EXHIBIT 158-3

ALLOCATION OF WORK MEMORANDUM OF AGREEMENT BETWEEN BELL CANADA AND UNIFOR REPRESENTING CRAFT AND SERVICES EMPLOYEES

The Company is committed to stop the transfer of bargaining unit work as provided for in this Memorandum of Agreement to Bell Technical Solutions (BTS);

To this goal the parties have established the following Allocation of Work Memorandum of Agreement.

The parties agree as follows:

1. Cable Repair work volume:

a) Cable repair functions including cable repair on fibre will not be performed by employees of BTS, except for the replacement of aerial quick connect-type terminals that do not require testing using cable testing equipment to identify a trouble.

2. Central Office work volume:

- a) Frame functions, excluding those performed in major Central Offices identified in Attachment A of this Memorandum of Agreement, can be performed by BTS. Technicians currently assigned to frame load in Central Offices listed in Attachment B will be provided other CO work in their headquarters to the extent that CO work is available and may not be transferred without their consent.
- b) All central office functions, excluding those identified in sub-paragraph 2a) will not be transitioned to BTS.

3. Business Data and Outright Sales (ORS) functions:

a) Business Data and Outright Sales functions will not be transitioned to BTS. For full clarity, BTS may occasionally provide support for ORS contracts.

Signed at city this xxth day of month 201x.

FOR THE COMPANY * Steve Desgagné Al **Alain Portelance**

FOR THE

UNION

ATTACHMENT A

The parties agree that it is the Company's sole responsibility to determine the central offices included in this Attachment and that this Attachment may be modified from time to time.

Quebec:

CLU	Central Office
MTRLPQ43	ATWATER
MTRLPQ02	BELMONT
MTRLPQ19	COTE-DES-NEIGES
MTRLPQ29	MONTÉE ST-MICHEL
MTRLPQ42	ONTARIO
MTRLPQ07	PAPINEAU
MTRLPQ28	ST-DOMINIQUE

СШ	Central Office	_
HULLPQ20	HULL	
QUBCPQ09	D'AIGUILLON	
QUBCPQ14	STE-FOY	
QUBCPQ15	ST-RÉAL	
TSRVPQ32	TROIS-RIVIÈRES ~ LAVIOLETTE	

Ontario:

crn	Central Office
TOROON01	TORONTO ADELAIDE
TOROON02	TORONTO ASQUITH
TOROON46	TORONTO DON MILLS
TOROON03	TORONTO DONLANDS
TOROON47	TORONTO FINCH
TOROON04	TORONTO MAIN
TOROON21	TORONTO SHEPPARD
TOROON63	TORONTO SIMCOE
GLPHON22	GUELPH
KTNRON06	KITCHENER WATER
LONDON14	LONDON CLARENCE
LONDON47	LONDON SOUTHDALE
WNDSON12	WINDSOR GOYEAU

СШ	Central Office
OTWAON10	OTTAWA BANK
OTWAON23	OTTAWA O'CONNOR
OTWAONDT	OTTAWA O'CONNOR
OTWAONEF	OTTAWA O'CONNOR
OTWAON34	OTTAWA RIDEAU
OTWAON09	OTTAWA VANIER
BARION18	BARRIE
NRBAON24	NORTH BAY
SSMRON94	SAULT STE. MARIE QUEEN
SDBRON98	SUDBURY MINTO
BMTNON13	BRAMPTON JOHN
MALTON22	MALTON-DERRY
OSHWON95	OSHAWA
RMHLON34	RICHMOND HILL
SPNGON18	SOUTH PICKERING
UNVLON55	UNIONVILLE

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ATTACHMENT B

СШ	Central Office
QUBCPQ06	ST-CYRILLE
TOROON06	TORONTO EGLINTON
BTEDON17	BRANTFORD
CHHMON17	СНАТНАМ
KTNRON08	KITCHENER KINGSWAY
KTNRON09	KITCHENER NORTH ALBERT
LONDON15	LONDON WHITNEY
LONDON16	LONDON HYDE PARK
STTMON28	ST. THOMAS
WNDSON13	WINDSOR AVONDALE
WNDSON14	
LNDSON09	LINDSAY
RTBOON62	PETERBOROUGH
SDBRON44	SUDBURY LASALLE
SDBRON96	SUDBURY ROCKWOOD
BURLON03	BURLINGTON GUELPH LINE
BWMVON96	BOWMANVILLE
CBRGON72	COBOURG
ČKVLON01	COOKSVILLE HURONTARIO
MALTON23	MALTON-INVADER
OKVLON30	OAKVILLE BALSAM
OKVLON54	OAKVILLE BRONTE
SSVLON39	STREETSVILLE PEARL
STCKON08	STONEY CREEK
STCTON11	ST: CATHARINES LINWELL
WTBYON94	WHITBY

