

Update from Common Interest Forum

In April 2008, we introduced the [Common Interest Forum](#) (CIF) as a means for the Parties to the 2007 Collective Agreement to develop more effective and efficient means of resolving differences and make necessary amendments to the Collective Agreement during its term. CIF involves officers of Communications, Energy and Paperworkers Union of Canada, Atlantic Canada Council (CEPACC) and executives of Bell Aliant, with support from officers of the Federal Mediation and Conciliation Service. The CIF meets monthly to discuss issues which are common to both parties.

As part of the ongoing work of the Common Interest Forum, we have been discussing ways to enable the organization to better execute on its 2009 Business Plans and strategic initiatives. We have reached an agreement to proceed with changes to our unionized workforce in Atlantic Canada. We have agreed to extend a **Limited Retirement Offer** to eligible employees who are represented by the CEP Atlantic Communications Council. Employees who will receive this offer must be eligible to retire with an unreduced pension as of April 30, 2009.

Limited Retirement Offer by Group

In keeping with our commitment to deliver strong levels of service to our customers, this offer will be limited in the number of employees who are able to participate by Senior VP group. Employees who are eligible to apply for retirement under this Limited Retirement Offer, must do so by May 1, 2009. Employees who apply, will be selected, on the basis of seniority within their Senior Vice President Group. A defined target or cap has been set by Senior Vice President group. The following table outlines the maximum number of employees who will be approved to retire under the Limited Offer, by Senior VP Group:

Department	Senior VP	Target/Cap
Customer Experience	Chuck Hartlen	75
Customer Solutions	Heather Tulk	35
Corporate Services & Finance	Fred Crooks & Glen Leblanc	8

Application Process

Employees who are eligible to apply for the Limited Retirement Offer will be sent an email by March 30, 2009. Only those employees, who are eligible to retire under the Defined Benefit pension plan as of April 30, 2009 or those who can retire under the terms of the Defined Contribution pension plan, will be contacted by email. The email will contain details of the application process and will provide assistance to employees to better understand their personal situation with respect to Post Retirement Benefits. In addition, eligible employees will be provided with an estimate of their annual pension from the Benefits groups. This information will be sent to employees' home addresses the week of April 6th and should be received no later than April 13th. Employees who are approved to receive the Limited Retirement Offer will receive a severance amount of 52 weeks of regular salary. In addition, employees who receive the offer, are eligible to receive reimbursement of up to \$200 for financial planning services they may seek in order to assist them with their decision making process.

Notification

Applications received will be processed during the week of May 4th, 2009 and every applicant will be notified on Friday, May 8th regarding whether they have been approved for this Limited Offer. Departures for employees will take place, based on business requirements in the month of June. A limited number of employees, may be extended past the June timeframe, based on the service requirements of the group they work in.

Eligible employees will be receiving more information in the days and weeks to come.

Members of the Common Interest Forum are:

Phil Briffett	Joyclin Coates	Mike Costello	Mary Croke
Fred Crooks	Penny Fawcett	Al Fenerty	Chuck Hartlen
Dean MacDonald	Pat O'Brien	Noel Pauley	Joan Penney
Mike Roberts	Chuck Rouse	Chuck Shewfelt	Elizabeth Spinney

We are pleased with the outcome of these discussions and believe the current plan will help us to meet our overall objectives for 2009 and be well-positioned for longer term success. At the same time, it offers a balanced outcome for the organization, our employees, and our customers.