

Bell Aliant Regional Communications, L.P.
1505 Barrington Street
P.O. Box 880, Station Central
Halifax, NS Canada B3J 2W3

BellAliant

Frederick P. Crooks
Executive Vice President
Corporate Services
& Chief Legal Officer
fred.crooks@bellaliant.ca
T: 902 487-7763 M: 902 483-4999
Fax-to-Email: 902 421-1724

August 4, 2010

Ms. Penny Fawcett
President
CEP Local 2289
& CEPACC Chair
6300 Lady Hammond Rd. Suite #100
Halifax, N.S. B3K 2R6

Dear Penny:

Further to our meetings of July 27-28, 2010, I have synopsised below our discussion related to both consolidation protection and technicians.

Here are a few practical examples of how the consolidation protection would apply in specific circumstances.

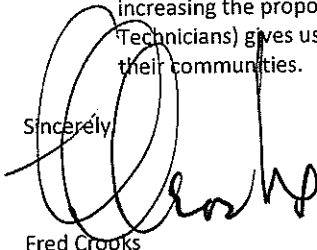
- The announced plan to consolidate contact centres will not go ahead, and the five existing contact centres will stay open during the life of the agreement.
- As the language says, any consolidations of work will not result in employees having to choose between staying in their community and keeping their jobs. This includes the announced plans with respect to Regional Services, CSO and E&ITS.

These examples aren't meant to limit the language of the protection itself, or of the Collective Agreement protections including Article 12.

Our discussion specific to Technicians resulted in the following:

- Karen's July 15 announcement included "evaluating workloads and transferring technicians based on workload demand." This means that if a rural technician does not currently have a full workload, that technician could be permanently transferred to an area where they will have a full workload. They will be backfilled with a contractor.
- These transfers will result in senior technicians from rural areas having to leave their communities, and coming into workgroups in more urban areas, meaning that the relative seniority of urban technicians within their workgroups will decrease.
- The Tentative Agreement will allow the Company to avoid this necessity. It commits the company to not increasing the proportion of contractors in rural areas, and also (through the Community and Combination Technicians) gives us the tools we need ensure that rural technicians actually have full workloads, and can stay in their communities.

Sincerely,



Fred Crooks

