the reasons why, in the opinion of the Company, the employee is found to be unsuitable.

(g) **"Combination Technician"** means a Class 1 technician who performs the duties normally associated with two or more wage Schedule 1 occupations, at least one of which is a Class 1 occupation performed on a regular and consistent basis. For the purpose of Article 11, Combination technicians will be deemed in (1) one family, i.e. the family to which they were last hired.

(h) **"Family"** means the grouping of jobs within the various Craft and Service groups as provided in Attachment D of this Agreement.

(i) **"Normal Servicing Territory (NST)"** means a geographic entity as provided in Attachment E of this Agreement.

9.2 "Time Worked". For the purpose of subsection 9.01 (b) and section 10.07, "Time Worked" means any period during which a Temporary employee is performing work, on a continuous basis, or a non-continuous basis in accordance with the provisions of subsection 10.07 (a) within the same district. For any such period of time worked during a week or portion of a week, the employee shall be credited one calendar week of time worked. This definition shall not be construed as affecting any rights of an employee under the provisions of section 10.01 of

this Agreement.

DISCRIMINATION (Article 2)

“Harassment” is as defined by the Canadian Human Rights Commission. The full definition can be found at <http://www.chrc-ccdp.ca/discrimination-eng.aspx>.

~~means any unwelcome behaviour that demeans, humiliates, or embarrasses.~~

~~Harassment is any behaviour that demeans, humiliates or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes actions (e.g. touching, pushing), comments (e.g. jokes, name calling), or displays (e.g. posters, cartoons). The Canadian Human Rights Act prohibits harassment related to race, national or ethnic origin, colour, religion, age, sex, marital status, family status, disability, pardoned conviction, or sexual orientation.~~

~~Disrespectful behaviour, commonly known as "personal" harassment is not covered by human rights legislation. While it also involves unwelcome behaviour that demeans or embarrasses an employee, the behaviour is not based on one of the prohibited grounds named above. Nevertheless, some employers choose to include personal harassment in their anti-harassment policies.~~

~~Unwanted sexual behaviour~~

~~Sexual harassment includes offensive or humiliating behaviour that is related to a person's sex, as well as behaviour of a sexual nature that creates an intimidating, unwelcome, hostile, or offensive work environment, or that could reasonably be thought to put sexual conditions on a person's job or employment opportunities. A few examples are: questions and discussions about a person's sexual life; touching a person in a sexual way; commenting on someone's sexual attractiveness or sexual unattractiveness; persisting in asking for a date after having been refused; telling a woman she belongs at home or is not suited for a particular job; eyeing someone in a suggestive way; displaying cartoons or posters of a sexual nature; writing sexually suggestive letters or notes.~~

~~Sexual harassment is frequently more about power than about sex. It occurs in situations where there is unequal power between the people involved, and is an attempt by one person to assert power over the other. Harassment can also occur when an individual is in a vulnerable position because he or she is in the minority—the only woman, member of a visible minority, aboriginal person or person with a disability—and is, for example, ostracized by colleagues.~~

~~Abuse of authority~~

~~Abuse of authority occurs when a person uses authority unreasonably to interfere with an employee or the employee's job. It includes humiliation, intimidation, threats, and coercion. It does not include normal managerial activities, such as counselling, performance appraisals, and discipline, as long as these are not done in a discriminatory manner. Abuse of authority unrelated to a prohibited ground is not covered by human rights legislation. Nonetheless, some employers state in their anti-harassment policies that abuse of authority will not be tolerated.~~

GRIEVANCES (Article 14)

"Grievance" shall mean a statement that is submitted in accordance with the applicable procedure contained in this Article and which sets out any difference relating to the interpretation, application, administration or alleged violation of any provision of this Agreement.

"Complaint" shall mean an issue relating to matters not regulated by this Agreement which a grievor seeks to have adjusted under the provisions of this Article.

"Day", for purposes of this Article, shall mean any day that is not Saturday, Sunday or one of those holidays described in Article 20 of this Agreement.

"Grievor" shall mean the employee concerned, a local of the Union, the Union or the Company.

TECHNOLOGICAL CHANGE (Article 16)

"Technological Change" in this Article means:

(a) the introduction by the Company into its business of equipment or material of a different nature or kind than that previously utilized by the Company in the operation of its business and

(b) a change in the manner in which the Company carries on the business that is directly related to the introduction of that equipment or material.

WAGE ADMINISTRATION (Article 17)

"Basic Rate of Pay" means the amount of money per week, as specified in the applicable wage schedule, which is paid to a Full-Time employee for working his basic hours of work.

HOURS OF WORK (Article 18)

"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.

OVERTIME (Article 19)

"Overtime" means the time worked by an employee:

(a) in addition to his scheduled tour of duty and time worked in accordance with section 18.04 on any day, or

(b) on a day outside his scheduled work week.

TRANSFERS AND REASSIGNMENTS (Article 22)

"Headquarters" means a locality and its contiguous territory in and from which an employee normally works as provided in Attachment B of this Agreement.

"Reassignment" means an employee's assignment to another occupation and/or another work location within the employee's headquarters.

"Transfer" means the assignment of an employee on the basis that he will be required by the Company to begin or end his scheduled tour of duty in a headquarters other than his own.

"Upgrade" means the reassignment of an employee to an occupation of a higher classification.

"Demotion" means the reassignment of an employee to an occupation of a lower-rated classification.

"Lateral" means the reassignment of an employee to a different recognized function within the same occupation, or to another occupation of the same classification as the employee's former occupation.

"Reclassification" means a change to the employment status of an employee (e.g., from Temporary to Regular, from Regular Part-Time to Regular Full-Time).

"Reporting centre" shall mean a specified location provided for the use of the Company, in an employee's headquarters, and may be a work centre, central office, locker location, storeroom, customer's premises, temporary training centre, warehouse or

other Company premises or similarly fixed location to which an employee is assigned.

"Job location" shall mean any other location to which an employee is assigned to report.

WAGES AND WORKING CONDITIONS FOR NORTHERN SERVICE (Article 29)

"Northern Service" means any assignment of an employee, to work in a specified northern and remote location for a continuous period of at least one week.

"Northern Allowance" means an allowance payable by the Company to employees working in a Northern Locality.

"Northern Locality" means any locality designated as such in section 29.20.

"Living Conditions Allowance" means an allowance payable to an employee working in a Northern Locality when the conditions stipulated in section 29.07 apply.

ARTICLE 10 - SENIORITY

10.01 The net credited service date as shown on Company records and as posted on the seniority lists establishes an employee's seniority. The Company agrees that existing rules for determining net credited service, as described in Company practices, will not be changed during the life of this Agreement in a manner that will diminish the net credited service of any employee.

10.02 All employees covered by this Agreement whose Tier D managers report to the same Tier C manager shall comprise a seniority unit.

10.03 The exercise of seniority shall be within a seniority unit except as otherwise specifically provided in this Agreement. If two or more employees have the same seniority, the one occupying his present position the longest shall be deemed to have the most seniority.

10.04 The Company will prepare and post on appropriate Company bulletin boards and intranet site(s), on August 1 and February 1, lists showing the seniority of employees within each seniority unit, and their headquarters. The Company will also post on the appropriate bulletin boards the intranet link(s) to access the appropriate site(s). One copy of such list will be sent to the local Union office.

10.05 The Company agrees to advise the Steward concerned where an employee is hired, retired on pension, permanently transferred, temporarily transferred, or assigned to a job location, for five days or more, reclassified, reassigned, or promoted to a

management position. Such advice as well as the employment status of the employee, his occupation and reporting centre will be given to the Steward in writing at the time the employee is informed, or immediately thereafter. The Company further agrees to advise, in the same manner, the Steward concerned of an employee's death, resignation or leave of absence for a period exceeding 30 days.

10.06 The Company agrees to supply bi-monthly, to designated Local Officers of the Union, the surname and first name on Company records, employment status, occupation, and reporting centre, of all employees, as well as the names of the Tier D, Tier C and Tier B managers and the organization code of the Tier D manager of each employee, within a district or equivalent operating unit of the Company.

Rehiring - Temporary Employees

10.07 (a) A Temporary employee who has been continuously employed by the Company for six months and whose employment is terminated shall be listed on a rehiring list for former Temporary employees in order of accumulated time worked, and shall remain on the rehiring list for a maximum of six months following the end of his last period of employment.

(b) Prior to hiring a new Temporary employee in a family, headquarters and district, the Company shall offer the position to a former Temporary employee who is qualified to perform the work available and whose name is on the rehiring list of that family, of that servicing territory or of the adjacent servicing territory.

(c) A former Temporary employee shall be offered to be rehired, in order of accumulated time worked, into a Temporary position within his family and within the territory.

(d) It is the responsibility of a former Temporary employee who desires to be rehired to keep the Company informed of his correct address, and to advise the Company within ten days of the date of the offer of rehiring as to his acceptance. The former employee shall have ten days from the date he accepted the rehiring offer, to report for duty.

(e) Where a former employee does not accept the offer of rehiring or report for duty within the time limits prescribed in subsection 10.07 (d), he forfeits his rights to be rehired in accordance with subsections 10.07 (a) through (d).

(f) The date of mailing of a registered letter to the employee's last address on Company records shall be the date of the offer of rehiring.

10.08 Where a former Temporary employee is rehired within his family, headquarters and district, in accordance with the provisions of section 10.07, he shall not be considered

to be a Probationary employee.

10.09 The provisions of section 10.07 do not apply to a Temporary employee who has rejected an offer of a Regular Part-Time position in accordance with the provisions of subsection 9.01 (c).

10.10 The provisions of section 10.07 shall not apply to an employee who is dismissed in accordance with the provisions of Article 13.

PERMANENT ASSIGNMENT TO TEMPORARY TRANSFER LOCATION

MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT REGIONAL COMMUNICATIONS LP

AND

COMMUNICATIONS, ENERGY AND PAPERWORKERS

UNION OF CANADA

REPRESENTING CRAFT AND SERVICES EMPLOYEES

As discussed during bargaining for the renewal of the Craft and Services Employees Collective Agreement, the Company and the Union agree that the three employees listed below have been on temporary transfer for quite some time. Upon signing of the new collective agreement, the three employees will be assigned to this temporary location on a permanent basis.

Aaron Blackmore – 29 Page Steet, Sundridge

Mitchell Larochelle – South River

Roger **Wallwin** – 9 High Street, Huntsville

Signed at this day of.

FOR THE COMPANY

FOR THE UNION

Humanity Fund

3.06 (a) The Company will deduct on behalf of all employees in the bargaining unit, an amount from their pay equivalent to one cent per regular hour worked for the purposes of the Humanity Fund. Where an employee objects to the above-mentioned deduction, and the Company is informed of such in accordance with the provisions of section 3.07, this amount shall not be deducted.

(b) This deduction from pay will be processed on ~~a monthly~~ **each pay** and will be remitted to the account of the registered charitable organization designated as the CEP Humanity Fund, as soon as possible after the end of each month.

3.07 Where an employee objects to the above-mentioned deduction, he shall notify in writing the appropriate Vice-President of the CEP. The Union shall then inform in writing the Director of Industrial Relations, of the name, occupation and work location of the employee who objects to the above-mentioned deduction for the purposes of the Humanity Fund. The Union recognizes its full responsibility in that respect.

General

3.08 The Company will cease making such deductions when an employee is assigned to a position not covered by this Agreement with the exception of employees who are assigned to an acting or temporary management position.

3.09 When an employee does not have sufficient earnings in respect to any ~~month~~ **pay period** to permit deductions, the Company shall not be obligated to make such deductions from subsequent earnings.

3.10 It is understood and agreed that the Union will save the Company harmless from any and all claims which may be made against it by any employee, or on behalf of any employee, or employees, for amounts deducted from wages as provided in this Article.

Pay Days

17.11 An employee shall be paid by **direct deposit** every alternate Friday of the two-week period ending the Saturday previous to the pay day. The pay shall include the salary for scheduled hours worked at the basic rate of pay, overtime hours worked and all other applicable additions in pay for the two-week period ending on the Saturday proceeding the pay day. Pay will be adjusted for unpaid absences which occurred during such two-week period.

17.12 ~~When an employee is required to go to an office of the Company to receive his pay cheque, he may do so during working hours.~~ **If an employee has a significant issue or discrepancy in his pay, the employee will discuss the pay issue with his manager and will be given time during working hours to deal with the issue. The Company will make every reasonable effort to correct the pay issue within a 48 hour period.**

ARTICLE 14 – EXPEDITED GRIEVANCE PROCESS
MEMORANDUM OF AGREEMENT BETWEEN
BELL CANADA
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

Notwithstanding the provisions of sections 14.03, 14.04 and 14.05 of the Collective Agreement, the above parties have agreed as follows:

1. When a grievance has not been settled at Step 1 of the grievance process, the Union and the Company may agree to combine Steps 2 and 3 of the grievance process (expedited process).
2. A mutual agreement to use the expedited process must be reached within ten (10) days of the conclusion of Step 1. If no such agreement is reached, the ten (10) day delay called for in section 14.04 of the Collective Agreement shall begin.
3. When the parties agree to use the expedited process, the following shall apply:
 - (a) The rules governing the third step of the grievance process (sections 14.05 to 14.08) shall apply to the expedited process;
 - (b) The third level Manager and the Director - Industrial Relations shall both participate in the meeting held for the purpose of attempting to settle the grievance under the expedited process.
 - (c) The expedited process is subject to the rules governing Article 14 in its entirety, taking into account the necessary adjustments.
4. The Company and the Union shall meet each year in order to assess this expedited process. Either party can terminate this Memorandum of Agreement in writing at any time.

2.03 becomes **2.03 (a)** with no changes

Add 2.03 (b) – Harassment is as defined by the Canadian Human Rights Commission. The full definition can be found at <http://www.chrc-ccdp.ca/discrimination/harassment-eng.aspx>.

9.03 Harassment is as defined by the Canadian Human Rights Commission. The full definition can be found at <http://www.chrc-ccdp.ca/discrimination/harassment-eng.aspx>.

90/10 SEASONAL LEAVE WITH INCOME AVERAGING

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

The parties agree to the following:

This is to confirm our understanding reached during bargaining for the renewal of the Craft and Services employees Collective Agreement.

Providing that the employee agrees to take a maximum of one week of vacation during the period of June through September, a 90/10 seasonal leave with income averaging will be offered to regular full-time **employees subject to service requirements, by mutual agreement between the manager and the employee with due consideration given to seniority**. The period of time not worked will be 5 weeks and 1 day and may be taken in one or two blocks of time during the period of October through April and within the one-year income averaging period, subject to the needs of the business. The one-year income averaging period must begin sometime during the duration of the collective agreement.

The normal Company practices associated with seasonal leaves will be applicable. Service credits will be granted for the entire leave. Pensionable employment granted for pension-calculation purposes for time not worked will be limited to the maximum allowed by law. Pensionable earnings will be based on 100% (and not 90%) of full-time basic salary during the period of leave.

FOR THE COMPANY

FOR THE UNION

FREEZING OF GRIEVANCES
MEMORANDUM OF AGREEMENT BETWEEN

BELL ALIANT REGIONAL COMMUNICATIONS LP
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES

This is to outline our understanding regarding the "freezing of grievances" arising out of the interpretation, application or alleged violation of any provision of the Craft and Services Collective Agreement.

Following the Company's reply at Step 3, to at least one grievance on the issue being considered for freezing, a National Representative of the Union and the appropriate Director - Industrial Relations shall work out the specific procedure in each instance which must contain at least the following elements:

- a) Following mutual agreement to implement the "freeze" procedure, all grievances already heard at Step 1 of the grievance procedure and those which may be submitted and heard at Step 1 during the "freeze" period which deal with the same provision of the Collective Agreement and substantially the same matter as the grievance which triggered the "freeze" shall be immediately referred to Step 3 and frozen at that step. A method to identify such cases shall be determined by the National Representative of the Union and the appropriate Director - Industrial Relations.
- b) Where no agreement is reached with respect to the referral of a grievance to Step 3, in accordance with this procedure, it shall be processed through the normal grievance procedure, as contained in Article 14 of the Collective Agreement.
- c) Where a National Representative of the Union believes that a grievance concerns an issue which has not been "frozen", the grievance shall be referred to the appropriate step of the grievance procedure. The normal time limits shall apply and commence on the date on which the local Union Representative refers the grievance to the appropriate manager.
- d) The National Union shall then choose one representative case which will be submitted to arbitration in accordance with Article 15 of the Collective Agreement.

- e) The grievance frozen at Step 3 shall remain frozen until 30 days have elapsed from the receipt by the parties of the final arbitration award in respect of the representative case referred to arbitration as provided in paragraph d), at which time
 - i) the parties shall meet as early as possible to deal conclusively with those grievances. It is understood that the arbitration award referred to does not determine the outcome of the other grievances unless the parties agree;
AND
 - ii) the 30 calendar day time limit for referring a grievance to arbitration expressed in Article 15 commences to run.
- f) The normal time limits prescribed in Article 14 of the Collective Agreement for submitting a grievance to Step 1 of the grievance procedure shall be respected.
- g) The Union and the Company shall be responsible for informing their respective Stewards and managers of the existence of a "freeze" and of its nature.

FOR THE COMPANY

FOR THE UNION

JOB POSTING PROCEDURES

MEMORANDUM OF AGREEMENT BETWEEN

**BELL ALIANT REGIONAL COMMUNICATIONS LP
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES**

1. With regard to subsection **24.04 (c)**, section 24.05 and paragraph (i) of subsection 24.07 (c), "meets job requirements" shall mean that the employee is meeting the basic requirements of his job, is not on interim review and is, in his general performance, satisfactory. For example, an employee will not be disqualified for reasons of one or two absences, one or two lates or one or two minor quality defects.
2. With regard to subsection **24.02**, it is understood that job qualifications will bear a reasonable relationship to the basic requirements of the job opening and it is further understood that qualifications for jobs of the same type will not be dissimilar.

FOR THE COMPANY

FOR THE UNION

ATTACHMENT B - LIST OF HEADQUARTERS - UPDATED

Nombre de Last Name					
HQ	Bus City	Street Name	Union Local	Total	
Abestos	ASBESTOS	205 DU ROI	78	1	
		Total 205 DU ROI			1
	Total ASBESTOS			1	
Total Abestos				1	
Alma	ALMA	140 AVE. BEGIN S.	176	7	
		Total 140 AVE. BEGIN S.			7
	Total ALMA			7	
	DESBIENS	1450 Hébert	176	1	
		Total 1450 Hébert			1
	Total DESBIENS			1	
	MÉTABETCHAOUAN	18 Rue Plourde	176	1	
		Total 18 Rue Plourde			1
	Total MÉTABETCHAOUAN			1	
Total Alma				9	
Arnprior	ARNPRIOR	102 PINEGROVE ROAD	35	4	
		Total 102 PINEGROVE ROAD			4
		199 BELL ST.	35	1	
		Total 199 BELL ST.			1
	Total ARNPRIOR			5	
	CONSTANCE BAY	3897 Dunrobin Rd	35	1	
		Total 3897 Dunrobin Rd			1
	Total CONSTANCE BAY			1	
Total Arnprior				6	
Atikokan	ATIKOKAN	110 Main Street	49	3	
		Total 110 Main Street			3
	Total ATIKOKAN			3	
Total Atikokan				3	
Baie St-Paul	BAIE ST-PAUL	71 LECLERC BLVD	75	1	
		Total 71 LECLERC BLVD			1
	Total BAIE ST-PAUL			1	
Total Baie St-Paul				1	
Bancroft	BANCROFT	4 Cleak Ave	30	4	
		Total 4 Cleak Ave			4
	Total BANCROFT			4	
Total Bancroft				4	
Barry's Bay	BARRY'S BAY	62 INGLIS STREET	35	1	
		Total 62 INGLIS STREET			1
	Total BARRY'S BAY			1	
Total Barry's Bay				1	
Belle River	BELLE RIVER	329 NOTRE DAME STREET	53	5	

		Total 329 NOTRE DAME STREET	5
	Total BELLE RIVER		5
	COMBER	Main St Hwy 77	53
		Total Main St Hwy 77	1
	Total COMBER		1
Total Belle River			6
Big Trout Lake	ATTAWAPISKAT	Lat52-55-31 Long82-25-64	49
		Total Lat52-55-31 Long82-25-64	1
	Total ATTAWAPISKAT		1
	BEARSKIN LAKE	Lat53-55-51 Long90-58-69	49
		Total Lat53-55-51 Long90-58-69	1
	Total BEARSKIN LAKE		1
	BIG TROUT LAKE	1st Nation Post Island	49
		Total 1st Nation Post Island	1
	Total BIG TROUT LAKE		1
	FORT ALBANY	Lat52-12-40 Long81-41-31	49
		Total Lat52-12-40 Long81-41-31	1
	Total FORT ALBANY		1
	FORT HOPE	Lat51-33-38 Long 87-54-52	49
		Total Lat51-33-38 Long 87-54-52	1
	Total FORT HOPE		1
	FORT SEVERN	Lat 55-59-28 Long 87-38-04	49
		Total Lat 55-59-28 Long 87-38-04	1
	Total FORT SEVERN		1
	KASHECHEWAN	Kashechewan IR	49
		Total Kashechewan IR	1
	Total KASHECHEWAN		1
	LANSDOWNE	Lot 19 Con 3 Lansdowne Twp	49
		Total Lot 19 Con 3 Lansdowne Twp	1
	Total LANSDOWNE		1
	PEAWANUK	Lat55-01-30 Long85-26-00	49
		Total Lat55-01-30 Long85-26-00	1
	Total PEAWANUK		1
	PICKLE LAKE	HWY 599 & 646	49
		Total HWY 599 & 646	1
	Total PICKLE LAKE		1
	WEAGAMOW	Weagamow Lake IR 87	49
		Total Weagamow Lake IR 87	1
	Total WEAGAMOW		1
	WEBEQUIE	Webequie	49
		Total Webequie	1
	Total WEBEQUIE		1
Total Big Trout Lake			12
Blind River	BLIND RIVER	32 MURRAY STREET	38
		Total 32 MURRAY STREET	2
	Total BLIND RIVER		2
Total Blind River			2
Bracebridge	BRACEBRIDGE	125 MANITOBA	39
			8

		Total 125 MANITOBA		8
	Total BRACEBRIDGE			8
	GRAVENHURST	180 BAY STREET	39	2
		Total 180 BAY STREET		2
		180 Bay St	39	1
		Total 180 Bay St		1
	Total GRAVENHURST			3
	SEVERN BRIDGE	Coopers Falls	39	2
		Total Coopers Falls		2
	Total SEVERN BRIDGE			2
Total Bracebridge				13
Brockville	BROCKVILLE	4508 ORCHARD ST.	31	10
		Total 4508 ORCHARD ST.		10
	Total BROCKVILLE			10
	IROQUOIS	39 Davis Dr	31	1
		Total 39 Davis Dr		1
	Total IROQUOIS			1
	NORTH AUGUSTA	8113 Main Street	31	2
		Total 8113 Main Street		2
	Total NORTH AUGUSTA			2
Total Brockville				13
Buks Falls	EMSDALE	1382 592 Hwy	39	1
		Total 1382 592 Hwy		1
	Total EMSDALE			1
Total Buks Falls				1
Cabano	CABANO	8 RUE ST-LAURENT	75	3
		Total 8 RUE ST-LAURENT		3
	Total CABANO			3
Total Cabano				3
Chapleau	CHAPLEAU	38 YOUNG STREET	38	2
		Total 38 YOUNG STREET		2
	Total CHAPLEAU			2
Total Chapleau				2
Chatham	BOTHWELL	325 MAIN STREET	53	1
		Total 325 MAIN STREET		1
	Total BOTHWELL			1
	CHATHAM	163 QUEEN ST.	53	16
		Total 163 QUEEN ST.		16
	Total CHATHAM			16
	RIDGETOWN	17 ERIE	53	1
		Total 17 ERIE		1
	Total RIDGETOWN			1
	TILBURY	11 LOUISE ST.	53	2
		Total 11 LOUISE ST.		2
	Total TILBURY			2
	WALLACEBURG	731 WELLINGTON	53	1
		Total 731 WELLINGTON		1
	Total WALLACEBURG			1

Total Chatham				21	
Clinton	CLINTON	12 RATTENBURY ST.	41	1	
			46	3	
		Total 12 RATTENBURY ST.			4
		Total CLINTON			4
		SEAFORTH	51 Chalk St. S.	46	1
Total 51 Chalk St. S.			1		
	Total SEAFORTH			1	
Total Clinton				5	
Cookshire	COOKSHIRE	340 Bibeau	78	1	
			Total 340 Bibeau		1
		Total COOKSHIRE			1
Total Cookshire				1	
Cornwall	ALEXANDRIA	71 Bishop St.	31	2	
			Total 71 Bishop St.		2
		Total ALEXANDRIA			2
		AVONMORE	10 Fairview Drive	31	2
			Total 10 Fairview Drive		
		Total AVONMORE			2
		CORNWALL	434 PITT ST.	31	12
				34	1
			Total 434 PITT ST.		
		Total CORNWALL			13
		FINCH	23 Front Street Highway 43	31	1
			Total 23 Front Street Highway 43		
		Total FINCH			1
		MAXVILLE	18 Catherine Street	31	1
				34	1
			Total 18 Catherine Street		
Total MAXVILLE			2		
Total Cornwall				20	
Deep River	DEEP RIVER	122 Deep River Road	35	1	
			Total 122 Deep River Road		1
		Total DEEP RIVER			1
Total Deep River				1	
Dolbeau	DOLBEAU	1390 DES ERABLES	176	4	
			Total 1390 DES ERABLES		4
		Total DOLBEAU			4
Total Dolbeau				4	
Dryden	DRYDEN	100 Anton Rd. P.O. Box 3008	49	9	
			Total 100 Anton Rd. P.O. Box 3008		9
		Total DRYDEN			9
Total Dryden				9	
Eganville	EGANVILLE	95 MELANIE ST.	35	2	
			Total 95 MELANIE ST.		2
		Total EGANVILLE			2
Total Eganville				2	
Elliott Lake	ELLIOTT LAKE	10 MARY WALK	37	2	
			38	1	

		Total 10 MARY WALK		3
	Total ELLIOTT LAKE			3
Total Elliott Lake				3
Espanola	ESPANOLA	352 Mead Blvd	37	1
		Total 352 Mead Blvd		1
	Total ESPANOLA			1
Total Espanola				1
Exeter	EXETER	240 Carling Street	46	2
		Total 240 Carling Street		2
	Total EXETER			2
Total Exeter				2
Fort Frances	FORT FRANCES	238 CHURCH ST.	49	10
		Total 238 CHURCH ST.		10
	Total FORT FRANCES			10
Total Fort Frances				10
Geraldton	BEARDMORE	HWY 11 & GARBAGE DISPOSAL RD	49	1
		Total HWY 11 & GARBAGE DISPOSAL RD		1
	Total BEARDMORE			1
	GERALDTON	BEAMISH	49	3
		Total BEAMISH		3
	Total GERALDTON			3
Total Geraldton				4
Goderich	GODERICH	70 BLAKE STREET,	46	3
		Total 70 BLAKE STREET,		3
	Total GODERICH			3
Total Goderich				3
Haliburton	HALIBURTON	14 Cedar Avenue	29	4
		Total 14 Cedar Avenue		4
	Total HALIBURTON			4
	MINDEN	2 TEASDALE ST.	29	1
		Total 2 TEASDALE ST.		1
	Total MINDEN			1
Total Haliburton				5
Harrowsmith	HARROWSMITH	3926 Rutledge Road	31	4
		Total 3926 Rutledge Road		4
	Total HARROWSMITH			4
	SEELEYS BAY	113 Bay Street	31	1
		Total 113 Bay Street		1
	Total SEELEYS BAY			1
	VERONA	6849 Hwy 38 Main St	31	1
		Total 6849 Hwy 38 Main St		1
	Total VERONA			1
Total Harrowsmith				6
Hawkesbury	ALFRED	429 LANDRIAULT ST	34	2
		Total 429 LANDRIAULT ST		2
	Total ALFRED			2
	HAWKESBURY	202 REGENT ST.	34	4
		Total 202 REGENT ST.		4

	Total HAWKESBURY			4
Total Hawkesbury				6
Henryville	HENRYVILLE	131 RUE ST-JOSEPH	79	3
		Total 131 RUE ST-JOSEPH		3
	Total HENRYVILLE			3
	NAPIERVILLE	284 ST. HENRI	79	1
		Total 284 ST. HENRI		1
	Total NAPIERVILLE			1
	ST-JEAN	370 RUE LEBEAU	79	3
		Total 370 RUE LEBEAU		3
	Total ST-JEAN			3
Total Henryville				7
Huntsville	HUNTSVILLE	9 HIGH ST.	39	9
		Total 9 HIGH ST.		9
	Total HUNTSVILLE			9
	SOUTH RIVER	8 Montreal Ave	39	2
		Total 8 Montreal Ave		2
	Total SOUTH RIVER			2
Total Huntsville				11
Ignace	IGNACE	WEST ST LOT 138 PL M-119	49	1
		Total WEST ST LOT 138 PL M-119		1
	Total IGNACE			1
Total Ignace				1
Kenora	KENORA	110 Matheson St. South	49	3
		Total 110 Matheson St. South		3
		52 Redditt Road, Box 5100	49	18
		Total 52 Redditt Road, Box 5100		18
	Total KENORA			21
Total Kenora				21
Knowlton	KNOWLTON	27 Victoria	79	2
		Total 27 Victoria		2
	Total KNOWLTON			2
Total Knowlton				2
La Malbaie	LA MALBAIE	366 ST-ETIENNE	75	5
		Total 366 ST-ETIENNE		5
	Total LA MALBAIE			5
Total La Malbaie				5
Labelle	LABELLE	8277 CURE LABELLE	81	2
		Total 8277 CURE LABELLE		2
	Total LABELLE			2
	ST.DONAT DE MONTCALM	265 rue Aubin	81	1
		Total 265 rue Aubin		1
	Total ST.DONAT DE MONTCALM			1
Total Labelle				3
Lac Mégantic	LAC MEGANTIC	5420 BOUL. DES VETERANS	78	4
		Total 5420 BOUL. DES VETERANS		4
	Total LAC MEGANTIC			4
Total Lac Mégantic				4

Lakefield	BRIDGENORTH	813 Charles St.	29	2
		Total 813 Charles St.		2
	Total BRIDGENORTH			2
	BUCKHORN	1916 Lakehurst Road	29	3
		Total 1916 Lakehurst Road		3
	Total BUCKHORN			3
	HAVELOCK	17 George St.	29	1
		Total 17 George St.		1
	Total HAVELOCK			1
	LAKEFIELD	49 REID ST.	29	5
		Total 49 REID ST.		5
	Total LAKEFIELD			5
	NEPHTON	4024 County Rd # 6	29	1
		Total 4024 County Rd # 6		1
	Total NEPHTON			1
	NORWOOD	4252 Hwy 7	29	2
		Total 4252 Hwy 7		2
	Total NORWOOD			2
Total Lakefield				14
Listowel	LISTOWEL	192 WELLINGTON ST.	41	2
			44	4
			53	1
	Total 192 WELLINGTON ST.		7	
Total LISTOWEL			7	
Total Listowel				7
Little Current	LITTLE CURRENT	16 MEREDITH ST.	37	1
		Total 16 MEREDITH ST.		1
	Total LITTLE CURRENT			1
Total Little Current				1
Madoc	MADOC	22 PRINCE ALBERT ST.	30	4
		Total 22 PRINCE ALBERT ST.		4
	Total MADOC			4
	MARMORA	24 MCGILL ST	30	1
		Total 24 MCGILL ST		1
	Total MARMORA			1
	TAMWORTH	6647 Wheeler St	31	3
		Total 6647 Wheeler St		3
	Total TAMWORTH			3
	THURLOW	24 Hoskin Rd	30	2
		Total 24 Hoskin Rd		2
	Total THURLOW			2
Total Madoc				10
Manitowadge	MANITOWADGE	STATION ROAD - PLAN 163	49	1
		Total STATION ROAD - PLAN 163		1
	Total MANITOWADGE			1
Total Manitowadge				1
Maniwaki	GRACEFIELD	104 St-Joseph	80	3
		Total 104 St-Joseph		3

	Total GRACEFIELD			3
	MANIWAKI	345 RUE DES OBLATS	80	1
		Total 345 RUE DES OBLATS		1
	Total MANIWAKI			1
Total Maniwaki				4
Marathon	HORNEPAYNE	TOWER RD & ECOMADIAN AVE.	49	1
		Total TOWER RD & ECOMADIAN AVE.		1
	Total HORNEPAYNE			1
	MARATHON	6 PENINSULA ROAD	49	4
		Total 6 PENINSULA ROAD		4
	Total MARATHON			4
Total Marathon				5
Midland	BLUEWATER BEACH	1334 Tiny Beaches Rd S	40	1
		Total 1334 Tiny Beaches Rd S		1
	Total BLUEWATER BEACH			1
	MIDLAND	473 HUGEL AVE.	39	1
			40	9
			49	1
	Total 473 HUGEL AVE.			11
	Total MIDLAND			11
	WAUBAUSHENE	122 Dodge Drive	40	1
		Total 122 Dodge Drive		1
Total WAUBAUSHENE			1	
Total Midland				13
Mount Forest	MOUNT FOREST	285 EGREMONT ST.N.	41	1
			44	2
	Total 285 EGREMONT ST.N.			3
	Total MOUNT FOREST			3
Total Mount Forest				3
Nipigon	NIPIGON	249 FIRST ST	49	4
		Total 249 FIRST ST		4
	Total NIPIGON			4
Total Nipigon				4
North Bay	CALLANDER	169 Main St	36	1
		Total 169 Main St		1
	Total CALLANDER			1
	NORTH BAY	250 MCINTYRE ST. W.	36	25
		Total 250 MCINTYRE ST. W.		25
	Total NORTH BAY			25
	PORT LORING	Highway 522 Pringle	36	1
		Total Highway 522 Pringle		1
	Total PORT LORING			1
Total North Bay				27
Nunavik	INOUKJUAQ	P.O. Box 91	75	1
		Total P.O. Box 91		1
	Total INOUKJUAQ			1
	KANGIQSUALUUJUAQ	P.O. BOX 89	75	1

		Total P.O. BOX 89		1
Total KANGIQSUALUJJUAQ				1
KUUIJUAQ	BOX 660	75		5
	Total BOX 660			5
Total KUUIJUAQ				5
KUUIJUAPIK	P.O. BOX 300	75		1
	Total P.O. BOX 300			1
Total KUUIJUAPIK				1
QUAQTAQ	P.O. BOX 29	75		1
	Total P.O. BOX 29			1
Total QUAQTAQ				1
SALLUIT	P.O. BOX 22	75		1
	Total P.O. BOX 22			1
Total SALLUIT				1
Total Nunavik				10
Orangeville	ARTHUR	301 Eliza St	44	1
		Total 301 Eliza St		1
	Total ARTHUR			1
	FERGUS	415 St.George St. W	44	2
		Total 415 St.George St. W		2
	Total FERGUS			2
	HILLSBURGH	13 MAIN ST.	26	1
		Total 13 MAIN ST.		1
	Total HILLSBURGH			1
	ORANGEVILLE	21 FIRST AVE.	26	2
		Total 21 FIRST AVE.		2
		452 Richardsdson Rd	26	8
		Total 452 Richardsdson Rd		8
	Total ORANGEVILLE			10
	Total Orangeville			
Ormstown	ORMSTOWN	14 PRINCE ALBERT	79	2
		Total 14 PRINCE ALBERT		2
	Total ORMSTOWN			2
	RIVIÈRE BEAUDETTE	541 rue Principale	79	1
		Total 541 rue Principale		1
	Total RIVIÈRE BEAUDETTE			1
	SALABERRY DE VLFD	590 Gaétan	79	1
		Total 590 Gaétan		1
	Total SALABERRY DE VLFD			1
	Total Ormstown			
Owen Sound	MEAFORD	76 NELSON STREET	41	2
		Total 76 NELSON STREET		2
	Total MEAFORD			2
	OWEN SOUND	870 4TH AVE. EAST	41	14
		Total 870 4TH AVE. EAST		14
	Total OWEN SOUND			14
Total Owen Sound				16
Parry Sound	MACTIER	Joseph St.	30	1

		Total Joseph St.		1
	Total MACTIER			1
	MCKELLAR	744 Highway 124	39	1
		Total 744 Highway 124		1
	Total MCKELLAR			1
	NOBEL	1 Crawford Road	39	1
		Total 1 Crawford Road		1
	Total NOBEL			1
	PARRY SOUND	20 GIBSON	39	9
		Total 20 GIBSON		9
	Total PARRY SOUND			9
Total Parry Sound				12
Pembroke	PEMBROKE	1012 LEA ST.	35	4
		Total 1012 LEA ST.		4
		32 ISABELLA	35	3
		Total 32 ISABELLA		3
	Total PEMBROKE			7
	PETAWAWA	9 Doran St.	35	2
		Total 9 Doran St.		2
	Total PETAWAWA			2
Total Pembroke				9
Port Carling	PORT CARLING	1133 Foreman Road	39	1
		Total 1133 Foreman Road		1
	Total PORT CARLING			1
Total Port Carling				1
Rainy River	STRATTON	Hwy 617	49	1
		Total Hwy 617		1
	Total STRATTON			1
Total Rainy River				1
Red Lake	RED LAKE	55 Goldshore Road	49	4
		Total 55 Goldshore Road		4
	Total RED LAKE			4
Total Red Lake				4
Renfrew	RENFREW	176 ARGYLE	35	6
		Total 176 ARGYLE		6
	Total RENFREW			6
Total Renfrew				6
Rimouski	RIMOUSKI	76 St-Germain	75	1
		Total 76 St-Germain		1
	Total RIMOUSKI			1
Total Rimouski				1
Rivière-du-Loup	RIVIERE-DU-LOUP	30 RUE AMYOT	75	8
		Total 30 RUE AMYOT		8
	Total RIVIERE-DU-LOUP			8
Total Rivière-du-Loup				8
Roberval	ROBERVAL	785 SIMARD	176	2
		Total 785 SIMARD		2
	Total ROBERVAL			2

Total Roberval				2	
Rockland	CASSELMAN	780 St-Jean Street	34	2	
		Total 780 St-Jean Street			2
	Total CASSELMAN			2	
	ROCKLAND	1935 VICTORIA ST.	34	3	
		Total 1935 VICTORIA ST.			3
	Total ROCKLAND			3	
Total Rockland				5	
Saguenay	CHICOUTIMI	483 AVE. BEGIN	176	6	
		Total 483 AVE. BEGIN			6
		876 AVE. BEGIN	176	18	
		Total 876 AVE. BEGIN			18
	Total CHICOUTIMI			24	
	JONQUIERE	2085 RUE ST- JACQUES	176	2	
		Total 2085 RUE ST- JACQUES			2
Total JONQUIERE			2		
Total Saguenay				26	
Sarnia	CORUNNA	201 HILL ST.	48	4	
		Total 201 HILL ST.			4
	Total CORUNNA			4	
	SARNIA	1286 MICHIGAN AVE.	48	5	
		Total 1286 MICHIGAN AVE.			5
		211 LOCHIEL ST.	48	15	
		Total 211 LOCHIEL ST.			15
Total SARNIA			20		
Total Sarnia				24	
Sault Ste Marie	SAULT STE MARIE	311 QUEEN ST. E. P.O. Box 610	38	5	
		Total 311 QUEEN ST. E. P.O. Box 610			5
		690 SECOND LINE E.	38	12	
		39			1
Total 690 SECOND LINE E.			13		
Total SAULT STE MARIE			18		
Total Sault Ste Marie				18	
Schreiber	SCHREIBER	49 Kingsway Highway	49	1	
		Total 49 Kingsway Highway			1
	Total SCHREIBER			1	
Total Schreiber				1	
Simcoe	SIMCOE	60 KENT ST. N.	45	9	
		46			1
	Total 60 KENT ST. N.			10	
	Total SIMCOE			10	
	WATERFORD	77 Wellington St	45	1	
		Total 77 Wellington St			1
Total WATERFORD			1		
Total Simcoe				11	
Sioux Lockout	SIOUX LOCKOUT	96 Front St.	49	4	
		Total 96 Front St.			4
	Total SIOUX LOCKOUT			4	

Total Sioux Lockout				4	
Smith Falls	ELGIN	83 Perth St	31	1	
		Total 83 Perth St			1
		Total ELGIN			1
	PERTH	29 NORTH ST.	31	1	
		Total 29 NORTH ST.			1
		Total PERTH			1
	SMITH FALLS	10 WILLIAM ST. E.	31	2	
		Total 10 WILLIAM ST. E.			2
		18 RIDEAU ST.	31	1	
		Total 18 RIDEAU ST.			1
		21 MACDONALD STREET	31	8	
		Total 21 MACDONALD STREET			8
	Total SMITH FALLS			11	
Total Smith Falls				13	
St-Félicien	ST-FELICIEN	1396 BOUL. SACRE COEUR	176	1	
		Total 1396 BOUL. SACRE COEUR			1
	Total ST-FELICIEN			1	
Total St-Félicien				1	
St-Félix de Valois	JOLIETTE	733 BOUL. MANSEAU	81	1	
		Total 733 BOUL. MANSEAU			1
	Total JOLIETTE			1	
	RAWDON	3209 4 IEME AVENUE	81	3	
		Total 3209 4 IEME AVENUE			3
	Total RAWDON			3	
	ST. FÉLIX DE VALOIS	4440 rue Dufresne	81	3	
		Total 4440 rue Dufresne			3
	Total ST. FÉLIX DE VALOIS			3	
Total St-Félix de Valois				7	
Strathroy	DUTTON	200 Shakelton St	46	1	
		Total 200 Shakelton St			1
	Total DUTTON			1	
	ILDERTON	13312 Ilderton Rd	46	4	
		Total 13312 Ilderton Rd			4
	Total ILDERTON			4	
	LUCAN	33278 Richmond St	46	1	
		Total 33278 Richmond St			1
	Total LUCAN			1	
	MOUNT BRYDGES	10 Bowan St	46	2	
		Total 10 Bowan St			2
	Total MOUNT BRYDGES			2	
Total Strathroy				8	
Sturgeon Falls	STURGEON FALLS	41 WILLIAM ST.	36	1	
		Total 41 WILLIAM ST.			1
	Total STURGEON FALLS			1	
Total Sturgeon Falls				1	
Sudbury	GARSON	99 Orell St	37	1	
		Total 99 Orell St			1

	Total GARSON			1	
	SUDBURY	1028 LORNE	37	35	
		Total 1028 LORNE			35
		1400 LASALLE	36	1	
			37	3	
		Total 1400 LASALLE			4
		200 BRADY, DAVIES SQ.	37	5	
	Total 200 BRADY, DAVIES SQ.			5	
Total SUDBURY			44		
Total Sudbury			45		
Tadoussac	TADOUSSAC	204 DES PIONNIERS	75	1	
		Total 204 DES PIONNIERS			1
	Total TADOUSSAC			1	
Total Tadoussac			1		
Thessalon	THESSALON	HIGHWAY 17, LOT 2	38	2	
		Total HIGHWAY 17, LOT 2			2
	Total THESSALON			2	
Total Thessalon			2		
Thetford Mines	THETFORD MINES	22 RUE NOTRE-DAME	78	8	
		Total 22 RUE NOTRE-DAME			8
		186 Grondin	78	3	
		Total 186 Grondin			3
	Total THETFORD MINES			11	
Total Thetford Mines			11		
Thunder Bay	ARMSTRONG	1 Airport Rd.	49	1	
		Total 1 Airport Rd.			1
	Total ARMSTRONG			1	
	KAMINISTIGUIA	PART OF LOT 32 CON B DAWSON RO	49	1	
		Total PART OF LOT 32 CON B DAWSON RO			1
	Total KAMINISTIGUIA			1	
	THUNDER BAY	229 VICKERS ST S	49	16	
		Total 229 VICKERS ST S			16
		605 BEAVER HALL PL.	49	12	
		Total 605 BEAVER HALL PL.			12
	Total THUNDER BAY			28	
Total Thunder Bay			30		
Trois Pistoles	TROIS PISTOLES	481 RICHARD	75	1	
		Total 481 RICHARD			1
	Total TROIS PISTOLES			1	
Total Trois Pistoles			1		
Victoriaville	PLESSISVILLE	1666 Av St-Edouard	77	1	
		Total 1666 Av St-Edouard			1
	Total PLESSISVILLE			1	
	VICTORIAVILLE	70 RUE ST-JEAN-BAPTISTE	77	6	
		Total 70 RUE ST-JEAN-BAPTISTE			6
	Total VICTORIAVILLE			6	
Total Victoriaville			7		
Wakefield	WAKEFIELD	44 Valley Drive	80	3	

			80	1
		Total 44 Valley Drive		4
	Total WAKEFIELD			4
Total Wakefield				4
Walkerton	DURHAM	318 GARAFRAXA ST.	41	2
		Total 318 GARAFRAXA ST.		2
	Total DURHAM			2
	WALKERTON	109 SCOTT ST.	41	3
		Total 109 SCOTT ST.		3
	Total WALKERTON			3
Total Walkerton				5
Wawa	WAWA	40 Mackay St.	38	1
		Total 40 Mackay St.		1
		56 Ganley	38	1
		Total 56 Ganley		1
	Total WAWA			2
Total Wawa				2
Winchester	WINCHESTER	541 Church St	31	1
		Total 541 Church St		1
	Total WINCHESTER			1
Total Winchester				1
Wingham	WINGHAM	83 John St	41	1
		Total 83 John St		1
	Total WINGHAM			1
Total Wingham				1
Yamaska	TROIS-RIVIERES	925 RUE ST-PROSPER	77Q	1
		Total 925 RUE ST-PROSPER		1
	Total TROIS-RIVIERES			1
	YAMASKA	70 St-Michel	77Q	1
		Total 70 St-Michel		1
	Total YAMASKA			1
Total Yamaska				2
Fenlon Falls	BEAVERTON	317 Mill St	29	3
		Total 317 Mill St		3
	Total BEAVERTON			3
	BOBCAYGEON	14 FRONT ST. EAST	29	2
		Total 14 FRONT ST. EAST		2
	Total BOBCAYGEON			2
	DUNSFORD	1999 Sturgeon Rd	29	3
		Total 1999 Sturgeon Rd		3
	Total DUNSFORD			3
	FENELON	108 COLBORNE	29	2
		Total 108 COLBORNE		2
	Total FENELON			2
	Lindsay	91 Williams St	29	1
		Total 91 Williams St		1
	Total Lindsay			1
	LITTLE BRITAIN	490 KING ST. NORTH	29	2

	Total 490 KING ST. NORTH		2	
	Total LITTLE BRITAIN		2	
	PEFFERLAW	507 Pepperlaw Rd	29	1
		Total 507 Pepperlaw Rd		1
	Total PEFFERLAW			1
Total Fenlon Falls			14	
Total			656	

