

LETTER OF UNDERSTANDING

Amendment of Clauses

The Telecommunications Workers Union and Shaw Cablesystems agree that the provisions indicated of the clauses below shall be amended. Notwithstanding these amendments, the provisions of the collective agreement remain unchanged.

Article 21 Health and Welfare Benefits

21.02 (a) Long-Term Disability (LTD) Insurance

- Waiting period is 119 days
- Benefits are subject to approval by the insurance carrier
- Eligible for 65% of regular monthly earnings rounded up to closest \$1
- Maximum benefit of \$1700 per month
- The LTD payments received by the employees are not taxable

21.07 Worker's Compensation Supplement

Members covered by this collective agreement shall be notified of the W.C.B. top-up procedure by their immediate Manager/Supervisor. This procedure shall not apply to members excluded from the W.C.B. top-up under the Agreements.

In cases where employees are on compensation and receiving Workers' Compensation benefit payments, the Company will pay the difference between such payments and eighty percent (80%) of the employee's gross normal forty (40) hour weekly straight-time wages for the period the employee is covered by compensation to a maximum of six (6) months.

Members are responsible to see that copies of their W.C.B. benefits statements are submitted to their Manager/Supervisor. The Manager/Supervisor shall ensure that once the W.C.B. benefits statements are received, they will be forwarded to the payroll department who will proceed with the top-up according to the provisions of the Agreements.

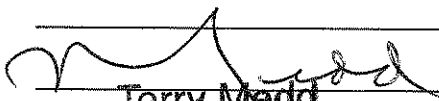
Article 22 Pension and Retirement

22.01 (a) The Employer will contribute on behalf of each employee 7.51% of annual earnings and the employee will contribute one percent (1%) of gross annual earnings to a Registered Retirement Savings Plan. In addition, each will make their contributions to the Canada Pension Plan. All contributions belong to the employees from the first (1st) day of employment.

IN WITNESS WHEREOF the Parties have hereunto affixed their hands and seals this 8th day of December, 2009.

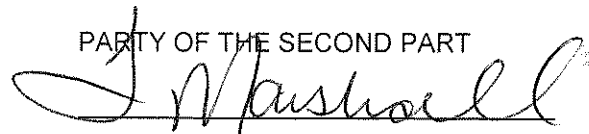
PARTY OF THE FIRST PART

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Terry Medd
VP Operations

SHAW CABLESYSTEMS G.P.
(VANCOUVER)



TELECOMMUNICATIONS WORKERS
UNION