

TENTATIVE AGREEMENT BETWEEN
BCE
AND
UNIFOR
REPRESENTING CLERICAL AND ASSOCIATED EMPLOYEES

Whereas the parties have bargained intensely and collectively and have been able to reach a Tentative Agreement;

The aforementioned parties agree as follows:

1. The terms of the Tentative Agreement reached by the Company and the Union consist of the Collective Agreement between Bell Canada and the Communications, Energy and Paperworkers Union of Canada for Clerical and Associated employees signed on September 23, 2013, as amended by schedule A of this Tentative Agreement numbered from page 3 to 4.
2. The undersigned members of the bargaining committee, representing the Union in negotiations with the Company, jointly and individually commit to recommend acceptance of the terms of the aforementioned Tentative Agreement to the employees in the unit for a ratification vote which shall be concluded by May 31, 2013.
3. In the event of ratification by the employees by December 13, 2013, the terms of the Tentative Agreement, except for the Letters of Intent, shall constitute the next Collective Agreement between the parties, and the members of the bargaining committee representing the Union jointly and individually commit to sign the Memorandum of Agreement of Schedule A by December 27, 2013 pursuant to the terms of the Tentative Agreement set out hereinabove.
4. The undersigned members of the bargaining committee representing the Company, being duly authorized to conduct negotiations with the Union, hereby commit on behalf of the Company to sign the Memorandum of Agreement of Schedule A pursuant to the terms of the Tentative Agreement set out hereinabove, in the event that the said terms are ratified by the Union's members by December 13, 2013.
5. In the event of rejection by the employees, the terms of the Tentative Agreement shall be null and void.
6. In the event of any disparity between the French and English versions of any component of this Tentative Agreement, the English version shall be deemed the official one. Moreover, any clerical or administrative error can be corrected before the signature of the Memorandum of Agreement.

IN WITNESS WHEREOF, we have signed at Montreal this 19th day of November 2013.

Unifor

BCE

Manon Dubuc

Steve Desgagné

Ron Girardin

Nathalie Audet

Madeleine Allen

Julie Dubé

Josée Beaudry

Véronique Figliuzzi

Anita Kuehr

INTEGRATION OF BCE CLERICAL AND ASSOCIATED EMPLOYEES
MEMORANDUM OF AGREEMENT BETWEEN
BCE
AND
UNIFOR
REPRESENTING CLERICAL AND ASSOCIATED EMPLOYEES

Whereas the Company informed the Union in its Notice to Bargain, dated October 26, 2013, of its intention to negotiate terms and conditions identical to the ones offered and ratified by Clerical and Associated Employees of Bell Canada;

Whereas, based on the Union's representations, the parties reached an agreement under which the Company shall integrate its BCE Clerical and Associated employees into Bell Canada no later than May 31, 2016;

The parties agree as follows:

Integration

1. The parties agree to jointly file a request to the Canadian Industrial Relations Board to allow the Company to integrate, no later than May 31, 2016, its BCE Clerical and Associated employees into Bell Canada.
2. Upon integration, Clerical and Associated employees working for BCE Inc. will be transferred into Bell Canada and included into the Clerical and Associates bargaining unit.
3. It is understood that the integration shall be conducted in compliance with the usual rules governing inter-company transfers applicable between BCE and Bell Canada, especially but not limited to matters pertaining to the pension plan, benefits plans, recognition of service and seniority for all applicable situations.

Salary Increase

4. The salary increase of June 1, 2013 provided for in the Collective Agreement between Bell Canada and the Communications, Energy and Paperworkers Union of Canada for Clerical and Associated employees signed on September 23, 2013 shall be retroactively paid to BCE Clerical and Associated employees as soon as possible after the ratification of this Memorandum of Agreement but must be paid no later than sixty (60) days following the ratification of this Memorandum of Agreement.

General

5. The Preamble forms part of this Memorandum of Agreement.
6. This Memorandum of Agreement shall become effective on the date of ratification.

IN WITNESS WHEREOF, we have signed at Montreal this ____day of December 2013.

Unifor

BCE

Manon Dubuc

Steve Desgagné

Ron Girardin

Nathalie Audet

Madeleine Allen

Julie Dubé

Josée Beaudry

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