



# Canada Wide Contract Comparison In The Telecommunications Industry

Research Department – Communications, Energy and Paperworkers Union of Canada  
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**COLLECTIVE AGREEMENTS**

<b>EMPLOYER</b>	<b>PROVINCES</b>	<b>POSITIONS</b>	<b>START</b>	<b>END</b>	<b>MEMBERS</b>
Aliant	New Brunswick, Newfoundland and Labrador, Prince-Edward-Island, Nova Scotia	Operator, Technician and Clerical	Jan 1, 2008	Dec. 31, 2011	3,710
Bell Canada (Technician)	Quebec, Ontario	Technician	Aug. 19, 2004	Nov. 30, 2007	5,983
Bell Canada (Operator)	Quebec, Ontario	Operator	Nov. 25, 2003	Nov. 24, 2008	215
Bell Technical Solutions	Quebec	Technician	May 6, 2005	May 6, 2009	2,651
	Ontario		Aug. 8, 2005	May 6, 2009	
Bell West	BC, Alberta, Saskatchewan and Manitoba	Technician	April 18, 2007	May 10, 2010	170
Expertech Network Installation	10 provinces	Technician	May 23, 2007	Nov. 30, 2011	950
Expertech Network Installation	Quebec, Ontario, Alberta	Clerical	May 23, 2007	Nov. 10, 2010	200
MTS Allstream (Technician - IBEW)	Manitoba	Technician	Feb. 1, 2005	Jan. 31, 2008	Approx. 1,300
MTS Allstream (Operator and Clerical)	Manitoba	Clerical and Operator	Dec. 19, 2004	Dec. 19, 2007	1,300
NorthernTel	Ontario	Technician and Clerical	2007, subject to ratification by members	Feb. 28, 2011	150
Sasktel	Saskatchewan	Technician, Operator, Clerical and Information Technology	Mar. 25, 2007	Mar. 20, 2010	3,740
Télébec (Teamsters)	Quebec	Technician	October 5, 2006	July 22, 2013	No information
Télébec (CTEA)	Quebec	Clerical	Oct. 2, 2003	Nov. 1, 2007	No information
Telus (TWU)	Alberta, BC	Tech, Operator and Clerical	Nov. 17, 2005	Nov. 16, 2010	No information

**TECHNICIAN: WAGE COMPARISON**

<b>AGREEMENT</b>	<b>LENGTH OF TIME TO REACH TOP OF WAGE SCALE</b>	<b>RATE EFFECTIVE FROM:</b>	<b>TO:</b>	<b>GROUP 1 – WEEKLY RATE START RATE</b>	<b>TOP RATE</b>
Aliant	10 steps at 6 month intervals	2007-01-01	2007-12-31	\$621.20	\$1,114.40
		2008-01-01	2008-12-31	\$633.62	\$1,136.69
		2009-01-01	2009-12-31	\$646.29	\$1,159.42
		2010-01-01	2010-12-31	\$657.60	\$1,179.71
		2011-01-01	2011-12-31	\$669.11	\$1,200.35
Bell Canada	11 steps at 6 month intervals	2005-12-01	2006-11-30	\$603.87	\$1,187.95
		2007-11-30		\$621.99	\$1,223.59
Bell Technical Solutions (Ontario - Quebec)	11 steps at 6 month intervals	2005-08-08	2006-08-07	\$488.00	\$854.40
	10 steps at 6 month intervals	2006-08-08	2007-08-07	\$528.00	\$879.20
	11 steps at 6 month intervals	2007-08-08	2008-08-07	\$528.00	\$905.60
	10 steps at 6 month intervals	2008-08-08	2009-08-07	\$568.00	\$932.80
Bell West	Base salary compared to market rates for similar jobs, reviewed annually, and an annual bonus pay out based on performance of up to 9% of base salary	March 2007	March 2008	From \$846.15 to \$1,292.31 with mid-point at \$1,076.92. Most technicians (100 of 135) are above mid-point.	
Expertech Network Installation	3 steps at 1040 regular hr intervals	2007-04-01	2008-03-31	\$500.00	\$680.00
		2008-04-01	2009-03-31	\$510.00	\$693.60
		2009-04-01	2010-03-31	\$520.20	\$707.47
		2010-04-01	2011-03-31	\$530.60	\$721.62
		2011-04-01	2011-11-30	\$541.21	\$736.05

**TECHNICIAN: WAGE COMPARISON**

AGREEMENT	LENGTH OF TIME TO REACH TOP OF WAGE SCALE	RATE EFFECTIVE		GROUP 1 – WEEKLY RATE		
		FROM:	TO:	START RATE	TOP RATE	
MTS Allstream (IBEW)	Craft III: 10 steps at 6 month intervals	<b>Craft III</b>				
		2005-02-01	2006-02-31	\$532.74	\$ 729.29	
		2006-02-01	2007-01-31	\$548.72	\$ 751.16	
			2007-02-01	2008-01-31	\$565.18	\$ 773.69
	Craft II: 6 steps at 6 month intervals	<b>Craft II</b>				
		2005-02-01	2006-01-31	\$764.99	\$ 958.78	
		2006-02-01	2007-01-31	\$787.93	\$ 987.54	
			2007-02-01	2008-01-31	\$811.56	\$1,017.16
	Craft I: 4 steps at 6 month intervals	<b>Craft I</b>				
		2005-02-01	2006-01-31	\$917.20	\$1,035.28	
		2006-02-01	2007-01-31	\$944.71	\$1,066.33	
			2007-02-01	2008-01-31	\$973.05	\$1,098.31
NorthernTel	13 steps at 6 month intervals			<b>Step 6</b>	<b>Step 12</b>	
		2007-03-01	2008-03-01	\$764.22	\$1,093.36	
		2008-03-02	2009-02-28	\$779.50	\$1,115.22	
		2009-03-01	2010-02-27	\$795.09	\$1,137.53	
		2010-02-28	2011-02-28	\$807.02	\$1,154.59	
Sasktel	11 steps at 26 week intervals			<b>Craft I</b>		
		2007-06-03	2008-03-22	\$679.59	\$ 929.66	
		2008-03-23	2009-03-21	\$721.88	\$ 972.00	
		2009-03-22	2010-03-20	\$750.76	\$1,010.88	
				<b>Craft II</b>		
		2007-06-03	2008-03-22	\$774.54	\$1,130.22	
2008-03-23	2009-03-21	\$816.75	\$1,172.63			
		2009-03-22	2010-03-20	\$849.42	\$1,219.54	

**TECHNICIAN: WAGE COMPARISON**

AGREEMENT	LENGTH OF TIME TO REACH TOP OF WAGE SCALE	RATE EFFECTIVE		GROUP 1 – WEEKLY RATE	
		FROM:	TO:	START RATE	TOP RATE
Télébec (Teamsters)	12 steps at 6 month intervals	2006-07-23	2007-07- 21	\$534.51	\$1,114.65
		2007-07-22	2008-07-19	\$550.54	\$1,148.09
		2008-07-20	2009-07-18	\$567.06	\$ 1,182.53
		2009-07-19	2010-07	\$584.07	\$1,218.00
		July 2010 to July 2012: based on average salary for Class I technician of Bell, Aliant and Northwest Tel			
Telus (TWU)	12 steps at 6 month intervals	2005-11-17	2006-09-30	\$680.62	\$1,077.37
		2006-10-01	2007-09-30	\$697.50	\$1,104.37
		2007-10-01	2008-09-30	\$711.37	\$1,126.50
		2008-10-01	2009-09-30	\$725.62	\$1,149.00

**OPERATOR: WAGE COMPARISON**

AGREEMENT	LENGTH OF TIME TO REACH TOP OF WAGE SCALE	RATE EFFECTIVE		WEEKLY OPERATOR	
		FROM:	TO:	START RATE	TOP RATE
Aliant	10 steps at 6 month intervals	2007-01-01	2007-12-31	\$439.50	\$798.37
		2008-01-01	2008-12-31	\$448.29	\$814.34
		2009-01-01	2009-12-31	\$457.26	\$830.63
		2010-01-01	2010-12-31	\$465.26	\$845.17
		2011-01-01	2011-12-31	\$473.40	\$859.96
Bell Canada	Between Steps 1 and 2: 3 month intervals	2005-11-25	2007-11-24	\$444.66	\$717.73
	Between Steps 2 and 8: 6 month intervals	2007-11-25	2008-11-24	\$453.55	\$732.08
MTS Allstream	7 steps at 6 month intervals	2005-12-24	2006-12-22	\$545.30	\$635.95
	8 steps at 6 month intervals	2006-12-23	2007-12-19	\$561.75	\$681.10
Sasktel	7 steps at 26 week intervals	2007-06-03	2008-03-22	\$635.54	\$804.08
		2008-03-23	2009-03-21	\$675.15	\$843.50
		2009-03-22	2010-03-20	\$702.16	\$877.24
Telus (TWU)	9 steps at 6 month intervals			<b>(Customer Service Agent)</b>	
		2005-11-17	2006-09-30	\$540.05	\$807.80
		2006-10-01	2007-09-30	\$550.90	\$823.90
		2007-10-01	2008-09-30	\$561.75	\$840.35
		2008-10-01	2009-09-30	\$572.95	\$857.15

**SERVICE ASSISTANT/SUPERVISOR: WAGE COMPARISON**

AGREEMENT	DIFFERENTIAL OVER AND ABOVE OPERATOR OR SEPARATE SCALE	RATES			OPERATOR TOP RATE	
Aliant	Operator: Scale 2 - Admin. Rep. II: Scale 6 10 steps at 6 month intervals		<p align="center"><b>Start</b></p> 2007-01-01 \$560.62 2008-01-01 \$571.83 2009-01-01 \$583.27 2010-01-01 \$593.48 2011-01-01 \$603.87	<p align="center"><b>Top</b></p> 2007-01-01 \$871.50 2008-01-01 \$888.93 2009-01-01 \$906.71 2010-01-01 \$922.58 2011-01-01 \$938.73		2007-01-01 \$798.37 2008-01-01 \$814.34 2009-01-01 \$830.63 2010-01-01 \$845.17 2011-01-01 \$859.96
Bell Canada	3 rung differential at 6 month intervals (12 months)	\$16.25, \$21.55, \$33.65/week			2005-11-25 2007-11-25 COLA starting Sept. 1, 2008	\$717.73 \$732.08
MTS Allstream	Cannot compare Not in the same line of progression	<p align="center"><b>Junior Service Assistant</b></p> <p align="center"><b>Start</b></p> 2005-12-24/2006-12-22 \$569.45 2006-12-23/2007-12-19 \$586.60 <p align="center"><b>Service Assistant</b></p> 2005-12-24/2006-12-22 \$677.25 2006-12-23/2007-12-19 \$697.55			<p align="center"><b>Top</b></p> 2005-12-24 \$658.35 2006-12-23 \$706.30 2006-12-23 \$766.85 2006-12-23 \$816.90	2005-12-24 \$635.95 2006-12-23 \$681.10
Sasktel	Operator Band 4 and Service Asst. Band 6 and 7: 9 steps at 26 week intervals	<p align="center"><b>Band 6</b></p> <p align="center"><b>Start</b></p> 2007-06-03/2008-03-22 \$679.59 2008-03-23/2009-03-21 \$719.25 2009-03-22/2010-03-20 \$748.02 <p align="center"><b>Band 7</b></p> 2007-06-03/2008-03-22 \$697.42 2008-03-23/2009-03-21 \$737.10 2009-03-22/2010-03-20 \$766.58			<p align="center"><b>Top</b></p> 2007-06-03 \$929.66 2008-03-23 \$969.15 2009-03-22 \$1,007.92 2007-06-03 \$992.26 2008-03-23 \$1,031.80 2009-03-22 \$1,073.07	2007-06-03 \$804.08 2008-03-23 \$843.50 2009-03-22 \$877.24

**SERVICE ASSISTANT/SUPERVISOR: WAGE COMPARISON**

AGREEMENT	DIFFERENTIAL OVER AND ABOVE OPERATOR OR SEPARATE SCALE	RATES	OPERATOR TOP RATE	
Telus (TWU)	\$1.00 per hour	Ø	2005-11-17	\$807.80
			2006-10-01	\$823.90
			2007-10-01	\$840.35
			2008-10-01	\$857.15

CLERICAL: WAGE COMPARISON							
AGREEMENT	LENGTH OF TIME TO REACH TOP OF WAGE SCALE	RATES EFFECTIVE		LOWEST LEVEL CLERICAL GRADE		SERVICE REPRESENTATIVE	
		FROM:	TO:	START RATE	TOP RATE	START RATE	TOP RATE
Aliant	10 steps at 6 month intervals	2007-01-01	2007-12-31	\$549.37	\$805.87	<b>(Consumer Service Representative)</b>	
						\$582.37	\$911.25
		2008-01-01	2008-12-31	\$560.36	\$821.99	\$594.02	\$929.48
		2009-01-01	2009-12-31	\$571.57	\$838.43	\$605.90	\$948.07
		2010-01-01	2010-12-31	\$581.57	\$853.10	\$616.50	\$964.66
		2011-01-01	2011-12-31	\$591.75	\$868.03	\$627.29	\$981.54
						<b>(Business Service Representative)</b>	
						\$582.37	\$975.75
						\$594.02	\$995.27
						\$605.90	\$1,015.18
				\$616.50	\$1,032.95		
				\$627.29	\$1,051.03		
Expertech Network Installation	Groups B and C: Steps 1 to 9 will be at 6 month intervals Steps 9 to 10 will be at 12 month intervals	2006-12-01	2008-03-31	<b>Group C</b>		<b>Group B</b>	
				\$366.29	\$716.32	\$417.24	\$815.40
		2008-04-01	2009-03-31	\$373.62	\$730.65	\$425.58	\$831.71
		2009-04-01	2010-03-31	\$381.09	\$745.26	\$434.10	\$848.34
		2010-04-01	2010-11-10	\$388.71	\$760.16	\$442.78	\$865.31
MTS Allstream	7 to 13 steps at 6 month intervals Grade 1, 2 and 3: 7 steps plus one additional step for each grade from Grade 4 to Grade 8	2005-12-24	2006-12-22	\$488.80	\$585.71	<b>Grade 8</b>	
						\$665.70	\$889.58
		2006-12-23	2007-12-19	\$503.15	\$603.28	\$685.49	\$916.40

CLERICAL: WAGE COMPARISON							
AGREEMENT	LENGTH OF TIME TO REACH TOP OF WAGE SCALE	RATES EFFECTIVE		LOWEST LEVEL CLERICAL GRADE		SERVICE REPRESENTATIVE	
		FROM:	TO:	START RATE	TOP RATE	START RATE	TOP RATE
NorthernTel	9 steps at 6 month intervals	2007-03-01	2008-03-01	<b>Step 1</b> \$543.84	<b>Step 9</b> \$905.52	<b>Step 3</b> \$651.13	<b>Step 9</b> \$905.52
		2008-03-02	2009-02-28	\$554.72	\$923.63	\$664.15	\$923.63
		2009-03-01	2010-02-27	\$565.82	\$942.10	\$677.44	\$942.10
		2010-02-28	2011-02-28	\$574.30	\$956.23	\$687.60	\$956.23
Sasktel	Band 2: 5 steps at 26 week intervals	2007-06-03	2008-03-22	\$574.76	\$679.22	\$655.56	\$866.68
	Band 5: 9 steps at 26 week intervals	2008-03-23	2009-03-21	\$614.25	\$718.90	\$695.10	\$906.15
		2009-03-22	2010-03-20	\$638.82	\$747.66	\$722.90	\$942.40
Télébec (CTEA)	Group 6 with 10 steps: First 9 steps at 6 month intervals and 1 year between steps 9 and 10	2005-10-02	2006-10-01	\$334.21	\$654.96	\$408.27	\$814.84
	Group 8 with 11 steps. First 9 steps at 6 month intervals and 1 yr between steps 9 and 10	2006-10-02	2007-10-01	\$334.21	\$654.96	\$420.52	\$839.29
Telus (TWU)	Clerk, Business System Rep., Customer Help Rep.: 9 steps at 6 month intervals	2005-11-17	2006-09-30	\$549.37	\$783.37	<b>Wage schedule 1, Group D</b> \$664.87	\$905.25
		2006-10-01	2007-09-30	\$560.25	\$799.12	\$678.00	\$923.25
		2007-10-01	2008-09-30	\$571.50	\$815.25	\$691.50	\$941.62
		2008-10-01	2009-09-30	\$582.75	\$831.37	\$705.37	\$960.37

<b>TECHNICIAN: HOURS OF WORK</b>				
<b>AGREEMENT</b>	<b>NET NO. OF HOURS/WEEK</b>	<b>NO. OF HOURS IN NORMAL WORKING DAY</b>	<b>FREQUENCY OF SDOs</b>	<b>PROVISIONS FOR TAKING SDOs</b>
Aliant	40	8	1 unpaid scheduled day off for every 4 two-week scheduling period for a compressed work schedule	Will be scheduled as part of employee's work schedule based on business requirements
Bell Canada	37.5	7.5	∅	
Bell Technical Solutions (Ontario-Quebec)	40, however company may reduce to 36 hrs/week with 7 days notice. Options offered: a) 4 x 9 hrs/week b) 9 x 8 hrs/2 weeks c) 4 x 8 hrs/week d) 8 x 8 hrs/2 weeks	8	Depends on schedule	Consultation with team and consideration of operational demands + for week of 4 x 9 hrs: on a rotation basis from Monday to Friday during the following week
Bell West	37.5	7.5	∅	∅
Expertech Network Installation	40	8	∅	∅
MTS Allstream (IBEW)	40	8	5 personal leave days/yr	Arranged between company and employee
NorthernTel	37.5	7.5	∅	∅
Sasktel	37.5	5 consecutive days of not more than 8 ½ hrs/day, not to exceed 75 hrs over 9 days in 2 weeks	∅	∅
Télébec (Teamsters)	39	8	Can bank max. 40 hrs, to be taken as hour off, half tour off or day off	Based on business requirement
Telus (TWU)	37.5	7.5	5 personal days off	To be scheduled on a Monday to Friday, mutually agreed to by employee and management

<b>OPERATOR: HOURS OF WORK</b>					
<b>AGREEMENT</b>	<b>DAY SHIFT</b>	<b>AFTERNOON/EVENING SHIFT</b>	<b>LATE EVENING SHIFT</b>	<b>NIGHT SHIFT</b>	<b>SPLIT SHIFT</b>
Aliant	7.5	7.5	7.5	7.5	No
Bell Canada	7 hrs between 6 a.m. and 6 p.m.	7 hrs between 11 a.m. and 8:45 p.m. 7 hrs between 1 p.m. and 11:45 p.m.	7 hrs between 5 p.m. and 2 a.m.	7 hrs between 10 p.m. and 8 a.m.	Yes, between 7 a.m. and 10 p.m. Not less than 4 hrs and not more than 5 ½ hrs between 2 portions of split shift
MTS Allstream	7 hrs between 7 a.m. and 6 p.m.	7 hrs ending between 6 p.m. and 7:30 p.m.	6 hrs ending after 7:30 p.m. and no later than 1:30 a.m.	7 ½ hrs between 11:30 p.m. and 7 a.m. where 2 or more operators +  7 hrs between midnight and 7 a.m. where more than 1 service which cannot be handled from a common position and where 1 or 2 operators	No
Sasktel	7 hrs when shift ends before 6 p.m.	6 hrs ending between 6 p.m. and midnight	6 hrs ending between 6 p.m. and midnight	7 hrs between midnight and 7 a.m.	No
Telus (TWU)	7 hrs, start between 5 a.m. and 10:30 a.m.	7 hrs, start between 10:31 a.m. and 5:59 p.m.	7 hrs, start between 6:00 p.m. and 4:59 a.m.	7 hrs, start between 6:00 p.m. and 4:59 a.m.	Shall not commence before 6 a.m. and end no later than 9 p.m. Shall not extend beyond a 12 hr period

<b>CLERICAL: HOURS OF WORK</b>				
<b>AGREEMENT</b>	<b>NET NO. OF HRS/WEEK (taking into account SDOs)</b>	<b>NO. OF HOURS IN NORMAL WORKING DAY</b>	<b>FREQUENCY OF SCHEDULED DAYS OFF</b>	<b>PROVISION FOR TAKING SCHEDULED DAYS OFF</b>
Aliant	37.5	7.5	1 unpaid scheduled day off for every 4 two-week scheduling period for a compressed work schedule.	Will be scheduled as part of employee's work schedule based on business requirements
Expertech Network Installation	36	7.5	1 day for 13 days of work during a 5 week segment	To be taken in the following 10 week period, with restrictions during months of Aug. to Oct.
MTS Allstream	37.5	7 hrs 23 min.	5 personal leave days/yr	Not normally taken between June and Sept., adjacent to regular days off, if service requirement permits
NorthernTel	37.5	7.5	Ø	Ø
Sasktel	35	7 hrs 47 min.	1 day every 2 weeks	Company schedules them in conjunction with weekends.
Télébec (CTEA)	36	7.5	Not specified	Based on business requirement
Telus (TWU)	37.5	7.5	5 personal days off	To be scheduled on a Monday to Friday, mutually agreed to by employee and management

<b>TECHNICIAN: OVERTIME</b>					
<b>AGREEMENT</b>	<b>NORMAL OVERTIME</b>	<b>HOLIDAY OVERTIME</b>	<b>OVERTIME ON DAY OFF</b>	<b>CALL OUT OVERTIME</b>	<b>IMMEDIATELY BEFORE OR AFTER SHIFT</b>
Aliant	<p>1 ½ x pay</p> <p>2 x pay: in excess of 4 continuous hrs overtime; through meal; between 7 a.m. and 12 a.m. Sunday; between 12 a.m. and 7 a.m.; and if more than 12 hrs worked in a 24 hr period</p> <p>Can bank overtime: 1 hr time off for each hr pay (1 hr paid at 2 x pay = 2 hrs time off), max. 40 hrs</p>	2 ½ x pay	Normal overtime, min. 4 hrs pay at base rate	<p>Normal overtime, including for travel time to and from work, min. 4 hrs pay at base rate +</p> <p>2 ½ x pay, min. 4 hrs pay at base rate for holidays</p>	Normal overtime if exceeds 10 min. after shift
Bell Canada	<p>1 ½ pay</p> <p>2 x pay when in excess of 2 hrs a week and Sunday or holidays without 48 hrs notice</p>	Normal overtime + 1 additional hr pay without 48 hrs notice, min. 4 hrs	Normal overtime + 1 additional hr pay without 48 hrs notice, min. 4 hrs	Normal overtime + 1 additional hr pay without 48 hrs notice, min. 4 hrs + overtime for travel home to technician, max. 4 hrs	<p>1 ½ x pay for first 2 hrs/week</p> <p>2 x pay thereafter</p>
Bell Technical Solutions (Ontario-Quebec)	1 ½ x pay or 1 ½ banked time, up to 200 hrs	Normal overtime	Normal overtime	Normal overtime, min. 4 hrs pay	Normal overtime

TECHNICIAN: OVERTIME					
AGREEMENT	NORMAL OVERTIME	HOLIDAY OVERTIME	OVERTIME ON DAY OFF	CALL OUT OVERTIME	IMMEDIATELY BEFORE OR AFTER SHIFT
Bell West	<p>1 ½ x pay: in excess of 7.5 hrs/day or in excess of 37.5 hrs/week.</p> <p>1 ½ x pay on the first day of rest and 2 x pay for the 2<sup>nd</sup> and subsequent weekly day(s) of rest.</p> <p>Supervisor can approve banking of overtime, max 37.5 hrs, 1 hr overtime for 1.5 or 2 hrs time off</p>	Normal overtime and replacing hrs worked by time off	1 ½ x pay on the first day of rest and 2 x pay for the 2 <sup>nd</sup> and subsequent weekly day(s) of rest	Normal overtime, min 3 hrs at 1 ½ x pay If call out at home: normal overtime, min 2 hrs regular pay	Normal overtime
Expertech Network Installation	<p>1 ½ x pay</p> <p>2 x pay: in excess of 8 hrs overtime paid at 1 ½ x pay in a week + Sunday without 48 hrs notice.</p> <p>Banked overtime up to 120 hrs, at 1 hr overtime for 1 ½ hr time off</p>	<p>Normal overtime</p> <p>Without 48 hrs notice: 2 x pay + additional 1 hr pay at straight time, min. 4 hrs' pay straight time</p>	<p>Normal overtime, min. 4 hrs pay straight time</p> <p>Without 48 hrs notice: additional 1 hr pay at straight time</p>	<p>Normal overtime, min. 4 hrs pay at straight time</p> <p>Without 48 hrs notice: 1 additional hr pay at straight time and max. 4 hrs travel</p>	In excess of 7 minutes of overtime: formula according to number of minutes worked
MTS Allstream (IBEW)	2 x pay or straight time + time off for each hr. worked or double time off with banking max. 80 hrs	Normal overtime	Normal overtime without 7 days notice	2 x pay, min. 2 hrs from time call is received until back home for immediate reporting	Normal overtime
NorthernTel	<p>1 ½ x pay for 1<sup>st</sup> 4 hrs overtime a week</p> <p>2 x pay thereafter</p> <p>Can bank overtime: 1.5 hrs time off for each 1 hr overtime, max. 40 hrs</p>	Normal overtime	<p>Normal overtime</p> <p>2 x pay on Sunday if not part of regular scheduled shift</p>	Normal overtime, min. 4 hrs pay at straight time. If employee clears the trouble from home, 2 hrs pay at straight time	Normal overtime
Sasktel	2 x pay or double time-off or combination of both	Normal overtime + a day's pay at reg. rate	Normal overtime	Normal overtime + min 2 hrs at overtime rate if not immediately following or 1 hr preceding shift + 1 hr overtime if within 1 hr preceding shift	Normal overtime + 1 hr at overtime rate if within 1 hr preceding shift

<b>TECHNICIAN: OVERTIME</b>					
<b>AGREEMENT</b>	<b>NORMAL OVERTIME</b>	<b>HOLIDAY OVERTIME</b>	<b>OVERTIME ON DAY OFF</b>	<b>CALL OUT OVERTIME</b>	<b>IMMEDIATELY BEFORE OR AFTER SHIFT</b>
Télébec (Teamsters)	1 ½ x pay 2 x pay in excess of 4 hrs overtime/week Can bank overtime: 1 hr overtime for 1 ½ hr off over 40 hrs worked in a week, max 40 hrs	Normal overtime	Sunday: 2 x pay	Normal overtime, min 4 hrs at straight time	Normal overtime
Telus (TWU)	2 x pay or straight time pay + time off for hrs worked or double time off	Normal overtime	Normal overtime	Without 11 hrs notice: paid overtime from time called + overtime to go back home if not continuous to shift. Min. 2 hrs overtime for called-out. If called-out 4 hrs or less before shift, paid full 4 hrs overtime.	Normal overtime

OPERATOR: OVERTIME						
AGREEMENT	NORMAL OVERTIME	HOLIDAY OVERTIME	OVERTIME ON DAY OFF	CALL OUT OVERTIME	IMMEDIATELY BEFORE OR AFTER SHIFT	BETWEEN SESSIONS OF SPLIT SHIFT
Aliant	<p>1 ½ x pay</p> <p>2 x pay: in excess of 4 continuous hrs overtime;</p> <p>through meal; between 7 a.m. and 12 a.m. Sunday;</p> <p>between 12 a.m. and 7 a.m.; and if more than 12 hrs worked in a 24 hr period</p> <p>Can bank overtime: 1 hr time off for each hr pay (1 hr paid at 2 x pay = 2 hrs time off), max. 40 hrs</p>	2 ½ x pay	Normal overtime, min. 4 hrs pay at base rate	Normal overtime, including for travel time to and from work, min. 4 hrs pay at base rate + 2 ½ x pay, min. 4 hrs base rate for holidays	Normal overtime if exceeds 10 min. after shift	∅
Bell Canada	<p>1 ½ x pay</p> <p>2 x pay: Holidays + Friday after 6 p.m. + Saturday and Sunday after noon + Dec. 24 and 31 after 6 p.m. + after 2 hrs overtime/week</p>	2 x pay	1 ½ x pay + 2 x pay after 2 hrs overtime/week, min. 4 hrs pay on overtime	1 ½ x pay, 2 x pay after 2 hrs overtime/week + overtime 1 ½ x pay from call to work, max. 4 hrs without 48 hrs notice	Normal overtime	Normal overtime

OPERATOR: OVERTIME						
AGREEMENT	NORMAL OVERTIME	HOLIDAY OVERTIME	OVERTIME ON DAY OFF	CALL OUT OVERTIME	IMMEDIATELY BEFORE OR AFTER SHIFT	BETWEEN SESSIONS OF SPLIT SHIFT
MTS Allstream	2 x pay or straight time pay + time off for hr worked or 2 x time off, banking max. 2 weeks	Normal overtime For a 6 hr tour: 6 hrs x 2 x pay with premium + 1 hr at straight time	Normal overtime For a 6 hr tour: 2 x pay + 1 hr at straight time.  2 x pay without 24 hrs notice of shift change	2 x pay with a min. 2 hrs + for immediate reporting: from time of call to back home	Normal overtime	∅
Sasktel	2 x pay or double time off or combination of both	Normal overtime + a day's pay at reg. rate	Normal overtime	Normal overtime + min 2 hrs at overtime rate if not immediately following or 1 hr preceding shift + 1 hr at overtime rate if within 1 hr preceding shift	Normal overtime + if within 1 hr before shift, should receive 1 hr at overtime rate	∅
Telus (TWU)	First 2 hrs of continuous overtime at 1 ½ x pay + 2 x pay after. Banking overtime: double time off or straight time + time off for hrs worked.	2 x pay	Normal overtime except Sunday at 2 x pay. If rescheduled shift without 5 days notice: 2 x pay	Without 11 hrs notice: paid overtime from time called + overtime to go back home if not continuous to shift. Min 2 hrs overtime for called-out. If called-out 4 hrs or less before shift, paid full 4 hrs overtime.	Normal overtime. When work another shift immediately after a regular shift: 2 x pay	Normal overtime

CLERICAL: OVERTIME						
AGREEMENT	NORMAL OVERTIME	HOLIDAY OVERTIME	OVERTIME ON DAY OFF	CALL OUT OVERTIME	IMMEDIATELY BEFORE OR AFTER SHIFT	BETWEEN SESSIONS OF SPLIT SHIFT
Aliant	<p>1 ½ x pay</p> <p>2 x pay: in excess of 4 continuous hrs overtime; through meal; between 7 a.m. and 12 a.m.</p> <p>Sunday; between 12 a.m. and 7 a.m.; and if more than 12 hrs worked in a 24 hr period</p> <p>Can bank overtime: 1 hr time off for each hr pay (1 hr paid at 2 x pay = 2 hrs time off), max. 40 hrs</p>	2 ½ x pay	Normal overtime, min. 4 hrs pay at base rate	Normal overtime, including for travel to and from work, min. 4 hrs pay at base rate + 2 ½ x pay, min. 4 hrs pay at base rate for holidays	Normal overtime if exceeds 10 min. after shift	∅
Expertech Network Installation	<p>1 ½ x pay</p> <p>2 x pay in excess of 8 hrs overtime/week, can bank overtime at 1 ½ hr for 1 hr worked, max. 72 hrs</p>	<p>Normal overtime</p> <p>Without 48 hrs notice: 2 x pay + additional 1 hr pay at straight time</p> <p>If Holiday on a Saturday: overtime + another day off</p>	<p>Normal overtime additional 1 hr pay without 48 hrs notice, min. 3 ¾ hrs pay</p>	<p>Normal overtime additional 1 hr pay without 48 hrs notice, min. 3 ¾ hrs pay</p>	<p>After 5 minutes, scale based on number of minutes worked</p> <p>If 1 hr or more: additional 1 hr pay without 1 hr notice</p>	<p>Normal overtime + additional 1 hr pay without 48 hrs notice, min. 3 ¾ hrs pay</p>
MTS Allstream	<p>2 x pay or straight time pay + time off for hrs worked or double time off, banking max. 2 weeks</p>	Normal overtime	<p>Normal overtime</p> <p>2 x pay without 24 hours of notice for shift change</p>	Normal overtime with min. 2 hrs.	Normal overtime	Normal overtime

CLERICAL: OVERTIME						
AGREEMENT	NORMAL OVERTIME	HOLIDAY OVERTIME	OVERTIME ON DAY OFF	CALL OUT OVERTIME	IMMEDIATELY BEFORE OR AFTER SHIFT	BETWEEN SESSIONS OF SPLIT SHIFT
NorthernTel	1 ½ x pay 2 x pay after 4 hrs overtime/week Can bank overtime: 1.5 hrs time off for each 1 hr of overtime, max. 37.5 hrs	Normal overtime	Normal overtime 2 x pay on Sunday	Normal overtime, min. 4 hrs of pay	Normal overtime	No split shift
Sasktel	2 x pay or double time off or combination of both	Normal overtime + a day's pay at reg. rate	Normal overtime	Normal overtime + min 2 hrs at overtime rate if not immediately following or 1 hr preceding shift + 1 hr at overtime rate if within 1 hr preceding shift	Normal overtime + 1 hr at overtime rate if within 1 hr preceding shift	No split shift
Télébec (CTEA)	1 ½ x pay 2 x pay in excess of 4 hrs overtime/week Can bank overtime: 1 hr time off for 1 hr overtime and 1½ hr time off/ hr overtime after working 40 hrs/week, max 37 ½ hrs	Normal overtime	Normal overtime	Scale based on number of minutes worked (approx. 1 ½ x pay), min. 3.75 hrs at straight time	Scale based on number of minutes worked (approx. 1 ½ x pay) after 10 min of overtime. 2 x pay in excess of 4 hrs/week	Not specified

<b>CLERICAL: OVERTIME</b>						
<b>AGREEMENT</b>	<b>NORMAL OVERTIME</b>	<b>HOLIDAY OVERTIME</b>	<b>OVERTIME ON DAY OFF</b>	<b>CALL OUT OVERTIME</b>	<b>IMMEDIATELY BEFORE OR AFTER SHIFT</b>	<b>BETWEEN SESSIONS OF SPLIT SHIFT</b>
Telus (TWU)	First 2 hrs continuous overtime at 1 ½ x pay + 2 x pay after. Banking overtime: double time off or straight time pay + time off for hrs worked.	2 x pay	Normal overtime except Sunday: 2 x pay	Without 11 hrs notice: paid overtime from time called + overtime to go back home if not continuous to shift. Min 2 hrs overtime for called-out. If called-out 4 hrs or less before shift, paid full 4 hrs overtime.	Normal overtime. When work another shift immediately after a regular shift: 2 x pay	Normal overtime

<b>TECHNICIAN: SUNDAY PREMIUMS</b>	
<b>AGREEMENT</b>	<b>PROVISIONS</b>
Aliant	1 ½ x pay
Bell Canada	1 ½ x pay
Bell Technical Solutions (Ontario-Quebec)	No regular full time employee shall be scheduled on a Sunday
Bell West	None
Expertech Network Installation	1 ½ x pay
MTS Allstream (IBEW)	1 ½ x pay
NorthernTel	1 ½ x pay
Sasktel	1 ½ x pay + additional 1 ½ x pay for 2 <sup>nd</sup> and subsequent Sunday
Télébec (Teamsters)	1 ½ x pay
Telus (TWU)	1 ½ x pay 2 x pay if worker required to work 3 or more Sundays in a scheduled 4 week period

<b>OPERATOR: SUNDAY PREMIUMS</b>	
<b>AGREEMENT</b>	<b>PROVISIONS</b>
Aliant	1 ½ x pay
Bell Canada	1 ½ x pay 2 x pay for second and subsequent consecutive Sunday
MTS Allstream	1 ½ x pay
Sasktel	1 ½ x pay Additional 1 ½ x pay for second and subsequent consecutive Sunday
Telus (TWU)	1 ½ x pay 2 x pay if operator required to work 3 or more Sundays in a 4 week period + day off in lieu without pay

<b>CLERICAL: SUNDAY PREMIUMS</b>	
<b>AGREEMENT</b>	<b>PROVISIONS</b>
Aliant	1 ½ x pay
Expertech Network Installation	1 ½ x pay 2 x pay without 48 hrs notice
MTS Allstream	1 ½ x pay
NorthernTel	2 x pay
Sasktel	1 ½ x pay Additional 1 ½ x pay for second and subsequent consecutive Sunday
Télébec (CTEA)	1 ½ x pay
Telus (TWU)	1 ½ x pay 2 x pay if worker required to work 3 or more Sundays in a scheduled 4 week period.

<b>TECHNICIAN: RELIEF PERIODS</b>						
<b>AGREEMENT</b>	<b>NO. AND LENGTH OF REST BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR REST BREAKS</b>	<b>LENGTH OF MEAL BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR MEAL BREAKS</b>
Aliant	2 x 15 minutes	Paid	1 break in first half of tour 1 break in second half of tour	1 hr	Unpaid	Usually mid-tour
Bell Canada	2 x 15 minutes	Paid	As close to middle of each session as possible	Not to exceed 1 hr 20 min. (Sunday, holidays and off-normal tours, or overtime)	Unpaid Paid	Not specified
Bell Technical Solutions (Ontario-Quebec)	2 x 15 minutes	Paid	Middle of each half tour of duty	1 hr/day tour 20 min.(afternoon and night tours)	Unpaid Paid	Around middle of the tour Not specified
Bell West	2 x max 15 minutes	Paid	When the business permits	From 30 to 60 minutes	Unpaid	At management's discretion
Expertech Network Installation	2 x 15 minutes + 5 min. after 2 continuous hrs at Visual Display Terminal	Paid	As close to middle of each half tour	Not to exceed 1 hr For scheduled off-normal tour, Sunday day tour, holiday day tour, 20 min 8 hrs or more of continuous attendance, 20 min	Unpaid Paid Paid	Not specified
MTS Allstream (IBEW)	Not specified	Not specified	Not specified	½ hr - 1 hr 20 min. if need to work 8 hrs straight with meal break within work area	Unpaid Paid	Not specified

<b>TECHNICIAN: RELIEF PERIODS</b>						
<b>AGREEMENT</b>	<b>NO. AND LENGTH OF REST BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR REST BREAKS</b>	<b>LENGTH OF MEAL BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR MEAL BREAKS</b>
NorthernTel	2 x 15 minutes	Paid	As close to middle of each session as possible	Not specified	Not specified	Not specified
Sasktel	½ hr for total break for evening and night shifts	Paid	Not specified	1 hr for day shift ½ hr for total break for evening and night shifts	Unpaid Paid	Not specified
Télébec (Teamsters)	2 x 15 min	Paid	As close to middle of each half tour as possible	Not specified		
Telus (TWU)	2 x 15 minutes	Paid	Manager to designate times in each work location	Min ½ hr, max 1 hr determined by management	Unpaid	Not specified

<b>OPERATOR: RELIEF PERIODS</b>						
<b>AGREEMENT</b>	<b>NO. AND LENGTH OF REST BREAKS</b>	<b>PAID/ UNPAID</b>	<b>TIMING FOR REST BREAKS</b>	<b>LENGTH OF MEAL BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR MEAL BREAKS</b>
Aliant	2 x 15 minutes.	Paid	1 break in first half of tour 1 break in second half of tour	1 hr	Unpaid	Usually mid-tour
Bell Canada	2 x15 minutes.	Paid	After not more than 2 ½ hrs of work and 2 hrs for employee working at Video Display Terminals	30 min., 45 min. or 1 hr	Unpaid	Not specified
MTS Allstream	Day and afternoon – evening tour: 2 x 15 minutes	Paid	As near mid-session as practicable	Not specified	Not specified	Not specified
	Early evening tour: 2 x 15 minutes	Paid	As near mid-session as practicable	Not specified	Not specified	Not specified
	Late evening tour: 1 x 15 minutes	Paid	Not specified	Late evening tour: 1 x 15 minutes	Paid	Not specified
	Night tour: 2 x 15 minutes (where 2 or more operators); (none scheduled where 1 operator)	Paid	As near mid-session as practicable	Night tour: 1 x 30 min. where 2 or more operators. None scheduled where 1 operator	Paid	As near middle of shift as practicable
	Break after 2 hrs at Video Display Terminal	Paid	Not specified			
Sasktel	2 x 15 minutes +	Paid	During each session	30 min. for relief and lunch when work 6 hrs and with VDT	Paid	Breaks scheduled to make work period as equal as practicable
	Night shift: 2 x 15 min. or	Paid	As close to middle of the tour			

<b>OPERATOR: RELIEF PERIODS</b>						
<b>AGREEMENT</b>	<b>NO. AND LENGTH OF REST BREAKS</b>	<b>PAID/ UNPAID</b>	<b>TIMING FOR REST BREAKS</b>	<b>LENGTH OF MEAL BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR MEAL BREAKS</b>
(cont'd)  Sastel	1 x 30 min  For operators using Visual Display Terminals, 2 interchangeable relief periods, 1 x 15 min. and 1 x 30 min. when work 6 hrs.  For operators not using Visual Display Terminals, 1 x 30 min. will be for relief and a lunch period when work 6 hrs	Paid  Paid	VDT operators not required to work more than 2 hrs at a time. Breaks scheduled to make work periods as equal as practicable  As close to middle of session as practicable	Confined to ½ hr on Saturday, Sunday and Statutory Holidays	Paid	Not specified
Telus (TWU)	2 x 15 minutes	Paid	Manager to designate time	Min ½ hr, max 1 hr  ½ hr for shifts ending after 9 p.m., night shifts, Saturday, Sunday and Holiday shifts	Unpaid  Unpaid	Not specified  Not specified

CLERICAL: RELIEF PERIODS						
AGREEMENT	NO. AND LENGTH OF REST BREAKS	PAID/UNPAID	TIMING FOR REST BREAKS	LENGTH OF MEAL BREAKS	PAID/UNPAID	TIMING FOR MEAL BREAKS
Aliant	2 x 15 minutes.	Paid	1 break in first half of tour 1 break in second half of tour	1 hr	Unpaid	Usually mid-tour
Expertech Network Installation	2 x 15 minutes	Paid	One in the middle of each half-tour	1 hr max  20 min. off-normal tour, on Sunday or on Holiday	Unpaid  Paid	Not specified
MTS Allstream	2 x 20 minutes	Paid	As near as mid-session as possible	Not to exceed 1 hr  20 min. (when assigned straight tour and employee available for work)	Unpaid  Paid	Not specified
NorthernTel	2 x 15 minutes. In offices staffed by 1 employee, required to provide continuous customer service	Paid	As close to middle of each half tour as efficiency of operation permits	Not specified	Not specified	Not specified
Sasktel	Total break not more than ½ hr for evening and night shifts	Paid	Not specified	1 hr  For day shift on Saturday and Sunday: max. 30	Unpaid  Unpaid	Between noon to 1 p.m.  Not specified

<b>CLERICAL: RELIEF PERIODS</b>						
<b>AGREEMENT</b>	<b>NO. AND LENGTH OF REST BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR REST BREAKS</b>	<b>LENGTH OF MEAL BREAKS</b>	<b>PAID/UNPAID</b>	<b>TIMING FOR MEAL BREAKS</b>
Télébec (CTEA)	2 x 15 minutes	Paid	One in the middle of each half-tour	1 hr max 20 min during off tour or Sunday during reg. day shift	Unpaid Paid	Not specified
Telus (TWU)	2 x 15 minutes	Paid	Manager to designate times in each work location	Min ½ hr, max 1 hr	Unpaid	Not specified

VACATION PERIODS							
EMPLOYER	YEARS OF SERVICE REQUIRED PER VACATION WEEK						
	1 week	2 weeks	3 weeks	4 weeks	5 weeks	6 weeks	7 weeks
Aliant	1 day/month, max. 10 days	1 day/month, max . 10 days	1	9	20	25	Ø
Bell Canada (Technician and Operator)	1 day/month, max. 10 days	1 day/month, max . 10 days	1	10	18	25	Ø
Bell Technical Solutions (Ontario-Quebec)	1 day/month, max. 10 days	1	5	10	Ø	Ø	Ø
Bell West	1.5 days/month, max. 15 days	1.5 days/month, max. 15 days	1	7	18	25	Ø
Expertech Network Installation	1 day/month, max. 10 days	1 day/month, max. 10 days	1	10	18	25	Ø
MTS Allstream (Technician - IBEW)	0.288 day/week	0.288 day/week	1	6	14	21	34
MTS Allstream (Operator and Clerical)	0.288 day/week	0.288 day/week	1	6	14	21	34
NorthernTel	1 day/month, max. 10 days	1	3	10	18	25	Ø
Sasktel	Ø	Ø	1	8	15	25	Ø
Télébec (CTEA)	1 day/month, max. 10 days	1	2	10	18	25	Ø
Télébec (Teamsters)	1 day/month, max. 10 days	1	3	10	18	25	Ø
Telus (TWU)	1 day/month	1 day/month	1	9	16	25	Ø

STATUTORY HOLIDAYS		
EMPLOYER	STATUTORY HOLIDAYS (DAY)	FLOATERS (DAY)
Aliant	10 and 11 for Newfoundland and Labrador	2 and 1 for Newfoundland and Labrador
Bell Canada (Technician and Operator)	10 for Technician, 9 for Operator	1 for Technician, 2 for Operator
Bell Technical Solutions (Ontario-Quebec)	9	Ø
Bell West	11	Ø
Expertech Network Installation	10	1 for Technician, 2 for Clerical
MTS Allstream (Technician - IBEW)	10	1
MTS Allstream (Operator and Clerical)	10	1
NorthernTel	9	2 after 1 year of service 3 after 3 years of service 4 after 7 years of service 5 after 10 years of service
Sasktel	11	1
Télébec (Teamsters)	10	1
Télébec (CTEA)	10	1
Telus (TWU)	11	1

LAY-OFF PROVISIONS					
AGREEMENT	NOTIFICATION TO THE UNION	ORDER OF LAY-OFF SPECIFIED	RECALL RIGHTS	LAY-OFF ALLOWANCE/ SUPPLEMENTAL E.I. BENEFITS	CONTINUATION OF BENEFITS AFTER LAY-OFF
Aliant	Temporary lay-off: 6 weeks Lay-off: 60 days	Reverse order of seniority in classification within Reporting centre or the queue with bumping rights. Temp employees and contractors within classification and province terminated first.  Temp. lay-off: reverse order of seniority within Reporting Area and classification.	24 months  By seniority with different options.  Temp. lay-off: will be recalled not less than 4 weeks after lay-off + no bumping right	Min. 3 weeks/yr service, max. 78 weeks  Temp. lay-off: 75% of gross pay less EI + 75% gross pay for the EI waiting period	Lay-off with recall rights: option to keep group insurance, dental, medical and pension plans by paying employer + employee premiums  Temp. lay-off: group insurance, dental, medical and pension plans by paying normal premiums
Bell Canada (Technician and Operator)	30 days	Technician: a) Temporary (max. of 25 weeks) – all regular term and temps within family and JHQ laid-off first. All contractors released  b) Long term lay-off: temporary and contractors within HQ released; then lay-off in inverse order of seniority within HQ with bumping rights within HQ. If employee has 5 years of service, bumping rights into an adjacent HQ within job classification  Operator: Inverse order of seniority within each office or system after having laid-off temp. and released contractors and, in long term lay-off, the right to bump into another system within the locality	Technician: Inverse order of lay-off within headquarters in case of long term lay-off and within headquarters and family in case of short term.  Operator: Inverse order of lay-off within office	Lay-off allowance plan: 90% of salary less UI  (+ 40% of regular earnings for the first 2 weeks for temp. lay-off)  Period: 3 weeks for 1 year service + 1 week per year of service up to 15, then 3 weeks for each additional year of service	For temp. lay-off:  Vision care, dental plan, comprehensive medical expense plans; for survivor protection program, employee shall prepay premiums prior to lay-off.  For long term lay-off:  Benefits paid for 30 days, for Survivor Protection Program: premium must be prepaid.

LAY-OFF PROVISIONS					
AGREEMENT	NOTIFICATION	ORDER OF LAY-OFF SPECIFIED	RECALL RIGHTS	LAY-OFF ALLOWANCE/ SUPPLEMENTAL E.I. BENEFITS	CONTINUATION OF BENEFITS AFTER LAY- OFF
Bell Technical Solutions (Ontario-Quebec)	5 days to the Union. Employees: 2 weeks notice if less than 13 weeks lay-off for Ontario and less than 6 months for Quebec  Lay-off of 13 weeks and more for Ontario and 6 months and more for Quebec: shall receive notice in accordance with applicable labour laws	Temporary then Part or Full time in reverse order of seniority within the service territory.	Surplus, laid off and bumped regular employees by order of seniority within service territory, 3 yrs recall rights	Employees entitle to allowance equal to regular wage in accordance to notification requirement	No
Bell West	No	At company's discretion. If same individual performance levels and individual skill sets: most junior employee.	No	No	No
Expertech Network Installation (Technician)	30 days if lay-off of 50 or more regular employees	a) Temporary lay-off (max. of 25 weeks) – all temps within family and headquarter (HQ) laid-off first and all contractors within family and HQ released. Then, lay-off most junior within HQ. Right to bump for same or lower classification within same family and same HQ.  b) Long term lay-off: all temps within HQ terminated and contractors within territory released. Then lay-off in inverse order of seniority within HQ with bumping rights within HQ; With 5 years service: bumping rights to another seniority unit in adjacent HQ.	Temp lay-off: inverse order of lay-off within family  Long term lay-off: inverse order of lay-off within HQ	Lay-off allowance plan: 90% of salary less EI (+ 40% of regular earnings for the first 2 weeks for temp. lay-off). If reg. employee on temp lay-off has used all allowances: 40% of salary for remaining lay-off period.  Period: 3 weeks for 1 year service + 1 additional week per year of service up to 14 yrs service, then 3 weeks for each additional year of service	Health and dental plans, vision care; survivor protection program if employee prepays premium prior to lay-off.  Maintained for entire period of lay-off for temp lay-off and for 30 days for long term lay-off.

<b>LAY-OFFS PROVISIONS</b>					
<b>AGREEMENT</b>	<b>NOTIFICATION</b>	<b>ORDER OF LAY-OFF SPECIFIED</b>	<b>RECALL RIGHTS</b>	<b>LAY-OFF ALLOWANCE/ SUPPLEMENTAL E.I. BENEFITS</b>	<b>CONTINUATION OF BENEFITS AFTER LAY-OFF</b>
Expertech Network Installation (Clerical)	30 days if lay-off of 10 or more regular employees	Contractors released and student, term or temp employees should not work in locality during lay-off. Bumping rights within the same or another department within the same or other localities.	52 weeks. Inverse order of lay-off within department and locality + can place name on recall list of another locality within department if all operations closed within locality	Lay off allowance plan: 90% of salary less UI less earnings from other employment Period: 3 weeks for 1 year service + 1 additional week per year of service up to 14 yrs service, then 3 weeks for each additional year of service	Dental Plan, Vision Care and Health Plan maintained up to 30 days and survivor protection program if employee prepays premiums up to 30 days
MTS Allstream (Technician -IBEW)	16 days for permanent lay-off and 30 days for temporary lay-off	Company wide ascending order of seniority, with term and general apprentices being laid off first and contractors being released	12 months. By order of seniority	Termination allowance only	Up to 12 months for dental, life insurance, voluntary accident insurance and Blue Cross Benefit Plan if employee pays premiums
MTS Allstream (Operator and Clerical)	40 days to union and 30 days to employees	Inverse order of seniority, by location and occupational group. Province-wide bumping rights into MTS Allstream and MTS Media Term and probationary must be terminated first	2 years: most senior by location and classification	Termination allowance only	Up to 1 year for Dental Plan, Group Life Ins., Voluntary Accident Ins. and Blue Cross, providing employee continues to pay his/her portion of the premium
NorthernTel	14 days for lay-off less than 6 months	Reverse order of seniority in each job classification in a seniority unit, with bumping rights. Students and part-time in a seniority unit terminated and	2 years, to retransfer to former position + company recall list in seniority order up to 18	For lay-off less than 6 months: benefits of 90% wages less EI and 40% for the 1 <sup>st</sup> two weeks.	Long term lay-off: 6 months for Group Life Insurance with premiums paid by

LAY-OFFS PROVISIONS					
AGREEMENT	NOTIFICATION	ORDER OF LAY-OFF SPECIFIED	RECALL RIGHTS	LAY-OFF ALLOWANCE/ SUPPLEMENTAL E.I. BENEFITS	CONTINUATION OF BENEFITS AFTER LAY-OFF
(cont'd)  NorthernTel	30 days for lay-off 6 months and longer	contractors released in bargaining unit (or in seniority unit for long term lay-off)	months depending on seniority	For lay-off of 6 months and more: lump sum paid at the end of 1 yr recall period + 18 months recall period with 5 yrs seniority  Period: With 3 yrs seniority: 5 weeks then 1 additional week/yr service up to 14 yrs. At 15 yrs service: additional 2 weeks per year service	employee. 30 days for other benefits except for health, dental and vision plans.  Lay-off less than 6 months: health, dental and vision plans and Group Life Insurance for the entire period of lay-off.
Sasktel	3 months' notice to union.  For employees: 0-1 year: 2 weeks 1-5 years: 4 weeks 5-10 years: 6 weeks over 10 years: 10 weeks	Most junior employee in classification and wage band in location with bumping rights, temp. and part-time employees laid-off first	2 years. By order of seniority of employee in same or similar classification	Lay-off allowance: 90% of salary less UI.  Period: 4 weeks at 1 yr service and up to 17 weeks after 14 years of service then any additional years service at 3 weeks per year service	Up to 1 year for: Disability Income Plan, Dental Plan.  Group Life Insurance if employee pays premium before lay-off.  Option to buy back 1 yr of superannuity coverage upon return to work

<b>LAY-OFFS PROVISIONS</b>					
<b>AGREEMENT</b>	<b>NOTIFICATION</b>	<b>ORDER OF LAY-OFF SPECIFIED</b>	<b>RECALL RIGHTS</b>	<b>LAY-OFF ALLOWANCE/ SUPPLEMENTAL E.I. BENEFITS</b>	<b>CONTINUATION OF BENEFITS AFTER LAY-OFF</b>
Télébec (Teamsters)	30 days if 5 employees or more affected	Inverse order of seniority by job category and unit seniority, with bumping rights	2 years, by seniority company-wide, in inverse order of lay-off	1 week pay /yr service after 2 yrs service. At 10 yrs service: 1 additional week of pay for each 6 months service. At 16 yrs service: 2 additional weeks of pay for each 6 months service.	Option to keep benefits if employee pays employer and employee premiums, except for extended health plan which is mandatory. For up to 12 months: extended health and dental plans. For up to 24 months: life and accident insurance.
Télébec (CTEA)	Not specified	Not specified	Not specified	Termination allowance only	Extended health, dental, vision and life insurance for 12 months if employee prepays premiums. It is mandatory to keep extended health
Telus (TWU)	A minimum of one month	Temp will be laid-off first, no contract out work if an employee on lay-off can do the job, providing necessary tools and equipment available. Technician: inverse order of seniority within province. Operator and clerical: inverse order of seniority within operating area within province.	According to seniority	None	No

TECHNOLOGICAL CHANGE								
AGREEMENT	DEFINITION	LENGTH OF NOTICE	CONSULTATION WITH UNION	JOB PROTECTION	COMPANY PAID RELOCATION	TIME REQUIRED FOR FAMILIARISATION AFTER JOB RELOCATION	MAINTENANCE OF PAY RATES	TERMINATION ALLOWANCE
Aliant	Yes	120 days	Yes	No	Yes	8 weeks	Yes, until rate for new position exceeds former rate	Yes
Bell Canada (Technician)	Yes	120 days for termination of 50 or more employees	Yes	After 6 months of service	Yes	10 working days	Transfer indemnity (lump sum paid on differential for 1 year)	Yes
Bell Canada (Operator)	Yes	120 days for 10% and more employees in office or 10 and more employees in office	Yes	After 12 months service	Yes	Not less than 90 days	Transfer indemnity	Yes
Bell Technical Solutions (Ontario-Quebec)	No technical change provision							
Bell West	No	None	No	No	No	No	No	No
Expertech Network Installation	Technician: Yes Clerical: No	Technician: 120 days if termination of 50 employees or more Clerical: No	Technician: Yes Clerical: Yes	Technician: After 6 months service Clerical: No	Technician: Yes Clerical: No	Technician: Not mentioned Clerical: No	Technician: lump sum based on differential between rates of pay for 12 months with 6 months seniority Clerical: No	Technician: Yes Clerical: No

TECHNOLOGICAL CHANGE								
AGREEMENT	DEFINITION	LENGTH OF NOTICE	CONSULTATION WITH UNION	JOB PROTECTION	COMPANY PAID RELOCATION	TIME REQUIRED FOR FAMILIARISATION AFTER JOB RELOCATION	MAINTENANCE OF PAY RATES	TERMINATION ALLOWANCE
MTS Allstream (IBEW)	No	No less than 180 days	Yes	No	Yes	6 month trial period	Not specified	Yes
MTS Allstream	Yes	9 months (no less than 120 days)	Yes	No	Depends	Whatever training is necessary (not to exceed training for new employee)	Yes	Yes
NorthernTel	Yes	At least 120 days	Yes	No	Yes	Maximum of 90 days	Lump sum calculated on differential between rates of pay for 6 months	Yes
Sasktel	Yes	Min. 120 days, preferably 12 months	Yes	With 2 years service, will make very reasonable effort not to lay-off	Yes	4 weeks and up to 8 weeks	Yes	Yes
Télébec (Teamsters)	Yes	At least 90 days when more than 10 workers affected	Yes	No	Not specified	Not specified	No	Yes, same as lay-off
Télébec (CTEA)	No	Not specified	Yes	No	No	Not specified	No	Yes
Telus (TWU)	As in <i>Canada Labour Code</i>	12 months	Yes for training and relocation only	After 2 years of service for regular employees	Yes	Not specified	Yes – some provisions for red circling and downgrades	No

MATERNITY AND PARENTAL LEAVES						
AGREEMENT	QUALIFYING TIME	NOTICE REQ'D	AMOUNT OF LEAVE	PAID/UNPAID	SENIORITY RIGHTS	PROVISION FOR LEAVE EXTENSION (PARENTAL LEAVE)
Aliant	6 months	Not specified	17 weeks	100% of pay for first 2 weeks, following 15 weeks: EI + income top up rate = 75% of regular gross earnings	Maintained	Parental Leave: 25 weeks or 10 weeks if maternity leave is taken, with EI + income top up rate = 75% of reg. gross earnings
Bell Canada (Technician and Operator)	6 months	4 weeks	17 weeks	15 weeks paid (supplemental pregnancy allowance)	Maintained	Parental Leave: 37 weeks (with 10 weeks paid for technician) Adoption Leave: 37 weeks + supplemental leave of 11 weeks for technician and 17 weeks for Operator (including 10 paid weeks for Operator)
Bell Technical Solutions (Ontario)	In accordance with the <i>Ontario Employment Standards Act</i>					
Bell Technical Solutions (Quebec)	In accordance with the <i>Quebec Labour Standards Act</i>					
Bell West	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned
Expertech Network Installation (Technician and Clerical)	6 months	4 weeks	17 weeks	supplemental allowance paid for 15 weeks	Maintained	Parental Leave: 10 weeks with supplemental allowance + 25 weeks unpaid. Adoption Leave: 10 weeks with supplemental allowance + 25 weeks unpaid and 17 additional weeks unpaid

<b>MATERNITY AND PARENTAL LEAVES</b>						
<b>AGREEMENT</b>	<b>QUALIFYING TIME</b>	<b>NOTICE REQ'D</b>	<b>AMOUNT OF LEAVE</b>	<b>PAID/UNPAID</b>	<b>SENIORITY RIGHTS</b>	<b>PROVISION FOR LEAVE EXTENSION (PARENTAL LEAVE)</b>
MTS Allstream (Technician - IBEW)	6 months	4 weeks	17 weeks + additional time if delivery occurs after date mentioned on certificate	Plan A: Unpaid Plan B: Supplemental Maternity Allowance Plan. First 2 weeks payment 93% of regular wages + 15 weeks at 93% wages less EI	Maintained	Parental Leave: 37 weeks + extension possible Adoption Leave: 37 weeks + possible extension + Plan A: unpaid; Plan B: 93% of regular wages for first 2 weeks + 93% wages less EI for 10 additional weeks
MTS Allstream (Operator and Clerical)	6 months	4 weeks	17 weeks + additional time if delivery occurs after date mentioned on certificate	Plan A: Unpaid Plan B: Supplemental plan with first 2 weeks at 93% wages and the remaining 15 weeks at 93% of regular wages less EI	Maintained	Parental Leave: 37 weeks Adoption Leave: 37 weeks + possible extension + Plan A: unpaid, Plan B: 93% of regular wages for first 2 weeks + 93% wages less EI for 10 additional weeks
NorthernTel	6 months	4 weeks	17 weeks	With 1 yr seniority: 1st two weeks unpaid and next 15 weeks: supplemental allowance based on weekly basic rate of pay. EI + supplemental allowance shouldn't be more than 90% of basic rate of pay, max. \$1,440 per maternity leave	Maintained	Parental Leave: 37 unpaid weeks after maternity leave, max. 52 weeks Adoption Leave: 37 weeks, including 10 weeks with supplemental allowance

MATERNITY AND PARENTAL LEAVES						
AGREEMENT	QUALIFYING TIME	NOTICE REQ'D	AMOUNT OF LEAVE	PAID/UNPAID	SENIORITY RIGHTS	PROVISION FOR LEAVE EXTENSION (PARENTAL LEAVE)
Sasktel	20 weeks in the 52 week period preceding leave of absence	4 weeks	17 weeks	Initial 2 weeks at 95% of reg. wages and 15 weeks with top-up of EI at 95% of reg. wages + then entitlement of extended sick leave for medical reasons with benefits that top-up EI at 95% of reg. wages.	Maintained	Parental Leave: 37 weeks unpaid; can be taken after maternity leave up to 52 weeks Adoption Leave: 37 weeks unpaid, with top up to 42 weeks
Télébec (Teamsters)	12 months	As per company's policy	As per company's policy	Supplemental plan as per company's policy	As per company's policy	As per company's policy Parental: 2 days paid and 3 days unpaid at the time of birth.
Télébec (CTEA)	Not specified	Not specified	Not specified	Supplemental plan: after 12 months of continuous service	Not specified	Not specified
Telus (TWU)	<i>As in Canada Labour Code</i>					

<b>BEREAVEMENT LEAVE</b>			
<b>AGREEMENT</b>	<b>RELATION TO BEREAVED EMPLOYEE</b>	<b>AMOUNT OF PAID LEAVE</b>	<b>AMOUNT OF PAID LEAVE WHEN BEREAVEMENT OUT OF TOWN</b>
Aliant	Immediate family + may be granted time off for others with supervisor's approval	Normally will not exceed 5 working days	May be granted with supervisor's approval
Bell Canada (Technician and Operator)	Spouse, common-law spouse, son, daughter	5 days	1 week
	Father, mother, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other relative residing in same permanent residence as employee (mother or father of common-law-spouse for technician)	3 days	1 week
Bell Technical Solutions (Ontario-Quebec)	Spouse, common-law spouse, same-sex spouse, son, daughter	5 days	If traveling more than 200 km, 1 additional day
	Father, mother, brother, sister, mother-in-law, father-in-law (including parents of same sex spouse), grandchild	3 days	
	Grandparent	1 day	
Bell West	Not mentioned	Not mentioned	Not mentioned
Expertech Network Installation (Technician)	Spouse, common-law spouse, son, daughter	5 days	1 week
	Father, mother, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, father or mother of common law spouse, son-in-law, daughter-in-law or other relative residing in same permanent residence as employee	3 days	1 week

**BEREAVEMENT LEAVE**

AGREEMENT	RELATION TO BEREAVED EMPLOYEE	AMOUNT OF PAID LEAVE	AMOUNT OF PAID LEAVE WHEN BEREAVEMENT OUT OF TOWN
Expertech Network Installation (Clerical)	Spouse, common-law spouse, son, daughter	5 days	Max. 5 days
	Father, mother, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, dependant or other relative residing in same permanent residence as employee + spouse or common law partner of father or mother, spouse or common law partner of her father-in-law or mother-in-law, father or mother of her common law partner, son-in-law, daughter-in-law	3 days	Max. 5 days except for grandparent and grandchild
MTS Allstream (Technician - IBEW)	Not in collective agreement: Spouse, common-law partner, father, mother, father-in-law, mother-in-law, (common law father and mother and their spouse), children, children of spouse or common law partner, grandparent, grandchildren, brother, sister, brother-in-law, sister-in-law and any relatives who reside permanently with employee or with whom the employee permanently resides	3 days	1 calendar week
MTS Allstream (Operator and Clerical)	Not in collective agreement: Spouse, common-law partner, father, mother, father-in-law, mother-in-law, (common law father and mother and their spouse) children, children of spouse or common law partner, grandparent, grandchildren, brother, sister, brother-in-law, sister-in-law and any relatives who reside permanently with employee or with whom the employee permanently resides	3 days	1 calendar week
NorthernTel	Spouse, common-law partner, son, daughter, including all children in common-law household	5 days	1 week if required to travel 200 km or more
	Death in the immediate family including father, mother, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent and other dependent relative living with employee	3 days	

<b>BEREAVEMENT LEAVE</b>			
<b>AGREEMENT</b>	<b>RELATION TO BEREAVED EMPLOYEE</b>	<b>AMOUNT OF PAID LEAVE</b>	<b>AMOUNT OF PAID LEAVE WHEN BEREAVEMENT OUT OF TOWN</b>
Sasktel	Employee's spouse, common-law spouse or child, mother, father, sister, brother, mother-in-law, father-in-law, grandchild, grandparent or other relative who resides in the employee's household	5 days	Additional 2 days if outside the province
	Sister-in-law, brother-in-law, daughter-in-law or son-in-law,	2 days	Additional 2 days if outside the province
	Close friend, working associate or relative not mentioned above	1 day	Additional 2 days if outside the province
Télébec (Teamsters)	Spouse, son, daughter	5 days	Can request unpaid additional days off
	Mother, father, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent and close relative who resides permanently with employee or with whom the employee resides	3 days	
Télébec (CTEA)	Spouse or common law spouse, son, daughter	5 days	Up to 1 week, unpaid if longer than 5 days
	Mother, father and their spouse, brother, sister, (mother-in-law, father-in-law and their spouse), grandparent, grandchildren, children of spouse and a close relative living in immediate residence or with whom the employee resides	3 days	
Telus (TWU)	Mother, father, spouse (common law), sister, brother, son, daughter, mother-in-law, father-in-law, grandfather, grandmother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, granddaughter, grandson, and any relative of the employee who resides permanently with the employee or with whom the employee resides	3 days	1 week max

TRANSPORTATION AFTER LATE EVENING ASSIGNMENT (OPERATOR)		
AGREEMENT	HOURS BETWEEN WHICH TRANSPORTATION PAID TO EMPLOYEE'S HOME	LIMIT UP TO WHICH TRANSPORTATION PAID
Aliant	When requested by employee, a taxi voucher will be provided, between 10 p.m. and 7 a.m.	Max. \$15.00
Bell Canada	After 11:45 p.m. and before 5:45 a.m., taxi paid	10 miles beyond municipal limits
MTS Allstream	Hours referred to in Regulations of <i>Employment Standards Act</i>	10 kilometres
Sasktel	Where an employee leaves work at 11 p.m. or later at night or is required to work at 6 a.m. or earlier in the morning, and where there is no suitable bus service available	Transportation or taxi to regular place of domicile if within city limits
Telus (TWU)	Between 11 p.m. – 5:45 a.m. if requested	16 km from municipal limits of headquarters

PENSION PLAN								
EMPLOYER	PENSION PLAN	IN COLLECTIVE AGREEMENT	PENSION PLAN START DATE	PLAN TYPE	DEFINED CONTRIBUTION PLAN TYPE		GROUP RRSP	
					Contribution formula for members	Contribution formula for employer	Contribution formula for members	Contribution formula for employer
Aliant	Yes	Yes	Group RRSP as of Sept. 20, 2005	Group RRSP + Defined Benefits + Defined Contribution for new hires + employees in NF, Labrador and NS	6% base rate	6% base rate	Voluntary contribution	Admin. fees of the RRSP Program
Bell Canada (Technician and Operator)	Yes	Yes	Hired before Oct. 1, 2004: can choose new DC plan instead of staying in DB plan.  Hired between Oct. 1, 2004 and Sept. 30, 2005: can choose between both plans. If over 50% choose DC, new hires will be in DC. If not, new hires can choose between both plans.  Hired as of Oct. 1, 2006: DC plan.  DC plan implemented Jan.1, 2005.	Defined Benefits + Defined Contribution	Up to 4% of pensionable earnings	4% of pensionable earnings + 100% of employee's contribution, max. 2%		

PENSION PLAN								
EMPLOYER	PENSION PLAN	IN COLLECTIVE AGREEMENT	PENSION PLAN START DATE	PLAN TYPE	DEFINED CONTRIBUTION PLAN TYPE		GROUP RRSP	
					Contribution formula for members	Contribution formula for employer	Contribution formula for members	Contribution formula for employer
Expertech (Technician and Clerical)	Yes	Yes	Hired after May 23, 2007: Defined Contribution (DC) Plan  Others: Defined Benefit (DB)  Employees in DB plan can move to DC plan within 60 days following the date of ratification.	Defined Benefit Plan is the same as Bell Canada  + Defined Contribution	Up to 4% of pensionable earnings	4% of pensionable earnings  + 100% of employee's contribution, max. 2%		
Bell Technical Solutions (Ontario-Quebec)	Yes	Yes		Group RRSP			2.5% of base wage + voluntary contribution	2.5% of base wage
Bell West	Yes	No	?	Group RRSP			?	?
MTS Allstream (Operator and Clerical)	Yes	No	Jan. 1, 1997 for Defined Benefit	Group RRSP + Defined Benefit			Optional, min. \$10 for payroll deduction	Ø
MTS (Technician – IBEW)	No	No	No information					
NorthernTel	Yes	Yes		Defined Benefit				
Sasktel	Yes	Yes	Before 1978-79: Defined Benefit  After 1978-79: Defined Contribution  March 20, 2005: Group RRSP	Defined Contribution + Defined Benefit for members of Sasktel  Superannuation Plan as of Dec. 31, 1999 + Group	5% of gross earnings + voluntary contribution	7% of gross earnings	6 days pay at regular rate per year	6 days pay at regular rate per year

PENSION PLAN								
EMPLOYER	PENSION PLAN	IN COLLECTIVE AGREEMENT	PENSION PLAN START DATE	PLAN TYPE	DEFINED CONTRIBUTION PLAN TYPE		GROUP RRSP	
					Contribution formula for members	Contribution formula for employer	Contribution formula for members	Contribution formula for employer
(cont'd) Sastel				31, 1998 + Group RRSP + 1% of annual base wage can be used for group RRSP or DC or other benefits				
Télébec (Teamsters - Technician)	Yes	No	No information					
Télébec (CTEA) (Clerical)	No information							
Telus (TWU)	Yes	Yes	Jan. 1, 1975	Defined Benefit				

**DEFINED BENEFIT PLANS**

Employer	Defined Benefit Plan Type	Contributions made on Overtime Earnings?	Contributions Formula for Members	Contributions Formula for Employer	Benefit Formula	Overtime Earnings included in Calculation of Benefits	Are Benefits Indexed to Cost of Living after Retirement?	Indexation Formula	Can Member Retire Early with Reduced Benefits?	Formula for Reducing Benefits	Retirement Age without Reduction	Retirement Age with Reduction
Aliant	Best features of existing plans of former companies		2.5% of base rate	Sufficiently to fund the Plan	1.5%/1.0% + 1.75%/1.25% for future yrs service							
Bell Canada (Technician and Operator) Expertech Network Installation (Technician and Clerical)	Final earnings plan	?	No	Sufficiently to fund the Plan	Yrs service after 1986: 1% x average pensionable earnings of 5 best yrs up to YMPE + 1.7% x average pensionable earnings of 5 best yrs in excess of YMPE Yrs service before 1987: before age 65: 1.3% + 0.01% for each quarter between age 5 and retirement age (max. 1.5%) x average pensionable earnings of 5 best yrs + 0.5% x (average pensionable	?	Yes	CPI, max 2% After age 65: 60% of CPI, max 4 %	Yes	For yrs service after 1986: 0.25%/month between retirement and normal retirement date  For years service before 1987: actuarial reduction based on age 60	Age 65 or for yrs service after 1986: age 55 with 2 yrs seniority. For yrs service before 1987: at age 55 if age + yrs service = 85 or at age 60 if age + yrs service = 80 or age 55 with 20 yrs service for women on pay list as of Dec. 31, 1971	For yrs service after 1986: Age 55  For yrs service before 1987: Age 55 with 10 yrs seniority.

**DEFINED BENEFIT PLANS**

<b>Employer</b>	<b>Defined Benefit Plan Type</b>	<b>Contributions made on Overtime Earnings?</b>	<b>Contributions Formula for Members</b>	<b>Contributions Formula for Employer</b>	<b>Benefit Formula</b>	<b>Overtime Earnings included in Calculation of Benefits</b>	<b>Are Benefits Indexed to Cost of Living after Retirement?</b>	<b>Indexation Formula</b>	<b>Can Member Retire Early with Reduced Benefits?</b>	<b>Formula for Reducing Benefits</b>	<b>Retirement Age without Reduction</b>	<b>Retirement Age with Reduction</b>
(cont'd)					earning of 5 best yrs or \$10,000 whichever is less)  At age 65: 0.85% x average pensionable earnings of 5 best yrs up to YMPE + ((1.3% + 0.01% for each quarter between age 55 and retirement age, max 1.5%) x average earnings of 5 best yrs in excess of YMPE)							
Bell Canada (Technician and Operator)												
Expertech Network Installation (Technician and Clerical)												
Bell West												
MTS Allstream (Technician – IBEW)	No information											

**DEFINED BENEFIT PLANS**

Employer	Defined Benefit Plan Type	Contributions made on Overtime Earnings?	Contributions Formula for Members	Contributions Formula for Employer	Benefit Formula	Overtime Earnings included in Calculation of Benefits	Are Benefits Indexed to Cost of Living after Retirement?	Indexation Formula	Can Member Retire Early with Reduced Benefits?	Formula for Reducing Benefits	Retirement Age without Reduction	Retirement Age with Reduction
MTS Allstream (Operator and Clerical)	Final earnings	No	5.1% of wages up to YMPE + 7% above YMPE	Sufficiently to fund the Plan	2% of average earnings of best 5 yrs x yrs service less (0.6% of average YMPE x yrs service after Dec. 31, 1965)	No	Yes	2/3 x CPI, Max. 4%	Yes	With less than 10 yrs continuous service: 6%/yr prior to age 65.  With 10 and more yrs continuous service: 0.0625% for each month between date retirement and date for unreduced retirement	Age 65 or age 60 with 10 yrs continuous service or age 55 and over: age + yrs service = 80	Age 55 with 2 years service
NorthernTel	Final earnings	No	3.4% of wages up to YMPE and 5% above YMPE	Sufficiently to fund the Plan	For members in the plan prior to Dec 31, 1996: (accrued pension benefits before April 1, 1964 x 4% x yrs service before Apr. 1, 1964 + 2% x yrs service from Apr. 1, 1964 to Dec. 31, 1977) + (40% x total net required contributions from Apr. 1, 1964 to Dec. 31, 1977 x 2% x yrs service from Apr. 1, 1964 to Dec. 31, 1977) + (40% x required contributions from Apr. 1, 1977 to Dec. 31, 1996)	No	No	∅	Yes	1/2 % per month for the earlier date: age 65 or age 57 with yrs service + age = 85	Age 65 or age 57 with yrs service + age = 85 or age 55 with 25 yrs service or 30 yrs service	Age 55 with 2 yrs service in the plan

**DEFINED BENEFIT PLANS**

<b>Employer</b>	<b>Defined Benefit Plan Type</b>	<b>Contributions made on Overtime Earnings?</b>	<b>Contributions Formula for Members</b>	<b>Contributions Formula for Employer</b>	<b>Benefit Formula</b>	<b>Overtime Earnings included in Calculation of Benefits</b>	<b>Are Benefits Indexed to Cost of Living after Retirement?</b>	<b>Indexation Formula</b>	<b>Can Member Retire Early with Reduced Benefits?</b>	<b>Formula for Reducing Benefits</b>	<b>Retirement Age without Reduction</b>	<b>Retirement Age with Reduction</b>
(cont'd)					contributions from Jan. 1, 1978 to Dec, 31, 1996) or (2% x average annual earnings x yrs service less 1/35 x max. benefit payable under CPP x yrs service, max. 35 yrs) x (annual average earnings of best 36 consecutive months /average of last 3 yrs of YMPE)							
NorthernTel												

**DEFINED BENEFIT PLANS**

Employer	Defined Benefit Plan Type	Contributions made on Overtime Earnings?	Contributions Formula for Members	Contributions Formula for Employer	Benefit Formula	Overtime Earnings included in Calculation of Benefits	Are Benefits Indexed to Cost of Living after Retirement?	Indexation Formula	Can Member Retire Early with Reduced Benefits?	Formula for Reducing Benefits	Retirement Age without Reduction	Retirement Age with Reduction
Sasktel	Final earnings plan	No	Under age 30: 7% 30-40: 8% 40-60: 9%  Employees will be reimbursed 2% of contribution on each pay cheque.	Sufficiently to fund the Plan	2% x average wage of 3 best yrs x yrs service, max. 35 yrs	No	Yes	Based on Canada CPI last year.  Max. 2%	Yes	A: 1/12 of 3.75% for each month between age at retirement and 60 yrs and 1/4 of 1% for each yr between yrs service at retirement and 35 yrs seniority.  B: 1/8 of 1%/month between age retirement and 65 and 1/8 of 1% for each month between yrs service at retirement and 20 yrs service	Age 65 or age 60 and 20 yrs seniority or 35 yrs seniority	A: Age 55 and 30 yrs service  B: Age 60 and 15 yrs service
Télébec (Teamsters)	No information											
Télébec (CTEA)	No information											
Telus (TWU)	Average career or final earnings, whichever is best	Yes	Less than age 30: 3% of gross earnings; 30-40: 4% 40-50: 5% 50+: 6% + voluntary contribution	10.75% of gross earnings effective Jan. 1, 2001 including LTD	Best of : 1.75% of gross earnings over career  or average earnings of last 3 yrs to 31-12-2001 x 1.75% x yrs service to 31-12-2001 + 1.75% x gross	Yes	No	∅	Yes	Around 7-8% for each year before date can receive unreduced pension	Age 65 or after age 60 or after age 55 with 25 yrs service	From 50 to 55 with 30 yrs service or after 55 but less than 25 yrs service

**DEFINED BENEFIT PLANS**

<b>Employer</b>	<b>Defined Benefit Plan Type</b>	<b>Contributions made on Overtime Earnings?</b>	<b>Contributions Formula for Members</b>	<b>Contributions Formula for Employer</b>	<b>Benefit Formula</b>	<b>Overtime Earnings included in Calculation of Benefits</b>	<b>Are Benefits Indexed to Cost of Living after Retirement?</b>	<b>Indexation Formula</b>	<b>Can Member Retire Early with Reduced Benefits?</b>	<b>Formula for Reducing Benefits</b>	<b>Retirement Age without Reduction</b>	<b>Retirement Age with Reduction</b>
					pensionable earnings x yrs service after 31-12-2001							