

Addendum to Appendix F

to the

Collective Agreement

between



and the



November 20, 2005 to November 19, 2010

MEMORANDUM OF AGREEMENT

between

TELUS Mobility

and

Telecommunications Workers Union

In accordance with the provisions of Section 41.03 of Article 41, the parties hereby agree to modify, effective May 7th, 2006, certain provisions of Appendix F – TELUS Mobility (TM) Rimouski, and applicable Memoranda of Agreement, as set out in the following documents which form Attachment “A” to this Memorandum of Agreement:

- (i) Article F3 – Definition and Interpretation of Terms
- (ii) Article F9 – Personnel Movement
- (iii) Article F13 – Living Expenses
- (iv) Article F18 - Meals
- (v) Article F19 – Overtime
- (vi) Article F20 – Holidays
- (vii) Article F22 – Wages
- (viii) Article F24 – Salary Progression
- (ix) Article F26 – Premiums
- (x) Article F29 – Pension and RRSP Plan
- (xi) Article F31 – Leaves of Absence
- (xii) Attachment F-1 – Clerical and Technician Occupations
- (xiii) Attachment F-2 – Wage Schedules
- (xiv) Memorandum of Agreement – TELUS Mobility (Appendix F-Rimouski) – Variable Pay
- (xv) Memorandum of Agreement – TELUS Mobility (Appendix F-Rimouski) – Transition Issues

IN WITNESS WHEREOF, the undersigned authorized representatives of the Telecommunications Workers Union and TELUS Mobility have signed at Montreal on this 21st day of April, 2006.

Telecommunications Workers Union

TELUS

INDEX

APPENDIX F – TELUS MOBILITY (TM) RIMOUSKI

Article F3	Definition and Interpretation of Terms.....	4
Article F9	Personnel Movement	6
Article F13	Living Expenses	8
Article F18	Meals.....	9
Article F19	Overtime.....	9
Article F20	Holidays	11
Article F22	Wages	12
Article F24	Salary Progression.....	13
Article F26	Premiums	13
Article F29	Pension Plan	13
Article F31	Leave of Absence and Self-Financed Leave	14
Attachment F-1.	Clerical and Technician Occupations.....	15
Attachment F-2.	Wage Schedules	16

MEMORANDA OF AGREEMENT

TELUS MOBILITY (TM) RIMOUSKI

Variable Pay	19
Transition Issues	20

APPENDIX F – TELUS MOBILITY (TM) RIMOUSKI

ARTICLE F3 – DEFINITION AND INTERPRETATION OF TERMS

F3.01 **Probationary employee** - any newly hired employee who has not completed his probation period. Unless otherwise stipulated, probationary employees enjoy the benefits stipulated in this Appendix, except that they may be discharged at any time without having any recourse to Article F5 – Grievance Procedure and Article 12 - Arbitration.

F3.02 **Part-time employee** – an employee whose normal work week includes less hours than the work week stipulated in Article F17 - Work Time and Work Schedule.

F3.03 **Full-time employee** - employee whose normal work week is stipulated in Article F17 - Work Time and Work Schedule.

F3.04 **Casual employee** - an employee hired to act on request. The period of employment of a Casual employee is for an indeterminate term.

Casual employees enjoy the benefits stipulated in this Appendix in proportion to the average number of normal hours worked for each of the reference periods mentioned in Article F6 – Seniority, Article F20 – Holidays, Article F21 – Paid Annual Vacations, and Article F30 – Special Leave. They enjoy the other benefits of this Appendix, if applicable, in the manner specified in the applicable Articles.

F3.05 **Regular employee** - means an employee, full-time or part-time, hired for a permanent position and who has completed his probation period.

Regular part-time employees enjoy the benefits stipulated in proportion to the average number of normal hours worked for each of the reference periods mentioned in Article F6 – Seniority, Article F20 – Holidays, Article F21 – Paid Annual Vacations, and Article F30 – Special Leave. They enjoy the other benefits of this Appendix, if applicable, in the manner specified in the applicable Articles.

F3.06 **Replacement employee** - means an employee hired to occupy a position vacated by its' incumbent temporarily. The period of employment of a replacement employee shall not exceed the term of the absence of the position's incumbent or, as the case may be, if the employee has left his position permanently, the term shall not exceed six (6) months, unless there is an agreement with the Union.

Replacement employees are not governed by the provisions of this Appendix, except with regard to the minimum rate of pay and Article 6 – Dues Deduction and Information Provided to the Union, Article F13 – Living Expenses, Article F18 – Meals, Article F19 – Overtime, Article F24 – Advancement in Step, Article F26 – Premiums, and Article F29 – Pension Plan. They are also governed by the provisions regarding Article F5 – Grievance Procedure and Article 12 – Arbitration, but only for those Articles mentioned in this paragraph.

F3.07 **Temporary employee** - means an employee hired for a specified project or for surplus work. The period of employment of a Temporary employee shall not exceed twelve (12) months unless there is an agreement with the Union.

Temporary employees are not governed by the provisions of this Appendix, except with regard to the minimum rate of pay and Article 6 – Dues Deduction and Information Provided to the Union, Article F13 – Living Expenses, Article F18 – Meals, Article F19 – Overtime, Article F24 – Advancement in Step, Article F26 – Premiums, and Article F29 – Pension Plan. They are also governed by the provisions regarding Article F5 – Grievance Procedure and Article 12 –

Arbitration, but only for those Articles mentioned in this paragraph.

- F3.08 **Student** - Students are not governed by the provisions of this Appendix.
- F3.09 **Temporary assignment** - movement of an employee from one position to another position or to a specific project which is not included in a special assignment, within his unit or any other job category, for the needs of the company and for a specified term generally not exceeding one (1) year.
- F3.10 **Seniority** - total period during which an employee has been in the company's service since his last hiring date as a Regular employee or a Casual employee, in accordance with the conditions stipulated in Article F6 - Seniority.
- F3.11 **Assignment** - means the temporary designation by management of an employee to perform the tasks of his occupation under the same immediate manager, at a workplace so distant that management considers it preferable not to have him return to his home base at the end of his work day.
- F3.12 **Special assignment** - designation of an employee working in different functions on a multidisciplinary team. The team's role is to think about the development of new services, new projects or new work methods.
- F3.13 **Deadline** - Saturdays, Sundays and holidays are not counted in the calculation of deadlines. However, the use of the terms week or month in reference to a period is reckoned in calendar days.
- F3.14 **Eligibility requirements** - essential prerequisites of an occupation, clearly identifiable and measurable, for the purpose of deciding on a candidacy at the priority stage in case of reassignment or for screening purposes after a posting, for subsequent consideration, if applicable, of the minimum level of proficiency.
- F3.15 **Gender** - unless the context dictates otherwise, the masculine includes the feminine and the singular includes the plural.
- F3.16 **Normal working hour** - each hour included in the normal work day and work week.
- F3.17 **Weekly work schedule** - means the distribution of normal work days in a normal week.
- F3.18 **Daily work schedule** - means the distribution of normal working hours in a normal day.
- F3.19 **Normal work day** - includes the total number of working hours specified for a normal day.
- F3.20 **Transfer** - movement of an employee from one occupation to another while remaining in the same wage class, or movement from one position to another while remaining in his occupation.
- F3.21 **Minimum level of proficiency** - means a threshold resulting from a combined set of qualities and attributes recognized and specified in an occupation profile (knowledge, skills, behaviour and education, bilingualism, if applicable) which an employee must meet to be eligible for a position. The eligibility requirements are included in the minimum level of proficiency.

An employee who holds a position in the same occupation is deemed to have the same minimum level of proficiency required for the position.

In all occupations related to customer service, the knowledge of and ability to use the English language according to the standards established by TELUS Mobility may be deemed by the

Company to be an integral part of the eligibility requirements related to a position, both for hiring and for any personnel movement.

- F3.22 **Occupation** - group of positions for which the significant and major tasks are consolidated in the same job description. An occupation is found in a wage class as stipulated in Appendix F - 1.
- F3.23 **Equivalent occupation** - means an occupation found in the same wage class for which the maximum wage is the same.
- F3.24 **Probation period** - the probation period begins on the first day of work and ends after six (6) months of work.
- F3.25 **Position** - all of the tasks, responsibilities and obligations assigned to an employee and included in an occupation governed by this Appendix.
- F3.26 **Available position** - a position defined in section F3.25 which management decides to fill.
- F3.27 **Permanent position** - a job for an indeterminate term.
- F3.28 **Temporary position** - a job for a fixed term. Excluding exceptions, every full-time temporary position under an occupation governed by this Appendix becomes permanent after twelve (12) consecutive months of occupancy and shall be filled in the manner prescribed in Article F9 - Personnel Movement.
- F3.29 **Promotion** - the movement of an employee from one position in an occupation to another in a higher wage class.
- F3.30 **Demotion** - the movement of an employee from one position in an occupation to another in a lower wage class.
- F3.31 **Assigned employee** - means an employee who is the object of an assignment.
- F3.32 **Week** - means a period of seven (7) days commencing at midnight of a given day and ending at the end the seventh (7th) day following.
- F3.33 **Normal work week** - includes the total number of work days and working hours specified for a normal work week.
- F3.34 **Supplement** - any remuneration, such as a premium, which can be added to the normal rate of pay but is distinct from it.
- F3.35 **Normal rate of pay** - the normal hourly rate, excluding any supplement.
- F3.36 **Spouse** - the word "spouse" means: the employee's spouse who acquired this status following a marriage or a legally contracted union or, in the case of a union not legally contracted, the single, widowed or divorced person whom the single, widowed or divorced employee has presented publicly as such for more than one (1) year.

ARTICLE F9 – PERSONNEL MOVEMENT

F9.01 This Article does not govern:

- (a) temporary assignments or special assignments which may be made under Article F12

– Temporary Assignment and Special Assignment; or,

- (b) progression from one job level to another job level within the Client Business Analyst PCS occupation and within the Client Business Analyst High Value occupation, which shall be by way of either accreditation or promotion based upon meeting the job qualifications and successful completion of a qualifying test. i.e., Client Business Analyst – PCS I to Client Business Analyst – PCS II, Client Business Analyst – High Value I to Client Business Analyst – High Value II.

F9.02 When a position becomes vacant, management shall decide to fill it within six (6) months of the vacancy. Otherwise, the position shall be abolished. When management decides to fill a position permanently, it shall post a “Notice of Available Position” for seven (7) working days. During this period, a Regular employee, including a Regular employee laid off subject to recall who is interested in submitting his candidacy, whether for promotion, reassignment or demotion, shall submit his candidacy according to the directives prescribed in the posting. A copy of the “Notice of Available Position” shall be transmitted to the Union on the first day of posting.

F9.03 If management cannot fill the available position under the foregoing section, it shall proceed with an external posting and the level of academic education required shall be at least equal to what it will have required internally. Moreover, a copy of the external posting shall be available on the website of TELUS Mobility and a copy of the external posting shall be transmitted to the Union and posted on the bulletin boards. TELUS Mobility shall transmit a copy of every external posting to the Union. In the event of an external posting, Casual employees and Temporary employees may apply.

F9.04 The “Notice of Available Position” shall contain the following information:

- the descriptive elements of the position (title, administrative unit, home base, job status);
- the wage class;
- the summary of duties;
- the eligibility requirements;
- any other information which can adequately inform the employee, including the additional factors to be given special consideration;
- the duration of the posting or the end of posting date;
- the functional information regarding the application (form to use, addressee).

F9.05 Management shall make available to the employees the electronic bulletin board on which the “Notice of Available Position” is posted, on the first (1st) day of posting.

F9.06 Management reserves the right to cancel any posting. If this occurs, it shall notify the Union and the employee(s) who has (have) applied for the available position. At the request of the Union, management shall inform it of the reasons justifying cancellation of the posting.

F9.07 Positions that must be posted shall not be considered to include those which are temporarily vacated due to:

- (a) illness or accident;
- (b) maternity leave or protective reassignment of the pregnant worker or parental leave;
- (c) vacation;
- (d) authorized absence.

- F9.08 Management may not select any of the candidates if none of them possesses the minimum level of proficiency required for the position.
- F9.09 From the candidates who satisfy the eligibility requirements and who possess the minimum level of proficiency required for a posted position, management shall select the one who possesses clearly superior proficiency.
- (a) If more than one candidate possesses clearly superior proficiency, management shall select the one who has the most seniority among the candidates who possess clearly superior proficiency.
 - (b) In the event that management cannot determine a candidate with clearly superior proficiency, it shall choose in order of seniority from among those who have relatively equal proficiency.
- F9.10 **Probation Period**
- So that management can ensure the proficiency of the candidate selected according to the provisions of this Article, he shall work for a period of up to sixty (60) days, as a probation period, in his new before he can be confirmed in his new position.
- (a) In the event of an inconclusive probation period, management, at any time during this period, may return the employee to his former position, if it is available or has not been abolished. Otherwise, the employee shall be governed by the mechanisms prescribed in Article F8 – Organizational Changes and Staff Reductions.
 - (b) The employee, during this period, may return to his former position if it is available or has not been abolished.
- F9.11 Once he occupies his new position, the employee shall be paid according to TELUS Mobility's policies for everything not stipulated in this Appendix.
- F9.12 Management shall provide the Union with the names of the selected candidates. No employee may claim an available permanent position if he has not conformed to the procedure prescribed in this Article. An employee may withdraw his candidacy during the interview or after he has been selected, if applicable.
- F9.13 An employee who is on layoff for a period of twelve (12) months or less may submit his candidacy for a posted position according to the instructions indicated in the said "Notice of Available Position". He shall do so within the same deadlines as the other employees.
- F9.14 Any other personnel movement applied by management, except those already prescribed by this Appendix, requires the consent of the employees directly affected. The Union shall be informed within a reasonable time before the change.
- F9.15 When management modifies a full-time position to make it a part-time position or when it modifies a part-time position to make it a full-time position, it shall proceed by abolition of the position as prescribed in Article F8 "Organizational Changes and Staff Reduction" and it shall proceed according to the provisions of this Article.

ARTICLE F13 – LIVING EXPENSES

- F13.01 Management shall pay an assigned employee the living expenses incurred away from his home base, according to the amounts approved in advance by his manager.

F13.02 If, at the request of his manager, an employee (except for an employee who is in an occupation covered by Wage Schedule 2 - Client Operations) is required to stay at work at the end of his normal day, he shall receive a meal allowance as accepted by his manager, provided that he works two (2) hours of overtime and that these hours are contiguous to his normal work day.

ARTICLE F18 – MEALS

F18.01 When an employee who is in an occupation covered by Wage Schedule 2 – Client Operations benefits from an unpaid period to take his meal, this period may be either one-half (1/2) hour or one (1) hour.

F18.02 Except for an employee who is covered by the provisions of section F18.01:

- (a) when an employee benefits from an unpaid period to take his meal, this period shall be no less than one (1) hour.
- (b) when an employee cannot leave work, he shall benefit from a thirty (30) minute period to eat. This period shall be included in his working hours.

F18.03 Any meal period authorized during overtime shall be included in the overtime, if this period does not exceed thirty (30) minutes.

ARTICLE F19 – OVERTIME

F19.01 (a) **Definition** - Overtime consists of the hours of work an employee performs at management's request:

- (i) outside his daily work schedule;
- (ii) a day off prescribed in his weekly work schedule;
- (iii) a holiday.

- (b) **Payment of overtime** - overtime hours worked after an employee has worked 8 normal hours in a day and/or 37.5 normal hours in a week (40 normal hours in a week in the case of an employee who is in an occupation covered by Wage Schedule 2 - Client Operations) shall be paid one and one-half times the employee's normal hourly rate.

F19.02 For the purposes of this Article, the normal hourly rate shall include, if applicable, any special allowance established in proportion to a normal working hour and the supplement prescribed in section F12.02 of Article F12 – Temporary Assignment and Special Assignment.

F19.03 **Necessity of overtime**

- (a) Except in case of emergency, no employee shall be required to work more than twenty (20) hours of overtime per month.
- (b) A manager shall excuse an employee from this obligation when he considers the employee's reasons valid. The manager's assessment of the employee's reasons shall be subject to operational requirements.

F19.04 Distribution of Overtime

The manager shall distribute the work which must be performed on overtime among the employees who are under his jurisdiction and who normally perform the work required, by distributing it:

- (a) to the employees who have volunteered. For purposes of this subsection, a volunteer is considered to be any employee who has not indicated his unavailability to his manager to provide full coverage for one of the reference periods contemplated in subsection F19.04(c);
- (b) if there is more than one volunteer or if there are none, the manager shall distribute the overtime equitably or according to any other mode of distribution agreed between the manager and his team of employees;
- (c) (i) for the purposes of this subsection, the reference periods are established as follows:
 - Period 1: January, February, March, April;
 - Period 2: May, June, July, August;
 - Period 3: September, October, November, December.
- (ii) if the distribution is not in accordance with subsection F19.04(b) and this is not justified by a specified project assigned to an employee, refusals, unavailability, absences within the group concerned due to temporary assignment, illness, accident or any other prolonged absence, the manager, after consulting with the employees of his team, shall determine remedial measures;
- (d) in default of an agreement on the remedial measures or if an employee believes he is wronged by the said measures, the grievance procedures prescribed in Article F5 - Grievance Procedure, shall apply. The deadline to submit a grievance shall begin from the end of the reference period prescribed in subsection F19.04(c);
- (e) the subject of the grievance shall only concern the distribution of overtime. The arbitrator shall have the mandate to determine, if applicable, any distribution formula in a subsequent period which makes it possible to favour the affected employee;
- (f) for the purposes of evaluation of the distribution of overtime under this subsection, any overtime offered and refused by an employee shall be considered overtime worked but not paid;
- (g) the provisions of this subsection shall not have the purpose of preventing a Casual employee from working overtime in continuation of work.

F19.05 Remuneration – Outside the daily or weekly work schedule

- (a) An employee who works fifteen (15) minutes or less outside his daily work schedule shall not receive any remuneration; when he works more than (15) minutes outside his daily work schedule, he shall be assured of a minimum of one half-hour (0.50) of pay provided in accordance with subsection F19.01(b).
- (b) A part-time employee shall be paid overtime only when he works outside the normal work hours provided for employees of the same occupation who work full time. He

shall be paid in accordance with subsection F19.01(b).

- (c) A full-time or part-time employee who, at management's request, works on a day off prescribed in his weekly work schedule, shall be paid in accordance with subsection F19.01(b).

F19.06 Remuneration – A holiday included in the weekly work schedule

A full-time or part-time employee who, at management's request, works on a holiday prescribed in this Appendix, shall be paid one and one-half times the employee's normal hourly rate for every hour worked on one of the holidays specified in section F20.04 (including the ½ day holiday on December 24th and December 31st) unless a law or a regulation in force and applicable to the employee grants him an additional top-up.

F19.07 Banking of Time In Lieu of Payment for Overtime

- (a) An employee may accumulate hours for work performed on overtime or be paid, if he so wishes, according to the remuneration prescribed in this Article. The hours paid at straight time for each hour worked on a holiday may also be accumulated or paid at the employee's option.
- (b) An employee who chooses to accumulate hours may do so to a maximum of 37.5 hours.
- (c) The time off shall be taken within twelve (12) months after the overtime worked, on a date agreed between the employee and his manager; failing this, the overtime shall then be paid in accordance with sections F19.01(b), F19.05 or F19.06 at the rate of pay in force at the time such overtime was worked.
- (d) If the employee decides not to take his accumulated hours as time off, he shall be paid in accordance with sections F19.01(b), F19.05 or F19.06 at the rate of pay in force at the time such overtime was worked.

F19.08 The time devoted to taking courses outside the daily work schedule shall not be paid.

ARTICLE F20 – HOLIDAYS

F20.01 Holiday pay shall be the product of an employee's normal hourly rate multiplied by the normal working hours scheduled for him on that day.

F20.02 For the purposes of this Article, the normal hourly rate shall include, if applicable, any special allowance established in proportion to one (1) normal hour of work.

F20.03 For Casual employees and Regular part-time employees, the reference period, for the purposes of holiday pay, shall be the two (2) weeks preceding the paid holiday and shall be established in accordance with the provisions of sections F3.04 and F3.05 of Article F3 – Definition and Interpretation of Terms.

F20.04 Management recognizes the following days as holidays:

January 1;
Good Friday;
the Monday before May 25;
June 24;
July 1;

Labour Day;
Thanksgiving;
December 25;
December 26;

F20.05 In addition to the above-noted holidays, an employee who has accumulated at least one full year of seniority on December 31 shall benefit from three (3) floating holidays the next year, taken on dates agreed to with his immediate manager.

F20.06 When any of the holidays referred to in section F20.04 falls on an employee's weekly day off, management shall designate, as a holiday, either the normal work day which precedes or follows the employee's weekly day off.

The holiday shall not be moved if it falls on a Saturday or a Sunday and the employee is required to work on one of these days as prescribed in his weekly work schedule for that specific week.

F20.07 When any of the holidays referred to in section F20.04 falls on a Tuesday, Wednesday, or Thursday, management may, at its discretion, move the holiday to an earlier or later day, namely the Monday or the Friday of the week in which the holiday falls. Management shall inform the Union within fifteen (15) days preceding the holiday.

F20.08 On each holiday, the employee shall benefit from one (1) day off for which he shall receive holiday pay.

F20.09 To benefit from a paid holiday, the employee shall work on the normal work day preceding the paid holiday or the normal work day that follows it.

F20.10 For the purposes of section F20.09, every normal work day which precedes or follows a holiday shall be considered to have been worked when this day falls during a period of leave without pay not exceeding two (2) weeks, for a reason other than illness, accident or employment injury.

F20.11 (a) When an employee is absent for illness or following an accident on the two (2) normal work days mentioned in section F20.09, the employee shall be considered disabled on that holiday. In this case, this holiday shall be considered a normal work day for the purposes of the salary insurance plan.

(b) When an employee is absent for an employment injury, he shall receive the benefit prescribed in the Act respecting industrial accidents and occupational diseases.

F20.12 An employee shall not benefit from a paid holiday if he does not work on that day, when he is required to do so, unless his manager has authorized his absence.

F20.13 When a holiday, for which an employee would have benefited from a day off and a paid holiday under this Article, falls in a period when the employee is taking a course, he shall recover one (1) day off at a later date after agreement with his immediate manager.

ARTICLE F22 – WAGES

F22.01 The wage classes and, where applicable the steps, are those which appear in Attachment F-2 under the headings of "Wage Schedule 1" and "Wage Schedule 2 – Client Operations".

ARTICLE F24 – SALARY PROGRESSION

F24.01 For employees covered by wage schedule 1 the transition from one step to another within the same wage class shall occur annually in accordance with TELUS Mobility's usual practices.

F24.02 For employees covered by wage schedule 2 progression from one job level to another job level within the same functional title may be by way of either accreditation or promotion based upon meeting the job qualifications and successful completion of a qualifying test i.e., Client Business Analyst – PCS I to II, Client Business Analyst – High Value I to II.

ARTICLE F26 – PREMIUMS

This Article is not applicable to an employee who is in an occupation covered by Wage Schedule 2 – Client Operations.

F26.01 Shift premium

- (a) An employee, most of whose normal working hours are after 4:00 p.m., shall receive a premium of fifty cents (\$0.50) for each normal working hour worked after 6:00 p.m.

F26.02 Team leader premium

- (a) When, at management's request, an employee, while normally performing his duties, directs and coordinates the work of no less than two (2) other people, he shall receive an hourly premium of one dollar (\$1.00).
- (b) The employee shall receive no premium when directing the work of other employees is normally part of his duties.

F26.03 Sunday premium

- (a) The Sunday premium shall be two dollars (\$2.00) per hour. It shall be paid to the employee for each normal working hour he works during the 24 hour period on the Sunday.

ARTICLE F29 – PENSION AND RRSP PLAN

F29.01 Eligible employees shall continue to be covered by the pension plan in force at the time of signing of the Collective Agreement.

If the Pension Committee accepts it and the by-law permits it, a person from TELUS Mobility may sit on the Pension Committee as an observer.

The following sections apply to an employee who is in an occupation covered by Wage Schedule 2 – Client Operations:

F29.02 The pension plan shall not be applicable to an employee who is hired after May 7th, 2006.. An eligible employee who is hired after May 7th, 2006 may however participate in the TELUS Mobility Registered Retirement Savings Plan (RRSP) Matching Program as outlined in the Memorandum of Agreement for TELUS Mobility (Appendix E) – Registered Retirement Savings Plan (RRSP) Matching Program.

F29.03 An employee who is currently covered by the pension plan may elect, prior to December 1st, 2006, to cease their participation in the pension plan as of December 31st, 2006 and effective

January 1, 2007, to participate in the RRSP Matching Program identified in section F29.02.

ARTICLE F31 – LEAVES OF ABSENCE

- F31.01 A Leave of Absence is defined as a period of excused time off without pay that may be granted to an employee at the discretion of TELUS Mobility and which preserves the continuity of an employee's service.
- F31.02 An employee who undertakes remunerative employment while on Leave of Absence, except approved employment that is a specific condition of a leave, will have their service terminated by TELUS Mobility.
- F31.03 Prior to commencing a Leave of Absence, an employee must have utilized all outstanding vacation and floating holidays.

ATTACHMENT F-1

CLERICAL AND TECHNICIAN OCCUPATIONS

Wage Schedule 1

CLERICAL OCCUPATIONS **CLASS**

Agent, General	3
Clerk, General	3
Agent, Marketing and Logistics	4
Secretary	4

TECHNICIAN OCCUPATIONS **CLASS**

Technician, Marketing	6
Technician, Computer	6
Technician, Engineering	6
Technician, Technical Support	6
Technician, Billing	6
Technician, Budget and Accounting	6
Technician, Personnel Management	6

Wage Schedule 2

CLERICAL OCCUPATIONS **(WAGE GROUP) CLASS**

Client Business Analyst – PCS	A
Client Business Analyst – PCS I	C
Client Business Analyst – PCS II	D
Client Business Analyst – High Value I	E
Client Business Analyst – High Value II	H

ATTACHMENT F-2

Wage Schedule 1

HOURLY RATES									
Effective the first Monday following 30 days after the effective date of this Agreement									
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$11.31	\$12.16	\$13.16						
2	\$11.46	\$12.07	\$12.67	\$13.26	\$13.86	\$14.47			
3	\$12.76	\$13.35	\$13.93	\$14.53	\$15.12	\$15.70	\$16.30		
4	\$14.06	\$14.67	\$15.30	\$15.91	\$16.54	\$17.15	\$17.77	\$18.38	
5	\$15.36	\$16.03	\$16.71	\$17.37	\$18.05	\$18.71	\$19.39	\$20.05	\$20.72
6	\$16.66	\$17.51	\$18.34	\$19.18	\$20.02	\$20.87	\$21.69	\$22.54	\$23.39
6A*	\$17.85	\$18.76	\$19.65	\$20.55	\$21.45	\$22.36	\$23.24	\$24.15	\$25.06

HOURLY RATES									
Effective April 1, 2008									
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$11.54	\$12.40	\$13.42						
2	\$11.69	\$12.31	\$12.92	\$13.53	\$14.14	\$14.76			
3	\$13.01	\$13.61	\$14.21	\$14.82	\$15.42	\$16.01	\$16.62		
4	\$14.34	\$14.97	\$15.60	\$16.23	\$16.87	\$17.50	\$18.13	\$18.74	
5	\$15.67	\$16.36	\$17.04	\$17.72	\$18.41	\$19.09	\$19.77	\$20.45	\$21.13
6	\$16.99	\$17.86	\$18.71	\$19.56	\$20.42	\$21.29	\$22.12	\$22.99	\$23.86
6A*	\$18.21	\$19.14	\$20.04	\$20.96	\$21.88	\$22.81	\$23.70	\$24.63	\$25.56

HOURLY RATES									
Effective April 1, 2009									
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$11.77	\$12.65	\$13.69						
2	\$11.92	\$12.56	\$13.18	\$13.80	\$14.42	\$15.05			
3	\$13.27	\$13.89	\$14.50	\$15.12	\$15.73	\$16.33	\$16.95		
4	\$14.62	\$15.26	\$15.92	\$16.56	\$17.21	\$17.85	\$18.49	\$19.12	
5	\$15.98	\$16.68	\$17.38	\$18.07	\$18.78	\$19.47	\$20.17	\$20.86	\$21.56
6	\$17.33	\$18.22	\$19.08	\$19.95	\$20.83	\$21.71	\$22.57	\$23.45	\$24.33
6A*	\$18.57	\$19.52	\$20.44	\$21.38	\$22.32	\$23.27	\$24.17	\$25.12	\$26.07

* This Wage Class is only authorized to be used for an employee who, on the effective date of this Agreement, occupies the position of Technician, Engineering or Technician, Technical Support, and who continues to occupy this position on the effective dates of the Wage Schedules. An employee who occupies the position of Technician, Engineering or Technician, Technical Support subsequent to the effective date of this Agreement shall be remunerated at the Class 6 rate.

Wage Schedule 2 – Client Operations

HOURLY RATES				
Class Wage Group	Effective			
	March 1, 2006	March 1, 2007	March 1, 2008	March 1, 2009
A	\$16.86	The Wage Schedule in effect will be adjusted in accordance with the adjustments made to the corresponding Wage Groups of Wage Schedule 1 - Client Operations of Attachment E-2 of Appendix E		
C	\$18.17			
D	\$18.97			
E	\$20.51			
H	\$21.79			

NOTE : Progression from one job level to another job level within the same functional title may be by way of either accreditation or promotion based upon meeting the job qualifications and successful completion of a qualifying test i.e., Client Business Analyst – PCS I to II, Client Business Analyst – High Value I to II.

MEMORANDA OF AGREEMENT

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TELUS MOBILITY (TM) RIMOUSKI**

Variable Pay	19
Transition Issues	20

MEMORANDUM OF AGREEMENT

TELUS MOBILITY (APPENDIX F-RIMOUSKI) – VARIABLE PAY

Variable pay enables eligible TELUS Mobility team members to share in the business success of both TELUS and TELUS Mobility. It reinforces the link between personal and team efforts and organizational success. By linking a component of pay to business success, team members are able to share in the risks and rewards of running the business.

As a high-performance organization, our ability to achieve growth depends on the performance of each team member as well as each team. In recognition of personal effort and accomplishments, the personal and team performance component of variable incentive is measured by the achievement of set objectives, using the Performance Objective tool. Team members' personal and team performance objectives are set in correlation with the calendar year.

The plan, as determined by TELUS Mobility, is subject to modification to better reflect corporate goals and business developments. Information concerning the plan's components may be found on the TELUS Mobility Intranet. TELUS Mobility agrees to inform the Union of any changes to the Variable Pay plan prior to their implementation.

Subject to the plan's targets being achieved, an eligible employee will receive a potential payout based on a percentage of the employee's eligible basic earnings as determined by the plan. The target objective payout for each year will be based on the following percentages:

A. Employees Covered by Wage Schedule 1:

Performance Year Target %					
2005*	2006	2007	2008	2009	2010
3%	4%	5%	5%	5%	5%

B. Employees Covered by Wage Schedule 2 – Client Operations:

Performance Year Target %					
2005*	2006	2007	2008	2009	2010
3%	4%	9%	15%	15%	15%

For the 2005 performance year, the payout will be based on TELUS Corporate (20%) and TELUS Mobility (80%) results and will not include the team and personal performance components.

For the 2006 and subsequent performance years, the payout shall be based on TELUS Corporate and TELUS Mobility results as well as team and personal performance results as reflected in the Personal Performance Document of the Performance Management Process.

The target percentage may be increased, at management's discretion.

The payout schedule will be as determined by the plan for that year.

Variable pay will not be subject to the provisions of Article 6 related to Dues Deductions.

MEMORANDUM OF AGREEMENT

TELUS MOBILITY (APPENDIX F-RIMOUSKI) – TRANSITION ISSUES

A. TRANSITION OF EMPLOYEES FROM WAGE SCHEDULE 1 TO WAGE SCHEDULE 2 – CLIENT OPERATIONS

The parties agree that employees who currently occupy the job title of Representative – Customer Service will transition to the occupation of Client Business Analyst, with the applicable job levels as shown in Attachment F-1 e.g., PCS, PCS I, etc., in accordance with the following:

1. Probationary employees who are on Step 1 of Class 5 will move to Class A of Wage Schedule 2 – Client Operations, and assume the occupation of Client Business Analyst – PCS.
2. All other employees who are on Step 1 of Class 5 and who have completed their probationary period will move to Class C of Wage Schedule 2 – Client Operations, and assume the occupation of Client Business Analyst – PCS I.
3. Employees who are on Steps 2 to 5 inclusive of class 5 will move to Class C of Wage Schedule 2 – Client Operations, and assume the occupation of Client Business Analyst – PCS I.
4. Employees who are on Steps 6 to 8 inclusive of Class 5 will assume the occupation of Client Business Analyst – PCS I. The employee's current hourly rate of pay will be frozen until the hourly rate applicable to their occupation and job level exceeds the employee's current hourly rate of pay, at which time the employee will assume the rate of pay applicable to their occupation and job level.
5. Employees who are on Step 9 of Class 5 will assume the occupation of Client Business Analyst - PCS I and the employee's hourly wage rate will be increased to \$21.79 and will be frozen until the hourly rate applicable to their occupation and job level exceeds the employee's current hourly rate of pay, at which time the employee will assume the rate of pay applicable to their occupation and job level.

B. ADJUSTED SENIORITY DATES

The following employees will have their seniority adjusted to the date of hire at TELUS Mobility.

Martine Beaulieu
Lucie Beupré
Serge Crousset
Catherine Dionne
Nadia Gagnon
Line Levesque
Jean-François Marion
Claude Michaud
Jean-François Pigeon

C. EMPLOYEES ON WAGE CLASS 6

The following employees who are currently in an occupation in wage class 6 of wage schedule 1 will move from the step they are currently on to the same step on class 6A e.g. Step 5 of class 6 to step 5 of class 6 A.

Mona Sirois
Liette Dupont
Helene Dallaire
Gaston Vallée
Jacques Giard

D. PARTICIPATION IN THE TELUS MOBILITY REGISTERED RETIREMENT SAVINGS PLAN (RRSP) MATCHING PROGRAM

For 2006, eligible employees who elect to participate in the TELUS Mobility Registered Retirement Savings Plan (RRSP) Matching Program may do so by contributing a lump sum payment to the employee's personal RRSP and/or the TELUS Mobility group RRSP. Commencing in 2007, contributions to the TELUS Mobility Group RRSP may also be made through payroll deductions.