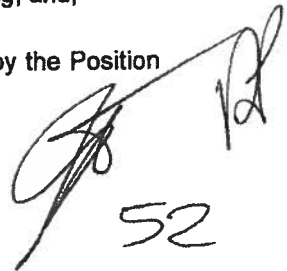


**BTS TECHNICIAN HIRING**  
**MEMORANDUM OF AGREEMENT BETWEEN**  
**BELL CANADA**  
**AND**  
**UNIFOR**  
**REPRESENTING CRAFT AND SERVICES EMPLOYEES**

The Company will hire 100 BTS employees to perform functions associated to, but not limited to, Bell Total Connect, Fibre To The Business (FTTB), Fibre To The Node (FTTN), and Business FibeTV on FTTN. The Company estimates that these hires will bring the bargaining unit to more than 4,000 Unifor-represented Craft and Services employees and would increase the proportion of business work performed by bargaining unit employees from 78% to 87% based on today's volumes.

The parties agree as follows:

1. Bell Canada will hire 100 BTS employees to perform functions associated to, but not limited to, Bell Total Connect, Fibre To The Business (FTTB), Fibre To The Node (FTTN), and Business FibeTV on FTTN;
2. In assuming capacity of aforementioned business volume, Bell Canada will fill 100 Craft and Services Regular Full-Time postings, of which 57 postings will be designated for Ontario and 43 for Québec;
3. Positions will be posted no later than July 1 2017 and employees will be expected to commence work between September 18 and November 30.
4. Candidates for the aforementioned postings will be selected exclusively from BTS and will be integrated with their full seniority.
5. Notwithstanding any arrangement or agreement currently in effect, the Company shall select the most senior candidates from among those who are qualified, as determined by the Company, provided that :
  - a) The candidate's performance on his existing position meets job requirements;
  - b) The applicant meets minimum requirements identified on the job posting, and;
  - c) The candidate is a Unifor represented person employed by BTS.
  - d) The templates for the jobs posted under paragraph 2 shall be made by the Position Advisory Committee.



Handwritten signature and initials, possibly 'JF' and 'R', with the number '52' written below.

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Signed at city this xx<sup>th</sup> day of month, 201x.

FOR THE  
COMPANY

FOR THE  
UNION

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**Steve Desgagné**

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**Alain Portelance**

Handwritten signatures in black ink, appearing to be the initials of Steve Desgagné and Alain Portelance.

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