

**2015-2018 RETIREMENT INCENTIVE OFFER**  
**MEMORANDUM OF AGREEMENT BETWEEN**  
**BELL CANADA**  
**AND**  
**UNIFOR**  
**REPRESENTING CRAFT AND SERVICES EMPLOYEES**

This is to confirm the following:

1. The Company will present a Retirement Incentive Offer to Craft and Services employees who are eligible for retirement on or before December 31, 2018, excluding employees who elected to retire under the terms and conditions of the Memorandum of Agreement – Retirement Incentive Offer ratified on December 21, 2012.
2. To qualify for a Retirement Incentive Offer, an employee must be eligible for retirement and be at least 55 years old with 85 points (sum of age and years of service) on or before December 31, 2018.
3. The Retirement Incentive Offer for an employee eligible for retirement is equivalent to a lump sum payment equal to 12 months' base salary, less statutory deductions, and payable within 30 days of retirement.
4. For ease of reference, the table below illustrates the possible retirement dates depending on when an employee becomes eligible:

<b>Eligible for Retirement</b>	<b>Retirement Date</b>
Already eligible or eligible in or before Q3-2016	Must retire on or before the end of Q3-2016 at a mutually agreed retirement date with the Company
Eligible in Q4-2016	Must retire at the end of the month of eligibility in Q4-2016
Eligible in 2017	Must retire at the end of the month of eligibility in 2017
Eligible in 2018	Must retire at the end of the month of eligibility in 2018

5. Between November 30, 2015 and December 7, 2015, the Company will provide each eligible employee with a detailed, personalized information package on their pension and options.

6. Eligible employees will have from December 7, 2015 until January 29, 2016 to submit their completed Retirement Incentive Offer form. An employee who fails to respond on or before January 29, 2016 shall be deemed to have rejected the Retirement Incentive Offer.
7. The Company will have until February 19, 2016 to reach an agreement with the employee on the retirement date for those who are already eligible or eligible to retire in Q3-2016. If there is no agreement, the employee will not be eligible to retire under the Retirement Incentive Offer.
8. Exceptions might require the Company to request a later retirement date for an employee eligible to retire under the Retirement Incentive Offer. If there is no agreement, the employee will not be eligible to retire under the Retirement Incentive Offer.
9. The Company will provide the Union and each eligible employee with more detailed guidelines related to the administration of this Memorandum of Agreement on or before November 30, 2015.

### **Reclassifications**

10. The Company shall reclassify to a Regular Full-Time status all Regular Part-Time employees who:
  - (a) were on the payroll of the Company on November 30, 2012, and;
  - (b) were on the list of employees covered by the provisions of the Memorandum of Agreement – Regular Full-Time Opportunities, and;
  - (c) are covered by the provisions of the Memorandum of Agreement – Regular Employees Hired Before December 1, 2012 (Force Adjustment), and;
  - (d) are covered by the provisions of the Memorandum of Agreement – Regular Employees Hired Before December 1, 2012 (Wage Schedule), and;
  - (e) were not reclassified in accordance with, or covered by, the provisions of the Memorandum of Agreement – Temporary and Regular Term Employees who were on the Payroll of the Company as of December 1, 2012.
11. Employee reclassifications provided for in paragraph 10 of this Memorandum of Agreement shall be completed no later than thirty (30) days following the signature of this Memorandum of Agreement for employees meeting job requirements and/or not subject to a performance improvement plan.

### **Conditional Reclassifications**

12. If more than 400 Craft and Services employees who are eligible for retirement on or before December 31, 2018 elect to retire under the provisions of this Memorandum of Agreement, the Company shall reclassify to a Regular Full-Time status, with due consideration to seniority, 75 Regular Part-Time employees who were on the payroll of the Company on the date of signing of this Memorandum of Agreement. Reclassifications shall be divided between Ontario and Québec based on the ratio of Regular Part-Time employees thirty-one (31) days following the signature of this Memorandum of Agreement.
13. At least 50% of employee reclassifications provided for in paragraph 12 of this Memorandum of Agreement shall be completed no later than December 31, 2017 and no later than December 31, 2018 for remaining employee reclassifications.
14. If more than 500 Craft and Services employees who are eligible for retirement on or before December 31, 2018 elect to retire under the provisions of this Memorandum of Agreement, the Company shall have until December 31, 2018 to reclassify to a Regular Full-Time status, with due consideration to seniority, one (1) Regular Part-Time employee who was on the payroll of the Company on the date of signing of this Memorandum of Agreement for each retiring Craft and Services employee above 500 retirements.
15. To be reclassified under the provisions of paragraphs 12 and 14 of this Memorandum of Agreement, the employee must meet job requirements and/or not be subject to a performance improvement plan.

### **General**

16. This Memorandum of Agreement is not an integral part of the Collective Agreement, is not arbitrable, and may not be used as a precedent in any other file involving the parties hereto. However, either party may submit to the other grievances, or institute arbitration proceedings, relating to the interpretation, application, administration or alleged violation of the provisions of paragraphs 10 to 14 inclusive of this Memorandum of Agreement.
17. Employee reclassifications provided for in paragraphs 12 to 14 inclusive of this Memorandum of Agreement shall be reviewed at the Joint Labour Relations Committee for discussion.
18. Any disagreement under the terms of this Memorandum of Agreement may be brought to the Joint Labour Relations Committee for discussion.