



AGREEMENT

2006-2009

BETWEEN

UNITED TELEPHONE COMPANY OF OHIO

AND

COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO

EFFECTIVE March 1, 2006
THROUGH
FEBRUARY 28, 2009



THIS AGREEMENT made and entered into this 1st day of March, 2006, by and between the UNITED TELEPHONE COMPANY OF OHIO, hereinafter referred to as the "Company" and the COMMUNICATIONS WORKERS OF AMERICA, hereinafter referred to as the "Union", Witnesseth.

WHEREAS, the Company and the Union recognize that it is in the best interest of both parties, the Employees and the public, that all dealings between them continue to be characterized by mutual responsibility and respect and to insure that this relationship continues and improves the Company and the Union and their respective representatives at all levels will apply the terms of this contract fairly and in accord with its intent and meaning. Each party shall bring to the attention of all Employees in the unit, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect, and to the measure they have agreed upon to insure adherence to this purpose. Therefore, with the objective that the Company, the Union and the general public may be benefited, the parties hereto contract and agree with each other as follows, to wit:

ARTICLE I - RECOGNITION

Section 1.1

The Company hereby recognizes the Union as the exclusive bargaining representative for all Plant and Traffic department employees within those areas and departments of the Company's operations that the Union had been the recognized bargaining representative as of March 1, 2006 with respect to wages, hours, and other conditions of employment, but excluding Office Clerical employees, Managerial employees, Confidential employees, and Guards as defined in the Labor Management Relations Act of 1947 as amended and such other employees as are not represented by the Union.

The terms Customer Services, Marketing, and Network departments as used in this Agreement were previously identified as Plant department.

Previously the term Plant department included the part of Customer Services department previously (1977-1979) identified as Plant and that part of the Network department that was previously identified as Plant.

The Traffic department is eliminated from this Agreement effective 03/01/88, with the understanding that should it be reinstated within the C.W.A. territory covered by this Agreement the 1987 Traffic Contract language will apply.

Section 1.2

The term "Employee" or "Employees" wherever used in this Agreement shall refer to an employee or employees in the unit described in Section 1.1 and shall include both sexes except as otherwise specifically provided herein. Whenever the masculine "pronoun" or "possessive" is used in this Agreement, the feminine "pronoun" or "possessive" is also intended, except as otherwise specifically provided herein.

Section 1.3

The Commercial department and all references to Service Representative is eliminated from this Agreement effective 3/01/00, with the understanding that should it (the Commercial department) be reinstated within the CWA territory covered by this agreement, all language and references from the 1997 through 2/29/2000 Agreement will apply.

ARTICLE II - AUTHORIZED REPRESENTATIVES

Section 2.1

The Union and the Company shall keep each other currently informed of their respective, duly authorized representatives, including grievance committee representatives. The Union will send a list to their local Human Resources department, of all officers and stewards in each Local as changes occur. The Company will send a list of its duly, authorized representatives to the International Representative as changes occur, with a copy to the Local Union President.

Section 2.2

The Company shall allow an authorized representative of the Union time to welcome each new employee hired into a job covered by the bargaining unit. Such time shall be paid at the applicable basic wage rate.

ARTICLE III - UNION SECURITY - DUES DEDUCTION

Section 3.1

All employees covered by the terms of this Agreement shall be required to become and remain members of the Union as a condition of employment from and after the thirty-first (31st) day following the date of their employment, or the effective date of this Agreement, whichever is later.

In the event a Union represented employee in the Plant or Traffic departments transfers to an unrepresented classification, except in Mansfield Centered/General Office, such employee shall continue to be covered by Article III of the contract as well as any new employees in Mt. Gilead Plant department.

Section 3.2

The Company agrees to deduct Union dues from the pay of any employee upon receipt of a payroll authorization card, signed by such employee, and to forward the full amount thus deducted to the Secretary-Treasurer of the Union or to an authorized agent as directed.

Section 3.3

The Company agrees to make this deduction monthly as designated on the individually, signed payroll deduction authorizations and on or before the tenth (10th) day of the month following the month in which deductions are made, remit the total amount to the Communications Workers of America to such address as directed.

Section 3.4

When earnings are insufficient to cover deductions of dues after other essential deductions have been made, the dues shall be deducted from the next pay period in which there are sufficient earnings.

Section 3.5

Dues deductions shall be suspended during periods of leave of absence or layoff. When the employee is returned to the payroll, deduction of Union dues shall be resumed automatically.

Section 3.6

The authorization shall continue in effect until revoked by duplicate written notice from the employee by registered, receipted mail, one to the Company's Human Resources department and one to the State Office of the Union. The Company will rely solely on its copy of the written notice.

Section 3.7

Each month, the Company shall furnish the Union: (a) the names of employees for whom dues deductions are made and the amounts deducted for each employee; and (b) the names of employees who have dues deduction cards on file and for whom no deductions are made together with the reasons therefore. Dues deducted monthly during each calendar month shall apply to dues payable to the Union for the same month. Authorization forms received during the current month will be processed, if possible, by the Company for payment during the current month. Authorization forms not processed during the current month will be processed the following month.

Section 3.8

Each month, the Company shall furnish the Union a list of employees in the bargaining unit. This list will include the names of the employees, their employee number, their Social Security number, district, job classification, date of hire, current wage rate, and Union dues deducted for that month. If an employee is transferred or promoted to a position outside the bargaining unit, the Company will discontinue, at that time, the deduction of Union dues and will notify the employee and the Union that the new position is not covered by this Agreement.

Section 3.9

The Union agrees to save the Company harmless from any claim or action growing out of these deductions and made or commenced by any employee against the Company, and the Union assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Union.

ARTICLE IV - GRIEVANCE PROCEDURE

Section 4.1

For the purposes of this Agreement, the term "grievance" means any complaints or disputes between the Company and the Union or between the Company and an employee concerning the interpretation of applications of this Agreement or any claim of breach or violation of this Agreement or concerning any disciplinary action taken against an employee.

Nothing in this Agreement shall be construed as restricting the right of an individual employee to adjust any grievance within the Company, provided such adjustment is not inconsistent with the terms of this Agreement and provided a representative of the Union has been given the opportunity to be present at such adjustment. It is encouraged that the employee and his/her steward discuss the issue with the employee's supervisor in the spirit of trying to resolve the issue before resorting to the grievance procedure. If an employee places a grievance in the hands of the Union and a Union representative has informed the Company that the Union will represent such employee in handling such grievance, the Company will not endeavor to adjust such grievance with such employee without consent of the Union.

The time limitations for the grievance procedure provided for herein may be extended by mutual agreement of the Company and the Union. Such grievance shall be processed in the following manner:

Step 1. The aggrieved employee, through their Union Representative, shall present the grievance, in writing (on a form mutually agreed upon and furnished by the Company) to the employee's immediate supervisor with proper distribution according to the distribution list indicated on the form. The statement of grievance shall set forth the facts involved, the approximate time of their occurrence and/or when the employee first had knowledge of the occurrence, the relief requested and shall be signed and dated by the employee and/or their Union Representative. Grievances shall be presented to the employee's immediate supervisor within three (3) working days after the employee has knowledge of the event. The immediate supervisor shall then hold a meeting on the matter with the Union Representative and the supervisor having authority over the matter (if different). The immediate supervisor shall then give an answer, in writing, (on a form mutually agreed upon, with proper distribution according to the distribution list indicated on the form), to the Union Representative within three (3) working days after meeting with the Union Representative. If a grievance cannot be adjusted on the local level, the grievance will be escalated to the second step of the grievance procedure.

Step 2. If the grievance is not adjusted at Step 1, the Union International Representative or designee may appeal the grievance, in writing, to the Local Human Resources Operations Office with proper distribution according to the form, within fifteen (15) calendar days after receiving the answer in Step 1. The parties shall meet at a mutually convenient time but at least within ten (10) calendar days after the Union has appealed the grievance. The Company's answer will be given, in writing, to the Union International Representative or designee within fifteen (15) calendar days after the date of the meeting referred to in Step 2.

Either party to this Agreement shall be permitted to call employee witnesses in the grievance procedure. The number of employees so called shall be limited to three (3) by each party. Union representatives and employee witnesses participating in the Second Step grievance meeting shall be paid a maximum of eight (8) straight time hours per day at their basic hourly wage rate for regular, scheduled work time lost for time involved in such meeting. Each party's grievance hearing committee will be limited to a maximum of three (3) employees.

Section 4.2

Reimbursement under the provisions of this Article shall be for regularly, scheduled work time lost by the Union's grievance committee in joint, scheduled session with the Company which shall include fifteen (15) minutes prior to and fifteen (15) minutes after such session.

Section 4.3

Where a grievance is not appealed by the Union to the next higher step within the prescribed time limit, it shall be barred from further proceedings.

A grievance not resolved within any step by failure of the Company to meet the prescribed time limit shall be advanced automatically to the next step of the grievance procedure. Where the Company elects to escalate a grievance to the next higher step, the Company will communicate its reason to the Union.

Section 4.4

Any grievance relating to a discharge, suspension or other disciplinary action must be filed by the close of the fifth (5th) working day following the day on which notice of such discharge, suspension or other disciplinary action has been given to the Union in accordance with provisions of Section 7.2 of Article VII of this Agreement. Such grievance shall then be processed under Step 2 of the above grievance procedure. (With the agreement of the Company's Employee Relations Manager and Union International Representative, or their designee a suspension grievance may be heard at Step One (1) by the Local President and applicable departmental manager or a management designee.) The first meeting between the Company and the Union is to be held within three (3) working days after the filing of the grievance. If as a result of the processing under the grievance procedure it is mutually found that the disciplined employee has been justly dealt with, then the action shall be final; if it is mutually found that the employee was unjustly dealt with, the disciplinary action shall be rescinded, and in the case of discharge or suspension, the employee shall be reinstated to their former status as of the date of such disciplinary action and, unless otherwise agreed to, paid the amount of wages that employee would otherwise have earned by being at work at the basic hourly wage rate less the following:

- (a) any unemployment compensation received by the employee which the employee is not obligated to repay; and
- (b) compensation the employee has earned outside the Company during the period covered by the back wages allowance.

ARTICLE V - ARBITRATION PROCEDURE

Section 5.1

Any grievance that is not adjusted by means of the grievance procedure provided for in Article IV may be submitted to arbitration by either party in accordance with the provisions of this Article.

Section 5.2

Whenever a grievance is to be submitted to arbitration, written notice will be served to the other party within thirty (30) days after receipt of the last written answer as provided in Step 2 of the grievance procedure. The time may be extended by mutual consent of the Company and the Union. The Arbitrator shall be chosen in accordance with the rules of the American Arbitration Association or the Federal Mediation and Conciliation Service.

Within one hundred twenty (120) calendar days of the giving of such notice, a request will be submitted to the Federal Mediation and Conciliation Service or American Arbitration Association. If not taken forward within the above-mentioned timeframe, the matter will be considered closed and the Company's final grievance response will stand as written.

Section 5.3

With mutual agreement the parties may hold a pre-arbitration meeting. The intent of this meeting would be for both parties to make a final attempt to resolve the issue before meeting in arbitration.

Section 5.4

The Arbitrator shall have jurisdiction only over disputes arising out of grievances as defined in Section 4.1 of Article IV including disciplinary actions. The Arbitrator shall have no authority to add to, or subtract from, or amend, or modify in any way the terms, conditions, or provisions of this Agreement, nor of any of the established routines, rules, or practices of the Company which are not inconsistent with the provisions of the Agreement.

Section 5.5

The decision of the Arbitrator shall be final and binding upon all employees, the Company, and the Union, and shall be complied with as soon as possible.

Section 5.6

The fees and expenses of the Arbitrator, including the cost of the transcript of the record, shall be shared equally between the Company and the Union. Each party will pay its costs for preparing and presenting its case to the Arbitrator. Two (2) employees, designated by the Union, will be paid a maximum of eight (8) straight time hours per day at their basic wage rate for regular scheduled time lost from work for the purpose of attending an Arbitration Hearing. Employees called as witnesses by the Union will be excused from their jobs, without pay, for the purpose of giving testimony.

Section 5.7

The Arbitrator shall have authority to include in the award an order for money restitution to an employee, or employees, where improper payment, for failure to make proper payment, is a point at issue or where suspension or discharge is involved.

ARTICLE VI - NO STRIKE - NO LOCKOUT

Section 6.1

It is understood between the parties that the services to be performed by the employees covered by this Agreement are essential to the operation of the Company and to the health, safety, and welfare of the public, and the Union agrees that it will not authorize or promote any strike, slowdown, picketing or other interference with the normal operations of the business. It is understood that the Union will not condone employee participation in a sympathy strike in conjunction with personnel outside of the Bargaining Unit. The Company agrees that it will not lock out its employees during the term of the Agreement. The Union shall cooperate with the Company throughout said period in continuing operations in a normal manner, and shall actively discourage and endeavor to prevent or terminate any violation of this Section. Any employee who violates the provisions of this Section shall be subject to disciplinary action, including discharge.

Section 6.2

In the event any violation of Section 6.1 hereof occurs, the Local Union President (or the appropriate Union representative if the Local Union President is not available) shall promptly order the employees involved to cease the violation and return to work at once. If any employee involved fails to obey such order promptly, or if any employee fails to report to work in the course of any action prohibited by Section 6.1 hereof, that employee shall be deemed to have violated Section 6.1 hereof unless such failure is due to circumstances beyond the employee's control.

Section 6.3

If it is contended that any employee was improperly discharged or otherwise disciplined under Section 6.1 hereof, a grievance may be filed under Article IV of this Agreement.

ARTICLE VII - DISCIPLINE

Section 7.1

Employees covered by this Agreement shall not be discharged, suspended, demoted, or otherwise disciplined without just cause.

Section 7.2

The appropriate Manager will notify the Union of each instance of disciplinary action at the time such action is taken. Such notice shall be in writing and shall state the reason for the disciplinary action involved, the disciplinary penalty imposed, the circumstances leading to the action and the time and place of occurrence, and shall be sent to the International Representative with a copy to the Local Union President and the affected employee. Such notice may be presented in person or may be sent by mail but in no instance shall the giving of the notice be later than twenty-four (24) hours after the disciplinary action has occurred. This Section 7.2 shall function coincidental with Article IV and shall not function so as to limit or void Article IV in any manner. Vehicular accidents over three (3) years old will not be used for disciplinary purposes, and will be removed from the Official Personnel file. The immediate supervisor, if so requested by the employee, shall notify the Local Union President, in writing, of all instances of employee reprimands at the time of such reprimand.

Section 7.3

In case of discharge or suspension, the employee may be required to leave immediately the premises of the Company or other premises where that employee may be working.

Section 7.4

Nothing herein shall preclude voluntary discussion between the Local Union and the Company representatives concerning impending action against an employee with the opportunity being given the Union to apply its influence toward a correction of the undesirable situation relative to the employee.

ARTICLE VIII - UNION BULLETIN BOARDS

Section 8.1

The Company shall furnish and maintain bulletin boards for the Union's exclusive use at suitable places on Company property. The placement of such bulletin boards shall be determined by mutual agreement between the Union and the Company.

Section 8.2

The use of the bulletin boards shall be restricted to:

- a) Factual notices and announcements of the Union pertaining to the following:
 - 1) Union meetings.
 - 2) Union elections and nominations.
 - 3) Appointments to Union office.
 - 4) Union social and recreational affairs.
- b) Regularly issued financial statements of the Union.
- c) Jointly signed minutes of conferences between the Union and the Company.
- d) Agreements concluded by the Union and the Company.
- e) Such other material as may be approved in writing prior to posting by the appropriate Manager.

Section 8.3

No material shall be placed on Union bulletin boards except by designated Union representatives. Material posted shall not contain anything political or controversial or anything derogatory to the Company or its employees.

ARTICLE IX - UNION BUSINESS

Section 9.1

Union activities as provided for within this Agreement, or as may be specifically approved in writing by the Company, shall be permitted on Company time and property as prescribed.

Section 9.2

Authorized Union representatives shall be granted necessary and reasonable time off, as provided for elsewhere under the terms and conditions of this contract, for the processing of grievances and for joint conferences with the Company in connection with the administration of this Agreement.

Section 9.3

Union officers and representatives, desiring to leave work for the purpose of conducting Union business will first report to their immediate supervisor and request permission to leave their job, giving the basic reason for their request and the probable duration of their absence. In each instance, permission will be granted unless to do so would seriously interfere with operations. In such cases the supervisor involved will make arrangements to give the representative the requested permission as soon as possible. Upon returning to the job, the Union representative will first report to the supervisor, when available, before resuming work or as soon thereafter as possible. When such request for permission to leave the job to attend a scheduled meeting, such request must be made at least twenty-four (24) hours in advance. Such excused time shall be without pay except as provided for in Section 9.4.

Section 9.4

Union representatives shall not suffer loss of pay for time lost by reason of meetings in joint conferences with the Company or that portion of the processing of grievances that involves discussion or meetings with Company representatives. Union representatives will be permitted to meet with members individually for the purpose of discussing grievances and matters subject to the grievance procedure; however, such representatives shall handle Union business with proper regard for the Company's operational needs, and shall cooperate in good faith with the Company in keeping to a minimum the time lost from work due to Union business. If any Union representative spends excessive or unreasonable time on Union business during working hours, the Union will undertake to correct the matter upon notice from the Company.

The Company shall excuse four (4) employee members for the purpose of Union contract negotiations. Employees excused for negotiations shall receive a maximum of eight (8) hours pay per day.

Section 9.5

At the request of the Union, the Company shall recognize and grant a Leave of Absence not in excess of one (1) month in duration for three (3) employees per Local, provided they are in different job classifications or if in the same job classification from different districts, designated by the Union for the purpose of attending a convention, educational or training program, or other activity, provided notice of at least one (1) week in advance is given the Company prior to the date of departure. The number of employees in the Bargaining Unit granted a Leave of Absence in accordance with the provisions of this Section shall not exceed fifteen (15) at any one time.

Section 9.6

At the request of the Union, the Company shall recognize and grant a Leave of Absence not in excess of three (3) years in duration for any one (1) employee designated by the Union as having been elected to Union Office or employed by the Union other than a Local Office. Such Leaves of Absence shall not exceed two (2) in number consecutively, after which period, the employee must return to active employment with the Company.

ARTICLE X - SENIORITY

Section 10.1

Company seniority of an employee shall be computed from the last date of hire based upon continuous service with the Company, with another Company of the Sprint Corporation, with a predecessor company, or with any company to be merged into the Sprint Corporation. Company seniority entitles employees to all general benefits based on total accredited service which includes but is not limited to such benefits as pensions, sickness, accident or Worker's Compensation Disability Benefits, length of vacations and wages.

Section 10.2

Bargaining Unit seniority of an employee shall be computed from the date such employee enters the Bargaining Unit, whether such entry is by hire, from a job within the Company not covered by this Agreement or from employment with another company of the Sprint Corporation. Bargaining Unit seniority entitles employees to such benefits as are based on choice by seniority, such as but not limited to, selection of tours and selection of vacation period.

Any CWA represented employee who transfers with their group into the bargaining unit as a consequence of a merger, consolidation, or buy-out, but not a reduction in force, with an affiliated or unaffiliated entity shall be credited with seniority consistent with this agreement.

Section 10.3

An employee's seniority shall be determined by the date that the employee first performs work for remuneration for the Company. The lower employee number within the last four (4) digits only will designate that employee having the greater seniority of those employees hired on the same date (but with no effect on changing seniority; in effect 02/28/85).

Section 10.4

New employees shall be considered to be probationary employees and not subject to the terms and conditions of this Agreement except as provided for herein until they have completed ninety (90) calendar days of continuous service with the Company. An employee who successfully completes the probationary period will become a regular employee, and the employee's seniority date will be the original date of hire. The probationary period may be extended by mutual agreement between the Company and the Union in each individual case, and at the expiration of such regular or extended probationary period, new employees shall become regular employees.

Section 10.5

An employee's seniority and employment may be terminated for any of the following reasons:

- a) Voluntary resignation.
- b) Retirement.
- c) Continuous layoff for eighteen (18) months or for a period equal to the employee's continuous length of service, whichever is shorter.
- d) Discharge for cause.
- e) Absence from work for three (3) consecutive working days without notifying the Company except where failure to do so is beyond the employee's control.
- f) Failure to return to work within two (2) weeks from date of receipt when notice of recall was sent by certified mail to the employee's last known address on file with the Company.
- g) Permanent disability prohibiting further employment of any gainful nature with the Company. If, however, that person becomes re-employable with the Company, seniority shall be restored as of the time it was terminated.

- h) Approved absence in excess of two (2) calendar weeks without applying for and receiving an approved Leave of Absence, except in the case of sickness or injury disability, the severity of which would make it impractical for the employee to apply for a Leave of Absence or for any other reason when the failure to do so is beyond the employee's control.

Section 10.6

For the purpose of accruing continuous seniority the following shall not prevent such accrual of seniority:

- a) Approved Leave of Absence of thirty (30) days or less.
- b) Absences or leaves by Union representatives.
- c) Absences or leaves by reason of illness or injury during the period for which industrial compensation or sick leave disability payments are made to the employee until the date of determination of permanent-partial or permanent-total disability.
- d) Active duty in the armed services of the United States under conditions of re-employment rights prescribed by law.
- e) All non-productive time for which wages or other compensation is paid.

This section does not apply to the accrual of seniority for selection of tours or work schedules or to the progression of wages, except for the first thirty (30) days of such absence or leave, except for such leaves as covered by Section 10.6(b).

Section 10.7

Seniority of regular part-time and temporary employees shall be computed on the basis of hours worked in relation to 2080 hours per year. Occasional employees shall have no seniority.

ARTICLE XI - SUPERVISORS

Section 11.1

Work normally performed by employees within the Bargaining Unit shall not be performed by supervisory employees or other personnel except when instructing or where because of circumstances beyond the Company's control assistance is necessary to restore normal operations. Supervisory employees and other personnel will work with Bargaining Unit employees on experimental work and in the operation of new equipment for the purpose of tryout.

ARTICLE XII - NO DISCRIMINATION

Section 12.1

There shall be no discrimination either by the Company or the Union against any employee or applicant for employment, in any manner relating to employment because of race, color, religion, creed, national origin, sex, age, marital status or handicap; and will abide by the Americans with Disability Act.

Section 12.2

The subject matter of this Article is not subject to Arbitration.

ARTICLE XIII - HOLIDAYS

Section 13.1

The Company shall recognize six (6) fixed paid holidays as follows:

New Years Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Eight (8) Personal Days

Section 13.2

In the Customer Services, Marketing and Network departments, when any of the above holidays fall on Sunday, the following Monday will be observed as the holiday. When any of the above holidays fall on a Saturday, Saturday will be observed as the holiday, or the Company, after concurring with the Union, will select some other day of the regular work week to be considered as the holiday based upon the observance of the holiday by the Community, exclusive of local, state and federal government offices.

Section 13.3

Regular employees and temporary employees except as exempted in section 13.5 who have completed ninety (90) calendar days of service shall receive eight (8) times their regular, basic wage rate plus any normal differentials customarily received, excluding tour differentials, for each recognized holiday listed in Section 13.1. Regular employees who work on one of these holidays shall receive their regular holiday pay plus their regular, basic wage rate including any normal differentials customarily received, at the rate of double time for each hour worked.

Section 13.4

To be eligible for holiday payment, a regular employee must have at least ninety (90) calendar days seniority as of the date of the holiday and must work the regularly scheduled workday before the holiday, and the regularly scheduled workday after the holiday, and the holiday itself, if scheduled to do so, unless the employee has been excused by the immediate supervisor, or is absent because of personal illness or injury substantiated by a physician's statement.

Section 13.5

Part-time employees will be eligible for all paid holidays except personal days. Those same employees shall receive their regular basic wage rate plus any normal differentials customarily received, excluding tour differentials, based on the average hours worked per day in the previous four (4) weeks, but not to exceed eight (8) hours.

Section 13.6

Occasional and probationary employees shall not be eligible for holiday pay. Occasional, probationary and part-time employees not eligible for holiday pay and who work on a holiday, shall be paid in accordance with Article XIX for the Customer Services, Marketing and Network department employees for each hour worked on the holiday.

Section 13.7

A Personal Day may be taken on any day during the calendar year, except on another holiday.

A Personal Day selection will take precedence over day(s) at a time off requests.

A Personal Day may be used to supplement a vacation.

Personal Days may not be carried over from one year to the next.

The employee's Personal Day shall be a day off in addition to the actually scheduled day(s) off in the Personal Day week.

Section 13.8

Employees receiving wage payments from the Short Term Disability or the Worker's Compensation provisions of Appendix B of the Agreement on a holiday will not be eligible for holiday pay. The scheduled personal days may be rescheduled to a mutually agreeable time provided the rescheduling is in the current calendar year.

Section 13.9

Scheduled holiday hours paid for and not worked shall be considered as hours worked in computing overtime.

ARTICLE XIV - VACATIONS

Section 14.1

Regular employees shall be granted annual vacations with pay based upon their cumulative length of continuous service as follows:

Length of Service	Length of Vacation
One (1) year but less than two (2) years	One (1) week
Two (2) years but less than eight (8) years	Two (2) weeks
Eight (8) years but less than fifteen (15) years	Three (3) weeks
Fifteen (15) years but less than twenty-five (25) years	Four (4) weeks
Twenty-five (25) years or more	Five (5) weeks

Section 14.2

The vacation year which shall be used in computing the amount of vacation time and pay shall be from December 31 through December 31 of each year in which this Agreement continues in effect, except that the anniversary year of an employee's seniority date with the Company shall be used to determine the employee's initial eligibility under the respective sub-section of Section 14.1 of this Article. If an employee's seniority date falls between November 15 and December 31, the employee shall become eligible for vacation time off as of October 15 and shall schedule the vacation between then and December 31 except as may be provided for elsewhere in this Article.

Section 14.3

The vacation schedule will be prorated for all regular full-time employees who did not work a full calendar year because of layoff or leave of absence. The entitlement shall be determined by dividing the hours worked in the qualifying period of 2080 hours then multiplying the result by the scheduled allowance.

Section 14.4

Vacation pay for regular full-time employees shall be computed on the basis of a forty (40) hour week at their basic wage rate in effect for the last payroll period preceding the start of their vacation. Vacation pay for regular part-time employees shall be computed on the basis of hours worked in relation to 2080 hours per year up to the maximum vacation pay and shall be paid at their basic wage rate for the last payroll period preceding the start of their vacation.

Section 14.5

Vacations may be taken during the period from January 1 through December 31. The Company will seek to accommodate employees as to vacation dates, but the right to schedule an employee's vacation period is reserved by the Company in order to insure orderly and efficient operations. The Company may reschedule an employee's vacation period for operational reasons or if the employee is unable to take his or her vacation because of absence caused by an industrial injury provided that such vacation shall be taken immediately following such disability. Seniority shall govern in the choice of available vacation periods as determined by operational needs, provided that the employees involved have notified the Company of their choice of vacation dates prior to December 15 of each year for the following year. Thereafter, vacations will be scheduled without regard to seniority. The Company will communicate the vacation schedule to the Local Union President or his/her representative before the annual schedule is posted.

Section 14.6

Vacations may not be accumulated from year to year, nor may a vacation be postponed from one year to another except that an employee may defer up to 40 hours of vacation to January, February, or March. By making this carry-over vacation selection the employee must also select an amount of the following year vacation to be taken equal to the carry-over amount to be taken during January, February or March. These selections take precedence over the following year selections and may not be changed without mutual agreement of the employee and his supervisor and then only to another date within the same three (3) months. Employees may not receive vacation pay in lieu of vacation time off.

Section 14.7

Time off shall be on the basis of full calendar week or weeks except that time taken a day or days at a time is subject to the following conditions:

1. Regular scheduled vacations take precedence over day or days at a time requests.
2. Such request will be honored on a first come first served basis.
3. Change in the work schedule if any, will not be considered a change under Section 19.13.
4. Vacation day or days at a time should be taken prior to August 1 or the immediate supervisor will schedule thereafter, however, the supervisor may approve day at a time after October 1 if such time off is scheduled before August 1.

If a holiday falls within an employee's vacation, the employee shall take an additional day with vacation pay in lieu of the holiday either at the beginning or at the end of the vacation period, at the option of the employee so long as the employee selects the day at vacation selection time, otherwise, the supervisor must approve which of the two (2) days will be taken.

Section 14.8

An employee who is laid off, resigns or is discharged for just cause shall receive the vacation pay for which that employee is eligible but said vacation pay shall not include any accrued vacation pay for the current vacation year. Payment, if any, shall be made at the time the employee receives a final paycheck. In the event that said employee is reinstated within the same vacation year, the employee shall not be entitled to any additional vacation pay for that vacation year. In the event of the death of any employee, the employee's earned vacation pay shall be paid to the employee's surviving spouse or the employee's estate.

Section 14.9

Any employee laid off after October 1 of any year due to a facility closure, unless it is apparent that the employee will be called back within three (3) months, will be paid accrued prorated vacation. Any employee not so paid nor brought back within the three (3) months will either be paid the vacation pay they would have received or be brought back immediately (notification rules apply).

An employee who has received vacation pay and is called back need not return said pay to the Company; however, the employee will thereby forfeit their vacation time off. The employee will be allowed the time off without pay however, if agreed to by their supervisor's supervisor in writing.

ARTICLE XV - TELEPHONE CONCESSION

Section 15.1

Subject to Company policy, regular employees (full and part-time) with six (6) or more months of service are eligible for a discount on service or services offered by the Company on the same basis as non-represented employees.

It is recognized that the Company has the exclusive right to amend, modify wholly or in part this plan. The Company agrees, however, that any changes to the concession plan for bargaining unit employees will be equivalent to the service that is provided to non-bargaining employees at the same location.

ARTICLE XVI - PROMOTIONS AND TRANSFERS

Section 16.1

Job postings will occur electronically for all job openings. Such notice shall include the title and job duties of the position available, the skills required for the position, the closing date for submission of bids, and the name of the person to whom the bid is to be submitted. Only those job vacancies which the Company has declared to be a job vacancy will be available for employee bids which must be submitted via a job interest request form within seven (7) days of the notification.

Section 16.2

Applications must be submitted within the specified time period on a form provided by the Company. The employee will complete the document as indicated and include the date referenced on the job vacancy, experience, training and other qualifications.

Section 16.3

Jobs posted for bidding shall be subject only to the limitations in Section 16.4. The job will be considered a promotion if it pays a higher maximum rate than the job in which the employee is presently working.

Section 16.4

An employee's bid will be considered except employees who at the time of the vacancy are in one of the following classes:

- a) Probationary and temporary employees;
- b) Laid off employees;
- c) Employees who within the previous six (6) months have been returned to their former job because of failure to qualify on a job in the same classification as the vacancy involved;
- d) Employees who have received one (1) job within the previous twelve (12) months including new hires, unless this would result in hiring from outside of the bargaining unit, in which case the twelve (12) months may be reduced to nine (9) months.

Section 16.5

Selection of the employee to be awarded the job shall be determined by the Company from those bidders who are qualified, based upon skill, ability, employment and health record, dependability and seniority. Between two (2) or more applicants with equal qualifications seniority shall prevail. In determining qualifications the Company may require an applicant or applicants to take a test provided such test is fair, reasonable and appropriate to the job involved. If no application is received or none of the applicants are qualified, the job involved may be filled, at the option of the Company, either by hiring or by transfer.

Section 16.6

An employee within the Bargaining Unit selected for a promotion or transfer shall receive such training and assistance as may be necessary to enable the employee to satisfactorily perform the requirements of the job, for that period of time the employee is on such job. Should an employee, after a ninety (90) calendar day trial period, in the judgment of the Company, still fail to satisfactorily perform the requirements of the job, for that period of time they are on such job they may be returned to the job from which they came and those who followed set back to the extent necessary.

Section 16.7

An employee promoted in accordance with the provisions of this Article will be given a promotional increase to the rate in the new wage schedule which is next higher than the employee's present rate. Thereafter, the progression increases shall be in accordance with the wage schedule for the higher rated job. However, if an employee would progress to the top rate in the promoted to classification, the employee will stay at his/her current pay and progress to the new top pay after six (6) months.

Section 16.8

An employee desiring a transfer to a different Union local area may submit a request in writing to the employee's immediate supervisor. Full consideration will be given to such requests and will be acted upon at the sole discretion of the Company based upon its operational needs. Such requests for transfers will not be considered at the time the Company is making a selection of an employee under Section 16.5. Such request must be limited to a single and specific job and district and must contain an outline of the experience, training and other qualifications of the employee. Such request may be withdrawn at any time and another one filed in lieu thereof. Such request may be renewed within twelve (12) months of filing or it will be deemed to have been withdrawn.

The Company will not recognize or give consideration to requests from employees in any one of the classes listed in Section 16.4 of this Article. Employees desiring a job change (promotion, lateral, or downgrade) within the area of the Union local, must use the bidding process in Section 16.2.

If a job vacancy is declared in any job classification for which the Company has on file a request for transfer or downgrade to this classification, the Company may fill such vacancy by acting upon this request. If such action is taken, this section supersedes and causes Section 16.1 to be inoperative.

An employee transferred or downgraded in accordance with the provisions of this Section shall be paid the basic wage rate for the classification transferred or downgraded to, based upon the employee's length of service.

Section 16.9

The Company may temporarily transfer employees between job classifications, departments, districts, or sub-districts in order to meet operational needs or emergencies or to fill in for vacations or other Leaves of Absence or absenteeism. An employee temporarily transferred shall be paid the basic wage rate of their regular job or the basic wage of the job to which that employee is transferred, whichever is higher.

Section 16.10

Prior to an involuntary transfer the Company shall seek volunteers. Employees selected for involuntary transfer from one district or sub-district to another for an indefinite period shall be chosen on the basis of least seniority to the extent that ability and qualifications are consistent with the demands of the job to be filled. Costs of moving to new districts or sub-districts will be assumed by the Company up to a maximum of \$4,000 for reasonable costs as supported by receipts, for relocation costs incurred by the employee. When opportunity arises, an employee involuntarily transferred shall be afforded an opportunity to re-transfer to that employee's former job or to another job for which that employee is qualified at the district or sub-district from which that employee was transferred. The re-transfer shall be afforded in accord with seniority limited only by necessary considerations of telephone service requirements. Costs of moving back to the district or sub-district from which that employee was transferred will be assumed by the employee.

Section 16.11

The Company may appoint qualified employees to act temporarily in an In-Charge capacity in the Customer Services, Marketing, and Network departments subject to the understanding that an employee desiring not to accept such appointment shall not be deprived of future opportunities for advancement. In each case, the employee placed In-Charge shall be an employee who is properly qualified to assume the responsibility, full consideration having been given to the seniority of the employees in the group.

The Company shall appoint, as required, qualified employees to act temporarily in an In-Charge capacity who are in the Line classification, working on construction specifically, with one (1) or more other employees in the Line classification.

Employees placed in an In-Charge capacity shall be paid the premium or in accordance with the appropriate wage schedule as specified in Appendix A, for each hour worked in such assignment, provided that on the tour involved, they work at least one (1) hour in such capacity.

Section 16.12

All jobs awarded in accordance with Job Posting and Bidding Procedure shall be awarded within thirty (30) days of the job bid closing date, and the employee shall be placed in the job so awarded within sixty (60) days of the award date.

ARTICLE XVII - LEAVE OF ABSENCE

Section 17.1

Leaves of Absence for non-medical reasons may be granted for good cause not to exceed thirty (30) days and may be extended upon application of the employee provided the employee's absence will not materially interfere with the Company's operational or service requirements.

Section 17.2

Seniority shall accumulate during authorized Leaves of Absence in accordance with the seniority provision of this Agreement.

Section 17.3

All Leaves of Absence must be applied for and granted on a Request for Leave of Absence form, PER 1021, provided by the Company. Employees who misrepresent facts to obtain a Leave of Absence or secure a Leave of Absence on the basis of such misrepresentation may be dismissed by the Company. Termination of employees will also result when an employee does not apply for a Leave of Absence at the expiration of Sickness Disability Benefits or Industrial Accident Disability Benefits and the employee is unable to return to work. The Company shall notify the employee of the provisions of this Section prior to invoking such provisions.

Section 17.4

All Leaves of Absence shall be without pay and other economic benefits, except as otherwise provided for in this Agreement. Telephone concession will be maintained during the first thirty (30) days of leave only.

Section 17.5

Leaves of Absence will terminate as a result of:

- a) Written notice of an employee's intent to return to work supported by competent medical or other authority where appropriate.
- b) Expiration of granted time limits.
- c) Permanent-partial or permanent-total disability when so determined by competent medical authority.
- d) Change altering the circumstances and conditions upon which the original request for Leave of Absence was founded.

Section 17.6

No employee granted a Leave of Absence shall accept other employment except employment or Office with the Union during the period of the leave, except with the written approval of the Company. Violation of this provision will result in termination of employment.

Section 17.7

At the termination of a Leave of Absence, the duration of which is thirty (30) days or longer, the employee will be returned to their former position, or if not available, to other work subject to the seniority provision of this Agreement. The Company shall not be required to hold or maintain the position of any employee while the employee is on Leave of Absence. Vacancies created by Leaves of Absence will be filled in accordance with the provision of Article XVI of the Agreement. Upon the expiration of the Leave of Absence and the employee's return to work, it may be necessary to layoff the least senior employee in the job classification for the purpose of creating a vacancy to which the employee on Leave of Absence can return.

Section 17.8

Employees who enter in active service in the defense forces of the United States shall have all the rights and benefits provided for by applicable Federal Law.

Section 17.9

Notwithstanding anything to the contrary, where any one clause or Article of this contract is applicable to a request for a leave of absence as defined by the Family and Medical Leave Act of 1993 (FMLA), the minimum requirements provided by the FMLA shall prevail unless the contract provides for a type or level of benefit greater than that specified under the FMLA. Employees must submit the necessary paperwork within fifteen (15) days of the first day of absence.

ARTICLE XVIII - MANAGEMENT RIGHTS

Section 18.1

Nothing contained in the Agreement shall be deemed to limit the Company in any way in the exercise of the regular and generally recognized customary functions and responsibilities of management. Moreover, such functions and responsibilities of management as may be mentioned or referred to herein shall not be deemed to exclude other functions or responsibilities of management not specifically included herein.

Section 18.2

The rights of the Company to establish, determine, maintain and enforce standards of telephone service within the terms and conditions of this Agreement is fully recognized. The Company shall not be required to retain in its employment any employee who refuses or is proved unable to meet established work standards. A regular employee who becomes physically incapable of meeting established work standards may be transferred to work that the employee is physically capable of performing. Such transfer may or may not constitute a promotion.

Section 18.3

Management trainees or professional employees may work temporarily in the various classifications covered by this Agreement for training experience. Such assignments shall not result in supplanting members of the Bargaining Unit in the event of layoff, overtime, or regular scheduling. It is understood that the objective is to provide the individual with knowledge and skills required in the telephone industry.

Section 18.4

Nothing in the Agreement shall be construed to limit the right of the Company to employ such contract labor as may be necessary for the proper construction, installation and maintenance of the communications facilities owned, serviced and/or operated by the Company. However, the Company shall not enter into any contractual arrangement for the construction, installation and maintenance of plant facilities which may result in the layoff or part-timing of those employees who customarily perform the same type of work as the work to be provided under the contractual arrangement.

The Company shall provide, within reason, written information to the local Union when contractors will be used.

The foregoing prohibition shall not apply to the consolidation or transfer of work to other Sprint affiliated work groups. In such cases, the Company shall advise the Union of its intention to consolidate or transfer work prior to implementing such changes.

Section 18.5

Nothing in this Agreement shall constitute a guarantee of employment or of continuity of employment or of hours of work per day or per week.

ARTICLE XIX - GENERAL WORKING CONDITIONS

Section 19.1

Working conditions as outlined in this Article apply to all employees covered by this bargaining unit unless specifically noted within the Section or outlined differently for specific job classifications in Articles 20 and 21.

Section 19.2

The normal hours of work shall be eight (8) hours per day and forty (40) hours per week consisting of five (5), eight (8) hour days. The normal work week shall be on a calendar week basis, Sunday through Saturday and the normal weekly assignment will consist of five (5) full eight (8) hour shifts which may be on any calendar day of the week as designated by the Company. The Company will make every reasonable effort to schedule regular work days consecutively. Each work day includes a non-compensable lunch period which will include any travel time to and from the job for the purpose of eating. The meal period, including travel time, shall begin and end at the actual work locations.

Section 19.3

It is recognized that in certain work units or groups, it may be beneficial to the employees and in the best interest of the business to establish a four (4)-day schedule as a normal work week. Accordingly, the number of hours which presently constitute a normal five (5)-day work week schedule will be scheduled in equal amounts over four (4) consecutive/non-consecutive days, if agreed to by the affected employees.

No daily overtime payment as required in Section 19.8 shall be made for any of the hours worked over eight (8) when the conditions of this section are in effect. Continuous work over ten (10) hours in any work day will be paid at the applicable overtime rate. No differential payments for evening and night work shall be made unless some or all of the hours which would otherwise constitute a normal work day if scheduled over five (5) days fall within the period of time for which such differential is paid, in which event differential payments shall be made in accordance with the Agreement.

Section 19.4

Employees may take a rest period in each half of the tour. Rest periods may not be taken earlier than one (1) hour after the starting time or one (1) hour before the quitting time of each half of their tour. Time of departure from point of work to return to duty at the same point for this purpose shall not exceed fifteen (15) minutes. Company vehicles may not be used for such purpose except when incidental to the route of travel.

Section 19.5

An employee's work tour may be scheduled or rescheduled, assigned or reassigned during any hours of a scheduled day of any work week. An employee shall be notified at least twenty-four (24) hours in advance of such schedule changes except in emergencies.

Section 19.6

Seniority shall govern choices of tours (schedule of hours and days available), but only to the extent that it may be necessary for the Company to assign qualified employees to certain tours. Employees shall be afforded choice of available tours in the order of their seniority at least once every three (3) months and once every four (4) months for the Assigner Dispatcher classification.

Section 19.7

Regular, weekly schedules for employees will be posted at least two (2) weeks in advance but in no case later than Wednesday at 3:00 p.m. of the preceding week.

Section 19.8

Time and one-half shall be paid as follows:

- a) All hours worked over forty (40) in a work week.
- b) All hours worked over eight (8) in a work day.
- c) All hours worked on Sunday.

Double time shall be paid as follows:

- a) All hours worked on paid holidays.

There shall be no pyramiding of overtime pay and premium pay; that is, not more than one (1) overtime and/or premium shall be paid for the same hour worked.

"N" (non-paid) time will be permitted. "N" time shall compute for overtime if the Company requests it and shall not compute for overtime if the employee requests it.

Jury pay, death in family pay, sickness disability benefit pay, industrial accident disability benefit pay, or any other paid time not worked shall not be used in the computation of overtime.

Section 19.9

An employee may be required to participate in an "on call" program; the obligation will be limited to twelve (12) weeks in a calendar year. An employee may volunteer for additional available weeks. This program may consist of either a 7-day or week-end assignment. The employee may also arrange for alternate qualified coverage. Where district manpower cannot support the "on call" effort, districts may be combined. When districts are combined and the on-call person is located in one district and the call-out situation is in another district, the Company will first go through the call-out list for the affected district, and if no one responds, the on-call person will be required to take the call-out. An employee "on call" will keep the dispatch center advised of his/her location and be available for duty. For the convenience of the employee, pagers or radios and home garaging may be assigned to the employees when "on call" when requested.

An employee on-call will not be expected to work more than six (6) hours on call-out in a day, except on days off. This refers to worked time not paid time.

7-day On-call: Monday 8:00 a.m. through Monday 8:00 a.m. - \$155.00 will be paid for the full week.

Week-end On-call: Friday 5:00 p.m. through Monday 8:00 a.m. - \$65.00 will be paid for the full week-end.

Holiday On-call: If an on-call assignment includes a Holiday, an additional \$45.00 will be paid.

If week-end on-call has been assigned, and a holiday falls on a Monday or Friday, the entire 24 hours of the holiday will be included in the week-end on-call assignment.

If 7-day on-call has been assigned, and a holiday falls on the following Monday, the on-call assignment will end at 8:00 a.m. on Tuesday.

On-call employees following or preceding a holiday schedule shall not have their on-call pay prorated because of the holiday.

This program does not lessen the responsibility of all employees to accept normal call outs.

Call out time shall be paid with a minimum payment of two (2) hours at the rate of time and one-half if called out after the employee's regular scheduled quitting time and before midnight, and a minimum payment of three (3) hours if called out between midnight and the employee's regular scheduled starting time. This Section does not apply to overtime that is continuous with the employee's regular schedule. The foregoing is superseded on Sundays and paid holidays, on Sundays the payment shall be time and one half and on holidays payment received shall not be less than two (2) hours at the rate of double time which rate shall continue for all hours worked if in excess of two (2).

Section 19.10

Overtime hours will be distributed as equally as possible within each classification among regular full time employees in the classifications. Unequal overtime distribution will be equalized by the assignment of compensating overtime when available and such overtime balance will be kept on an annual basis. Overtime records shall be available for examination by the Union upon request. In the event an employee refuses overtime work, such overtime shall be considered time worked for the purpose of equitable distribution of overtime.

Section 19.11

All hours worked between 7:00 p.m. and 6:00 a.m. shall be paid at the night differential of \$0.75 per hour.

The differential in this section is applicable to regular scheduled tours and straight-time hours only. This differential will not be paid in addition to overtime; however, it will be paid on Sundays and paid holidays up to a maximum of eight (8) hours only on all hours worked after 7:00 p.m. and prior to 6:00 a.m.

Employees working a split tour, wherein such tour constitutes two (2) sessions with a non-paid break of more than two (2) hours, shall be paid a differential of \$1.00 for the second session, provided the complete tour is worked.

Section 19.12

In the event of injury or accident while at work during scheduled working hours, an employee shall be paid for time lost from work due to medical treatment or care on the day the injury or accident occurs. If the employee is sent home by the Company or by the physician to whom the employee has been referred by the Company, the employee shall be paid for the number of hours that the employee was scheduled to work the day of the injury or accident. The payment or receipt of benefits under this Section shall be without prejudice to the rights or claims or defenses which the Company or the employee involved may have or may claim under the Worker's Compensation Statutes of Ohio or any other applicable Worker's Compensation Statutes.

When subsequent visits to the physician related to the same injury or accident are required, time lost from regularly scheduled work for such visits shall be paid by the Company.

Section 19.13

When an outside employee has reported to work as scheduled and inclement weather keeps that employee from performing the normal duties, that employee shall be assigned to other work, if available, at the employee's regular basic wage rate or shall be paid for the number of hours that employee was scheduled to work and was prevented from doing so. However, by mutual agreement employees may leave work without pay for an agreed to number of hours in lieu of doing other work during inclement weather. Inclement weather shall be defined for purposes of this Section as weather which would interfere with the safe performance of work, such as heavy rain, wet snow, or excessive cold or wind. Management shall determine the type and location of the alternate duties to be performed. Management shall determine, in all instances, the extent to which outside work shall be performed during inclement weather with reasonable consideration being given to both the protection of the health and safety of employees and the continuity of essential services.

Section 19.14

Any regular, full time employee who is a member of the National Guard, State Guard or Reserve component of the United States Armed Forces, when ordered to report for training by the employee's commanding officer to any training center or camp, when such training cannot be obtained outside of said employee's scheduled working hours, shall be excused by the Company to receive such training upon giving at least fourteen (14) days prior written notice to the employee's supervisor. An employee granted absence for such training shall be paid, up to a maximum of two (2) calendar weeks, a sum which, when added to the payment received for such military training, shall equal the straight time pay which the employee would have earned for the same two (2) weeks, provided the employee furnishes the Company with written proof from the commanding officer of such time spent in training and payment received for such military training. Such payment will be made but once in any calendar year.

The foregoing provisions also apply to riot and other civil disturbance duty. In this case, it is understood the fourteen (14) day notice provision would not apply, nor the provision for payment once in a calendar year.

Section 19.15

An employee who continues working more than two (2) consecutive hours overtime past the normal tour ending time shall receive a thirty (30) minute paid meal break.

Section 19.16

Employees will receive an allowance for meals as follows: \$40.00 per day worked while working away from home and living away from home. A reduction of \$5.00 for breakfast shall apply when the employee is traveling on paid time to the work location and \$13.00 for dinner when the employee is traveling from the work location on paid time.

Employees will use a corporate credit card with a cash advance feature to pay for travel expenses when working out of district or attending training required by the Company including air fare, lodging, meals, parking, tolls and ground transportation. An electronic expense reporting process will be used and reimbursement will be authorized only for approved expenses charged to a corporate credit card and approved incidental expense, which cannot be paid for with a credit card. The Company will pay the corporate credit card bill and reimburse incident expenses as a non-taxable item on the employee pay check provided an approved expense report has been promptly completed following the overnight assignment and supported by receipts.

Section 19.17

A per mile allowance will be paid in accordance with the Corporate Travel and Expense practice for driving a personal car, provided the employee obtains minimum liability insurance coverage of \$100,000-\$300,000 non-commercial.

Section 19.18

When an employee is assigned to work at a temporary work location less than 65 miles from his original reporting location the Company may elect, with mutual agreement with the employee to pay per diem of twenty dollars (\$20) if 25 but less than 35 miles one way, twenty-five dollars (\$25) if 35 but less than 50 miles one way, and thirty dollars (\$30) if 50 but less than 65 miles one way in lieu of lodging, mileage, etc. When this method is used the employee will provide his own transportation to/from the work location.

Travel time to the work location at the beginning of the assignment and travel time from the work location to the reporting location at the end of the assignment will be paid time. When this section is applied, contrary language in Articles 19 and 21 does not apply.

Section 19.19

All employees covered by this Agreement shall be required to attend Company and Manufacturers' Training Schools from time to time as designated by the Company.

The Company will give consideration to excuse an employee from attendance at such schools upon the employee's request, substantiated by a valid reason.

Section 19.20

The Company will furnish at its own expense, uniforms and wet weather gear when appropriate, for those employees whom the Company designates shall wear them. Employees who are furnished uniforms shall be responsible for their proper use and care, including cleaning. The Company will specify the quantity and type of uniform to be worn in connection with each job classification designated. Employees furnished uniforms in accordance with this section are required to wear same. Employees will not be furnished uniforms until they become regular employees at the completion of their probationary period. In addition all employees required to wear ANSI standard safety footwear will be reimbursed an allowance of \$55.00 annually. To be eligible for this reimbursement the employee must submit this allowance, along with the receipt for the purchase of such footwear on the standard expense reimbursement form.

Section 19.21

The Company will furnish at its own expense all the tools which employees need to perform their job duties. Employees who are furnished tools shall be responsible and accountable for their proper use and care. Tools which become broken or worn through normal wear will be replaced by the Company at its own expense, provided that they are returned to the Company. Tools which are lost or stolen shall be replaced at the employee's own expense except when loss results from causes beyond the employee's control, including failure of the Company to provide a secure place for storage. The Company will specify the quantity, kind, type and make of tools that are to be used in connection with each type of work.

Section 19.22

The Company and the Union agree to a program entitled "Home Garage". This program will permit participating employees to keep their Company vehicles at their residence and be dispatched to the first job assignment.

Listed below are the guidelines for the program:

- a. The Company will determine which departments, locations and employees will be eligible to participate.
- b. Individual employee participation will be by mutual agreement.
- c. Employees may be eligible to participate provided the nature of the work being performed by the employees in the group is 1) other than at the same Company owned/maintained facility on a regular basis, 2) is such that the employees can be dispatched and report directly to the work location at the beginning of the work day, and 3) it would not be necessary for the employee to first report to a Company owned/maintained facility prior to his/her going to the work location.
- d. The program must be flexible in that there may be times certain employees will be required to report to the work center to complete assigned projects.
- e. Employees will be at the first assignment at the scheduled starting time of the tour and at the last assignment at the scheduled ending time of the tour, unless overtime is required, then, the paid time ceases when the job is completed at the work site. If the first assignment is beyond twenty-five (25) miles from the employee's home, the employee will leave home thirty (30) minutes before the beginning of the tour. If the last assignment is beyond twenty-five (25) miles from the employee's home the employee will be paid for any travel time directly home in excess of thirty (30) minutes.
- f. Start time for call-outs begins when the employee leaves for the work site and ends when the employee returns directly home.

HOME GARAGING ADDENDUM

"Home Garaging" will be optional. Changes in the employee option may be coordinated with the immediate supervisor. Generally, a two (2) week notice will be required when options are changed.

Scheduled and unscheduled meetings will be handled by local management.

Employee's participating in "Home Garaging" will not report to the work center at start and stop times.

Accidents incurred (personal and vehicle) while en-route to and from work are covered by the Company. Liability of secured vehicle will be the Company's responsibility, i.e., vandalism, theft, and Act of God.

"Home Garaging" will not give anyone preferred call out.

Company vehicles during off hours should be parked on employee's personal property; however, we will allow street parking where zoning permits. Location of vehicle during employee vacation will be at the discretion of local management. Vehicle maintenance, routine and repair, will be at the discretion of local management.

Home Garaging will be in effect for the life of the contract after which if either party wishes to re-negotiate this issue, it will be subject to renegotiation.

ARTICLE XX - GENERAL WORKING CONDITIONS
C.O.E.

Section 20.1

As used in this Article, the following terms shall have the following meanings:

- a) Home Location: The District Office of the Company nearest to the C.O.E. Installer's home. The employee's home location can change with mutual agreement of the Company. A C.O.E. Installer must join the C.W.A. Union Local nearest the employee's permanent residence. If the employee changes residence, the Union will notify their local Human Resources Office if there is any change in the employee's local Union membership.
- b) Work Location: Central Office or other Company facility in which work is being done.
- c) Lodging: Motel, hotel or other living quarters, while working away from home location. Lodging will be the closest acceptable accommodations to the work location as designated by the Company.

- d) Travel Time: That portion of regular hours taken to travel from home to work location, from work location to work location, and from work location to home location. Payment will be at the C.O.E. Installer's regular basic wage rate.

Section 20.2

C.O.E. Installer's normal work day and week will be 8:00 a.m. to 5:00 p.m., Monday through Thursday and 7:00 a.m. to 4:00 p.m., Friday. The Company may schedule other hours of the day and other days of the week as it deems appropriate. The 7:00 a.m. to 4:00 p.m. schedule on Friday will be at the option of that group of employees working at one work location. If the majority prefers to work 8:00 a.m. to 5:00 p.m. on Friday, then all the employees assigned to that job will work 8:00 a.m. to 5:00 p.m. If the 7:00 a.m. to 4:00 p.m. shift is preferred by the majority, all employees will then work that shift. At management's option a normal four (4) day work week may be instituted. (See Section 19.3 and 19.5). The foregoing is applicable when the number of employees is two (2) or more. Under no circumstances will a portion of the work force at a single location work one (1) tour and the other portion, the other tour.

Section 20.3

C.O.E. Installers will receive lodging as follows:

- a) For days worked away from home location.
- b) For weekends if weather or travel conditions prevent safe driving to the employee's home location, meal allowance will apply.
- c) For weekends if the employee elects to stay at the work location. If this election is made, the meal allowance will not apply.

Section 20.4

C.O.E. Installers will receive travel time and mileage as follows:

- a) Starting at 8:00 a.m. on Monday, travel time and mileage will apply from home location to work location.
- b) From work location to home location on Fridays, time to assure arrival at home location at 4:00 p.m. or 5:00 p.m., depending upon the group option as to the selection of the tour hours for Friday.
- c) For miles driven from present job to a new work location.
- d) Travel time and mileage will not be paid from the C.O.E. Installer's residence.
- e) When other hours of the day or other days of the week are assigned, the provisions of (a) and (b) will be applicable to the changed schedule.

Section 20.5

C.O.E. Installers will receive mileage as follows:

- a) If they elect to commute from home location to work location on a daily basis, and provided such distance is less than sixty-five (65) miles one way. If this option is elected, the C.O.E. Installer must arrive at the work location at 8:00 a.m. Tuesday through Thursday (Friday at 7:00 a.m. or 8:00 a.m., whichever is applicable), and not leave before 5:00 p.m., Monday through Thursday. Travel time and mileage will apply on Monday morning and Friday evening.
- b) If they elect to return to their home location on a holiday that is not in conjunction with a weekend; that is, holidays that fall on Tuesday, Wednesday, or Thursday. If this option is elected, the C.O.E. Installer may not leave before 5:00 p.m. the day before the holiday and must report to work at 8:00 a.m. the day following the holiday. However, if a C.O.E. Installer elects this option, the employee will be eligible to receive mileage allowance round trip in lieu of lodging, dinner, and breakfast expenses.
- c) Mileage will not be paid from the C.O.E. or Installer's residence.
- d) When other hours of the day or other days of the week are assigned, the provisions of (a) and (b) will be applicable to the changed schedule.

Section 20.6

Business Service Technician classification will install and maintain systems.

ARTICLE XXI - GENERAL WORKING CONDITIONS PUBLIC ACCESS TECHNICIANS

Section 21.1

The areas of responsibilities for the Public Access Technicians are as follows:

- a) Lima District south of State Route 81, Defiance, Van Wert and Sidney districts.
- b) Lima District north of State Route 81, Stony Ridge and Napoleon districts.
- c) Bellefontaine, Marysville, Greenville, Eaton and Lebanon districts.

For Sidney, Greenville, and Eaton districts, the Public Access Technicians are responsible for coin collections only.

The areas are not contiguous with the present districts as designated by the Letter of Understanding #2 and further identified by the map dated December 20, 1976. Therefore, when the employee is working in any of the areas as defined in a, b, and c above they are not eligible for consideration under the temporary transfer as outlined in Section 16.9; are not eligible for the conditions for traveling as outlined in the contract except those sections that relate to meals and lodging for overnight stay.

Section 21.2

Normal operations require that on occasion, other Public Access Technicians will be required to work in the various assigned areas.

Section 21.3

Public Access Technicians covered by this Agreement shall be required to work in other areas not covered by this Agreement as assigned.

ARTICLE XXII - EMPLOYEE/MANAGEMENT TEAM APPROACH TO PROBLEM SOLVING

Section 22.1

The Union and the Company agree to participate in a problem solving process. This process will be designed to enhance customer satisfaction to the benefit of the parties.

ARTICLE XXIII - BASIC PERSONAL DEVELOPMENT/ JOB DISPLACEMENT TRAINING

Section 23.1

A fast-paced, changing environment suggests a special need to offer employees additional training opportunities separate from those currently job specific. The training envisioned relates to training for personal development in anticipation of future career opportunities. The Company agrees to provide developmental resources via skills identification to those individuals wishing to take advantage of this opportunity. The Company and Union will initiate a joint venture to 1) research potential sources for acquiring those skills and 2) communicate the resources to the employee body. It is understood that technologies are constantly changing, therefore, skills identified for specific positions will also change.

Consistent with the intent of this program, all regular employees who are notified of potential displacement of their current jobs will be eligible to participate in this developmental training program regardless of their length of service. Employees will be informed of potential displacement with as much notice as is reasonably possible. Anticipated job openings will be discussed with the employees by their supervisor and/or members of the Human Resources department upon request in such a manner that the employee may learn what training will assist him or her gaining advancement or transfer, and where and how such training can be acquired. Such generic training assistance will be available in basic technical, sales, clerical, and/or other fundamental skills.

Employees' participation in this development training will be voluntary, and time spent by employees in this training will be voluntary, and time spent by employees in this training will be outside scheduled working hours and not paid or considered as time worked for any purpose.

Section 23.2

The basic developmental training called for by this program will be paid by the Company (also see below) but only if prior approval in writing is first acquired by the employee. (Form PER1075 is to be filled out.)

Successful completion by an employee of any training or courses related to this program will be taken into account by the Company when considering the employee for an upgrade, downgrade, or transfer; however, no guarantees are implied. Successful completion of training will also be logged in the employee's personnel development profile.

Both the employee's supervision and the Human Resources department will encourage the employees to participate in and successfully complete the available training courses. Toward this end one-half the cost of the training will be withheld from the employees until the training is successfully completed (a course grade of "C" or "Satisfactory" or better). The Company is responsible for that specific training course under this program that is begun while our employee is on active employment in the Company.

Section 23.3

Nothing in this program will supersede the applicable promotion or transfer provisions of the labor agreement (contract).

ARTICLE XXIV - BEREAVEMENT

Section 24.1

Regular employees and temporary employees who have completed ninety (90) calendar days of service shall be granted time off to attend a relative's funeral with pay at the employee's regular, basic wage rate plus any normal differentials on the following basis:

- a) five (5) working days for an employees immediate family. "Immediate family" is interpreted to mean; husband, wife, parents, stepparents, children, stepchildren, sister, brother, stepsister, stepbrother, and grandchild.
- b) three (3) working days for other relatives. "Other relatives" is interpreted to mean; grandmother, grandfather, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents-in-law, aunt, uncle, niece, nephew, grandparent.
- c) Proof of death of the relative and attendance at the funeral may be required in the form of a statement from the funeral director or officiating clergyman.
- d) The term "funeral" as used in this Section shall also include a memorial service where one is held in lieu of a funeral.

Probationary employees shall be granted such time off without pay.

ARTICLE XXV - JURY DUTY

Section 25.1

Regular employees and temporary employees who have completed ninety (90) calendar days of service shall be granted time off to serve Jury Duty or to appear as a witness in court when summoned (excluding such appearance as a defendant) and for that period of time so serving shall be paid an amount equal to the difference between such court service pay and the employee's normal and usual employment pay received from the Company, computed on the basis of a forty (40) hour week at the employee's regular basic wage rate plus any normal and usual premium or differentials in effect for the last payroll period preceding the start of each period of court service. An employee shall request from the appropriate public official a written statement showing the court service dates by the employee and the pay received therefore, which statement is to be presented to the Company.

Probationary employees shall be granted such time off without pay.

ARTICLE XXVI - REDUCTION IN FORCE

Section 26.1

Reductions in the work force shall be made, to the extent needed within each location and department, as follows:

- a) Occasional, temporary, probationary, and regular part-time employees will be laid off first and in that order.
- b) Thereafter, employees will be laid off from the job classification affected in reverse order of seniority, namely, the employees with the least seniority shall be laid off first.
- c) Employees laid off may in turn exercise reassignment rights in accordance with Section 26.2 of this Article.

Section 26.2

An employee with one (1) or more years of seniority shall have reassignment rights. Reassignment may be to a job in the same classification but in another district. Reassignment may be to a job in another job classification which the employee previously held with the Company. In such instance the employee must have performed that job to the satisfaction of the Company and can still perform it satisfactorily. Reassignment may be to a job in another job classification which the employee has not previously held with the Company, but which job the employee is qualified to perform by previous experience and training. In such instance the employee must possess sufficient qualifications, in accordance with Company standards in effect at the time of the requested reassignment, so that the job not previously held can be performed with minimum additional training. The Company shall decide whether qualifications are adequate. In the application of rights under this Section, the following limitations shall apply:

- a) Employees having one (1) but less than three (3) years' seniority may exercise their reassignment rights within the same district.
- b) Employees having three (3) or more years' seniority may exercise their reassignment rights within the same Region (Western, Eastern, Southern, and Central).
- c) Employees having ten (10) or more years' seniority may exercise their reassignment rights within the Collective Bargaining Unit.
- d) Employees exercising reassignment rights must have greater seniority than the employees they displace.

Section 26.3

When an employee exercises reassignment rights under Section 26.2 requiring relocation, the Company may select the district or sub-district where operating factors become a matter for consideration. Costs of moving to the new district or sub-district will be assumed by the employee.

Section 26.4

An employee who declines to exercise reassignment rights available under Section 26.2 does not prejudice the employee's rights for recall from layoff under the provisions of Section 26.5 of this Article.

Section 26.5

In recalling employees laid off, seniority by location and classification in reverse order of layoff shall prevail, that is, the laid off employee with the most seniority will be recalled first, provided that employee is capable of performing the job available, with only such time as an employee with previous experience on such job assignment would reasonably require, and except that the employee shall not be upgraded by being recalled. An employee must accept recall to an opening in that employee's regular job classification or to any similar or comparable job at the original district or sub-district. Otherwise that employee shall be deemed to have quit the Company's employment. An employee may decline recall to an opening in that employee's regular job classification or to any similar or comparable job at a district or sub-district other than the original district or sub-district, if to accept it would be a hardship because of geographical considerations.

Section 26.6

An employee who has been reassigned in accordance with the provisions of Section 26.2 of this Article shall have the opportunity to return to a job available in that employee's regular district or sub-district before laid-off employees of lesser seniority are recalled or new employees are engaged, provided the employee is capable of performing the job available, with only such time as an employee with previous experience on such job assignment would reasonably require and except that the employee shall not be upgraded by being returned. When offer of return has been made the employee shall accept within one (1) week of receipt of such notice and shall report for duty within two (2) weeks of the date such return is offered. Otherwise, that employee shall forfeit the right of return. Any offer of return shall be made in person and/or by certified mail, return receipt requested, addressed to the latest address furnished by the employee.

If an employee reassigns to a higher position or is promoted, thus being higher than the position from which they were laid off, and they are assigned to the District from which they were laid off, they shall not have recall rights down to that original position.

Section 26.7

Employees who have been laid off must keep the Company informed of the address at which they can be reached. Any offer of re-employment shall be made in person and/or by certified mail, return receipt requested, addressed to the latest address so furnished. When an offer of re-employment has been made, the employee shall accept within one (1) week of receipt of such notice and shall report for duty within two (2) weeks of the date such re-employment is offered. If an employee fails to comply with the time limits set forth in this Section, or fails to keep the Company informed of that employee's latest correct address, that employee shall forfeit all further rights and shall be deemed to be terminated. An exception shall be allowed if temporary personal disability prevents acceptance of the recall offer.

Section 26.8

An employee shall receive basic wage rate of the job to which that employee is reassigned, or returned, or recalled, which basic wage rate is to be determined upon the basis of the employee's length of service except that the rate may not be higher than the basic wage rate the employee held on the regular job at the time of layoff.

Section 26.9

Reductions in force will be made on the basis of either layoffs or part-timing. The Company will notify the Union at least two (2) weeks in advance before laying off or part-timing regular full-time employees provided circumstances allow the Company to give such notice. Upon request, the Company will meet with the Union to discuss its layoff or part-time plans, but this shall not preclude the Company from proceeding with such layoffs as may be necessary.

Section 26.10

Employees who are laid off or terminated other than for discipline for a permanent or indefinite period shall receive a separation allowance in accordance with the following schedule:

Length of Employment		Separation Pay
At Least	But Less Than	Number of Weeks
0	1 year	0
1	2 years	1
2	5 years	3
5	10 years	5
10	15 years	8
15	20 years	9
20	25 years	10
25	or more years	12

Full separation pay for reduction in force shall be paid a second time if the employee has worked twelve (12) additional months after return from his or her layoff and is again laid off.

An employee who volunteers to accept permanent termination (except those employees whose job has been abolished or an employee bumped by such employee who would be automatically terminated) will be paid one and one-half (1 1/2) times the severance schedule based on their length of service when approved by the Company.

ARTICLE XXVII - INSURANCE BENEFITS

Section 27.1

Appendix B attached hereto and made a part hereof sets forth in summary form the sickness disability benefits.

Section 27.2

The said benefits shall remain unchanged during the term of this Agreement unless changed by the mutual consent of the parties or by the operation of law or by the policies and/or instruments applicable to said benefits.

ARTICLE XXVIII - EMPLOYEE INCOME PROTECTION PLAN - Effective Date September 1, 1982

Section 28.1

If during the term of this Agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment or methods of operation) has or will create a surplus in any job title in any work location which will necessitate layoffs or involuntary permanent reassignments of regular full-time employees to different job titles involving a reduction in pay or to location requiring a change of residence, or if a force surplus necessitating any of the above actions exists for reasons other than technological change and the Company deems it appropriate and in the exercise of its sole discretion, employees in the affected job titles and work locations who have at least ten (10) years of continuous service (as defined in the Sprint Retirement Pension Plan) and whose age is at least 55 years or whose age at last birthday and credit service (as defined in the Sprint Retirement Pension Plan) when added together total at least 75 as of the date of the Company's notice to the Union, may elect, in the order of seniority, and to the extent necessary to relieve the surplus, to leave the service of the Company and receive Employee Income Protection benefits described in paragraph II of this Article subject to the following conditions:

- a) The Company shall determine the job titles and work locations in which a surplus exists, the number of employees in such titles and locations who are considered to be surplus, and the period during which the employee may, if he or she so elects, leave the service of the Company pursuant to this Article. Neither such determinations by the Company nor any other part of this Article shall be subject to arbitration.

- b) The number of employees who make such election shall not exceed the number of employees determined by the Company to be surplus.
- c) An employee's election to leave the service of the Company and receive Employee Income Protection benefits must be in writing and transmitted to the Company within thirty (30) days from the date the Company makes notification of any such change or surplus in order to be effective and such election may only be revoked within such thirty (30) day period.
- d) Employees who elect to receive benefits under the provisions of this Article shall not be entitled to other severance pay benefits or other benefits which may be provided to laid-off employees but shall be entitled to receive those benefits applicable to retirees, if the employee elects to retire in order to receive Employee Income Protection Plan payments.

Section 28.2

Employee Income Protection payments for employees who so elect to leave the service of the Company in accordance with Section 28.1 shall begin within one month after such employee has left the service of the Company to continue until forty-eight (48) payments have been made.

Section 28.3

For employees who so elect in accordance with Section 28.1 the Company will pay monthly as Employee Income Protection payments, eight dollars and fifty cents (\$8.50) for each year of continuous service plus thirty-five percent (35%) of the employee's final basic weekly or equivalent wage rate but, in no case to exceed in aggregate a total of \$525.00 per month. The maximum amount of Employee Income Protection benefits payable shall in no event exceed a total of \$25,200.00.

Section 28.4

In no event shall the total of the Employee Income Protection payments exceed the equivalent of twice the employee's annual compensation at the basic weekly wage rate (or its equivalent) received during the year immediately preceding the termination of service.

Section 28.5

As used in this Article, "annual compensation at the basic weekly rate (or its equivalent)" or "basic weekly wage rate (or its equivalent)" do not include tour or temporary differential, overtime pay, or other extra payments.

Section 28.6

Payments hereunder shall cease upon the employment of a recipient by the Company or any affiliated or subsidiary companies of Sprint Corporation.

Section 28.7

In the event of the death of a recipient of Employee Income Protection payments before all of the monthly payments to which he is entitled have been made, the remaining amount shall be paid to the individual's estate.

Section 28.8

When the surplus is not relieved by a sufficient number of employees accepting the Company's offer under provisions of this Article, the Company may lay off employees as provided under other provisions of this Agreement.

ARTICLE XXIX - WAGES

Section 29.1

The schedules of basic wage rates together with job classification titles for employees covered by this Agreement shall be as set forth in Appendix A attached hereto and made a part hereof.

Section 29.2

The Wage Schedules set forth in Appendix A provide the basis for automatic and progressive step increases in basic wage rates. The employee's basic wage rate will be advanced on the proper date in accordance with the steps shown on the applicable wage schedule.

Section 29.3

The Wage Schedules set forth in Appendix A shall set forth the rates of pay applicable to the named job classifications according to seniority or adjusted wage schedule for current employees. New employees who can verify previous actual or allied experience to the satisfaction of the Company may be paid a rate, at hiring, commensurate with the value of such experience to the Company's operations. Such rate shall not be set as to provide unearned wage advantage over current employees. A further adjustment, upwards or downwards, may be made during the trial period but not thereafter without review with, and agreement of the Union.

Section 29.4

The Company shall have the exclusive right to determine the sources of applicants for employment and shall be the sole judge of the requirements and qualifications of such applicants.

Section 29.5

Job classifications for employees shall be as set forth in Appendix A. If substantial changes in the method of operation, or tools, or equipment or requirements of a job classification set forth in Appendix A occur, indicating the need for re-evaluation, or if a job arises which is not classified in Appendix A, the job classification and corresponding wage schedule shall be established by the Company and put into effect.

Section 29.6

Thereafter, the Company shall promptly notify the Union, which notification shall be in writing and shall include the job classification, the wage schedule and the date of the Company's action. The Union shall indicate its acceptance of or objection to the wage schedule within thirty (30) days from receipt of the Company's notification. Upon the Union's acceptance or non-response, the Company's actions shall become final and incorporated herein for the duration of this Agreement. If the Union objects to the wage schedule of a substantially changed or new job classification, the matter may be submitted for resolution through the Arbitration Procedure of Article V within thirty (30) days after the Union makes its objections known. It is understood and agreed that in the interim, affected employees will in good faith undertake to perform the job duties and meet the job standards required of them and that any agreed upon basic wage rate or one set by an arbitrator shall be retroactive to the date upon which the changed or new job duties began. If arbitrated, the authority of the Arbitrator will be limited to either the last offer made by the Company or the last offer made by the Union.

Section 29.7

Employees will be paid bi-weekly. The bi-weekly pay method will be direct deposit with the pay stubs mailed to employees mailing address as indicated on the Company records or if direct deposit is not selected paychecks will be delivered via U.S. Mail.

ARTICLE XXX - JURISDICTIONAL BOUNDARIES

Section 30.1

The Company may temporarily transfer an employee across Union jurisdictional boundaries for up to 520 hours in a six (6) month calendar period if the assignment falls within a thirty (30) miles distance of the district border (if the distance is beyond thirty (30) miles, the limitation will be 250 hours, 350 hours for Cable Splicers doing test and acceptance, in a six (6) month calendar period). The Company will utilize this to meet customer needs, project completion, to reduce contractor usage where feasible, to fill in for vacations, Leaves of Absence or absenteeism. An employee temporarily transferred shall be paid the basic wage rate of their regular job or the basic wage rate of the job to which that employee is transferred, whichever is higher.

The Company will inform the Local Union President where there is a need for an employee to cross Union jurisdictional boundaries for more than one (1) consecutive day, explaining the reason why the action is being taken. The Union will be provided a listing, by classification, by district, every three months (January 10th, April 10th, July 10th, October 10th) indicating: 1) the number of hours worked by other Union employees within their jurisdiction, and 2) the number of hours worked by CWA employees outside of their district jurisdiction. If an imbalance of 1,400 hours in a classification in a district is exceeded in a calendar year and more than 1,000 hours were in a six (6) month period, the Company will add a position in that classification, with the exception of Cable Splicers working test and acceptance, however, hours used for emergencies and to cover short term disabilities shall not count toward the afore mentioned thresholds.

Crossing jurisdictional lines will not be utilized for the singular purpose of supplanting overtime. If there is a need for additional manpower in an area for a period of more than four (4) hours, employees on scheduled days off will be offered such work prior to a person crossing jurisdictional lines.

The Company will not request the crossing of jurisdictional lines into a classification if a layoff exists in the area in that classification.

CWA Locals will only cross or allow crossing of jurisdictional boundaries if a reciprocal agreement exists with the other Union and providing that the Company will not use any provisions of this Section to supply craft employees to areas served by another Union in the event of a strike by that Union.

Any of the above limitations may be waived by mutual agreement of the Company and the Union.

ARTICLE XXXI COMMON INTEREST COMMITTEE

Section 31.1

In the interest of sound labor and management relations, unless mutually agreed otherwise, annually on a date mutually agreed upon, the company and his/her designated representative and not more than three (3) other members of management, shall meet with not more than three (3) employee representatives, one (1) each from three separate districts and one (1) non-employee representative of the Union, in order to promote a more harmonious relationship between the Union and the Company. If necessary, additional representatives may attend by mutual agreement of both parties. Both parties will be notified ten (10) working days in advance of the scheduled meetings with the names of those employee representatives who will be attending the meeting.

Section 31.2

The purpose of such meetings will be to notify either party of changes made or contemplated by the other which may affect either party and to allow a free exchange of thoughts, discussions, and opinions among the parties regarding those changes and to disseminate general information of interest.

Section 31.3

It is further agreed that if additional meetings are requested and mutually agreed upon, they will be convened as soon as feasible.

Section 31.4

Common Interest meetings are not intended as negotiation sessions or to alter or amend the basic agreement.

Section 31.5

Employees representing the Union as authorized by this agreement shall be given sufficient time with out loss of pay or benefits to attend those meetings held during working hours.

ARTICLE XXXII - DEFINITIONS

As used in this contract, the following terms shall have the following meanings:

Section 32.1

The probationary period is a period of ninety (90) calendar days from the last date of hire. The said period may be extended at the option of the Company, in which case, the probationary period will be the said ninety (90) days, plus the length of the extension period. Before extending the probationary period in the case of any employee, the Company will advise the Union of the reason for doing so and any extension will be by mutual agreement.

Section 32.2

A regular employee is a person who has completed the probationary period, has been accepted by the Company for continued employment, and has satisfactorily met the Company's standards for employment in a regular status.

Section 32.3

A regular, full-time employee is a regular employee whose normal schedule of work is on the basis of a normal work week.

Section 32.4

A regular, part-time employee is a regular employee whose normal schedule of work is on the basis of less than a normal work week.

Section 32.5

A temporary employee is a person who is employed for a specific project or for a definite period of time, ordinarily not to exceed six (6) months of continuous employment. The said period may be extended by mutual agreement of the Company and the Union. Retention of a temporary employee is not dependent upon length of their service.

Section 32.6

A probationary employee is an employee who has not completed the probationary period.

Section 32.7

An occasional employee is a person who is employed to perform assignments for which there is no regular schedule of work or to fill in for, or supplement the work of, regular employees on an occasional basis. Occasional employees are employed only on the specific days on which they work.

Section 32.8

A normal work week is a work week in which the scheduled work assignments do not exceed forty (40) hours, divided into not more than five (5) daily tours of not more than eight (8) hours each, exclusive of a lunch period except on a work tour requiring the employee's continuous presence on the job and during which that employee is permitted to eat. A normal tour is one of the daily tours comprising the normal work week. For the Plant Department, a normal work day is the twenty-four (24) hour period beginning with the starting time of an employee's normal tour. The said definitions do not constitute any guarantee or requirement that forty (40) hours per week or eight (8) hours per work day is either the minimum or the maximum of hours of work that may be required of any employee. The determination of the hours to be worked by an employee is the responsibility of the Company with due consideration being given to the health and safety of employees.

Section 32.9

Basic wage rate is the hourly rate of pay established in the wage schedules of this Agreement for the job classification of an employee.

Section 32.10

Differential pay is an additional payment for working between 7:00 p.m. and 6:00 a.m. and for working certain designated positions. Premium pay is an additional payment for working certain days and hours.

Section 32.11

Straight-time rate is the basic wage rate plus premiums or differentials when applicable.

Section 32.12

Overtime work is the time compensated for at a premium rate of one and one-half (1 1/2) times the straight time rate in conformity with the Fair Labor Standards Act, as amended and/or the provisions of this Agreement.

Section 32.13

For the Plant Department, Sunday means the twenty-four (24) hour period between 12:01 a.m., Sunday, and the succeeding midnight.

Section 32.14

For the Plant Department, holiday means the twenty-four (24) hour period between 12:01 a.m. on the holiday or the day so observed and the succeeding midnight.

Section 32.15

A reporting area is a subdivision of the Company's territory: (1) in which a center of operations or headquarters is now or may be established, in view of the continuing amount of work there necessary, or (2) in which an employee is regularly assigned, because it is the most nearly permanent area the Company can designate in view of the work available, in order to aid the employee in determining the general location for establishing a home, or (3) in which the employee reports, works and quits.

Section 32.16

A session is the continuous period of time, not exceeding five (5) hours in length and not interrupted by a meal period, which an employee is assigned to work on any day. A session shall, however, include a relief period.

Section 32.17

A relief period is an assigned period which is usually fifteen (15) minutes in length, is paid time, and is included in each session.

Section 32.18

Call out time is worked when an employee is called or told to return to work outside that employee's scheduled tour.

Section 32.19

The term "continuous service" shall be defined as the total time an employee is on the active payroll of the Company, calculated from the last effective date of hire by the Company.

Section 32.20

At the time of negotiation of this contract, the term Plant Department includes the part of the Customer Services Department previously (1977-1979) identified as Plant and that part of the Network Department that was previously identified as Plant.

ARTICLE XXXIII
DURATION - AMENDMENT - SEPARABILITY

Section 33.1

The Agreement shall continue in full force and effect from March 1, 2006 through February 28, 2009. If either party desires to terminate or modify this Agreement, it shall, sixty (60) days prior to February 28, 2009, give written notice of the termination or modification. If neither party shall give notice to terminate or modify this Agreement as provided above, the Agreement shall continue in effect from year to year thereafter subject to termination or modification by either party on sixty (60) days written notice prior to termination date of any subsequent year.

Section 33.2

Payment of applicable money changes in this Agreement will be paid effective the day of the Agreement no later than the first pay check on or after thirty (30) calendar days from ratification of this Agreement.

Section 33.3

For the duration of this Agreement, either Party may request amendment of this Agreement and the same may be amended in writing by the mutual consent of both parties.

Section 33.4

An interpretation or application of this Agreement agreed upon between the Company and the Union in writing shall be binding upon all employees.

Section 33.5

In the event that any provision contained herein is adjudged in a court of law to be a conflict with any federal law, or with any law of the State of Ohio, such provision shall be void until such time as said adjudication may be reversed. Notwithstanding such adjudication of conflict, all of the other provisions of this Agreement shall remain in full force and effect.

Section 33.6

IN WITNESS WHEREOF, the parties hereto have hereunto caused this Agreement to be executed by their duly authorized representatives the day and year first above written, date signed.

COMMUNICATIONS WORKERS OF AMERICA

BY

Scott R. [Signature]
Barney W. [Signature]
Johnnie B. Kidd
E. Larrin Mohr
Willie H. Mills
William S. D'Alessandro

UNITED TELEPHONE OF OHIO

BY

[Signature]
James A. Westman
Thomas D. Meho

APPENDIX A
WAGE SCHEDULE 1 AND SCHEDULE 2
3/1/06 – 2/28/09

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Schedule 1 (V16)					
Custodian (SW302)					
Start	6.26	6.34	6.42	6.50	6.58
6 mos	6.95	7.04	7.13	7.22	7.31
12 mos	9.00	9.11	9.22	9.34	9.46
18 mos	11.03	11.17	11.31	11.45	11.59
24 mos	13.62	13.79	13.96	14.13	14.31

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Schedule 2 (V11)					
CTI Investigator (UN388)					
Start	6.75	6.83	6.92	7.01	7.10
6 mos	7.04	7.13	7.22	7.31	7.40
12 mos	7.48	7.57	7.66	7.76	7.86
18 mos	8.08	8.18	8.28	8.38	8.48
24 mos	8.80	8.91	9.02	9.13	9.24
30 mos	9.70	9.82	9.94	10.06	10.19
36 mos	10.71	10.84	10.98	11.12	11.26
42 mos	11.89	12.04	12.19	12.34	12.49
48 mos	13.20	13.37	13.54	13.71	13.88
54 mos	14.67	14.85	15.04	15.23	15.42

APPENDIX A
WAGE SCHEDULE 3 AND SCHEDULE 4
3/1/06 – 2/28/09

Schedule 3 (V05)
Assigner Dispatcher
(UN120)

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	6.80	6.89	6.98	7.07	7.16
6 mos	7.09	7.18	7.27	7.36	7.45
12 mos	7.53	7.62	7.72	7.82	7.92
18 mos	8.12	8.22	8.32	8.42	8.53
24 mos	8.86	8.97	9.08	9.19	9.30
30 mos	9.75	9.87	9.99	10.11	10.24
36 mos	10.79	10.92	11.06	11.20	11.34
42 mos	11.96	12.11	12.26	12.41	12.57
48 mos	13.30	13.47	13.64	13.81	13.98
54 mos	14.78	14.96	15.15	15.34	15.53

Schedule 4 (V18)
Special Services
Coordinator (UN389)

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	6.90	6.99	7.08	7.17	7.26
6 mos	7.20	7.29	7.38	7.47	7.56
12 mos	7.65	7.75	7.85	7.95	8.05
18 mos	8.25	8.35	8.45	8.56	8.67
24 mos	9.01	9.12	9.23	9.35	9.47
30 mos	9.90	10.02	10.15	10.28	10.41
36 mos	10.95	11.09	11.23	11.37	11.51
42 mos	12.17	12.32	12.47	12.63	12.79
48 mos	13.50	13.67	13.84	14.01	14.19
54 mos	15.01	15.20	15.39	15.58	15.77

APPENDIX A
WAGE SCHEDULE 5 AND SCHEDULE 6
3/1/06 – 2/28/09

Schedule 5 (V14)
No Work Groups

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	6.90	6.99	7.08	7.17	7.26
6 mos	7.20	7.29	7.38	7.47	7.56
12 mos	7.65	7.75	7.85	7.95	8.05
18 mos	8.25	8.35	8.45	8.56	8.67
24 mos	9.01	9.12	9.23	9.35	9.47
30 mos	9.90	10.02	10.15	10.28	10.41
36 mos	10.95	11.09	11.23	11.37	11.51
42 mos	12.17	12.32	12.47	12.63	12.79
48 mos	13.50	13.67	13.84	14.01	14.19
54 mos	15.01	15.20	15.39	15.58	15.77

Schedule 6 (V04)
Warehouse
Stockroom/Delivery
Courier (UN390)

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	7.83	7.93	8.03	8.13	8.23
6 mos	8.18	8.28	8.38	8.48	8.59
12 mos	8.68	8.79	8.90	9.01	9.12
18 mos	9.37	9.49	9.61	9.73	9.85
24 mos	10.21	10.34	10.47	10.60	10.73
30 mos	11.23	11.37	11.51	11.65	11.80
36 mos	12.42	12.58	12.74	12.90	13.06
42 mos	13.79	13.96	14.13	14.31	14.49
48 mos	15.32	15.51	15.70	15.90	16.10
54 mos	17.03	17.24	17.46	17.68	17.90

APPENDIX A
WAGE SCHEDULE 7 AND SCHEDULE 8
3/1/06 – 2/28/09

Schedule 7 (V17)
Rougher (UN391)

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	8.04	8.14	8.24	8.34	8.44
6 mos	8.37	8.47	8.58	8.69	8.80
12 mos	8.91	9.02	9.13	9.24	9.36
18 mos	9.61	9.73	9.85	9.97	10.09
24 mos	10.49	10.62	10.75	10.88	11.02
30 mos	11.53	11.67	11.82	11.97	12.12
36 mos	12.74	12.90	13.06	13.22	13.39
42 mos	14.15	14.33	14.51	14.69	14.87
48 mos	15.71	15.91	16.11	16.31	16.51
54 mos	17.47	17.69	17.91	18.13	18.36

Schedule 8 (V19)
No Work Groups

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	8.33	8.43	8.54	8.65	8.76
6 mos	8.70	8.81	8.92	9.03	9.14
12 mos	9.25	9.37	9.49	9.61	9.73
18 mos	9.97	10.09	10.22	10.35	10.48
24 mos	10.88	11.02	11.16	11.30	11.44
30 mos	11.96	12.11	12.26	12.41	12.57
36 mos	13.22	13.39	13.56	13.73	13.90
42 mos	14.69	14.87	15.06	15.25	15.44
48 mos	16.31	16.51	16.72	16.93	17.14
54 mos	18.13	18.36	18.59	18.82	19.06

APPENDIX A
WAGE SCHEDULE 9 AND SCHEDULE 10
3/1/06 – 2/28/09

Schedule 9 (V08)
Frame Worker (CR312)

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	8.80	8.91	9.02	9.13	9.24
6 mos	9.18	9.29	9.41	9.53	9.65
12 mos	9.77	9.89	10.01	10.14	10.27
18 mos	10.53	10.66	10.79	10.92	11.06
24 mos	11.49	11.63	11.78	11.93	12.08
30 mos	12.64	12.80	12.96	13.12	13.28
36 mos	13.98	14.15	14.33	14.51	14.69
42 mos	15.51	15.70	15.90	16.10	16.30
48 mos	17.23	17.45	17.67	17.89	18.11
54 mos	19.14	19.38	19.62	19.87	20.12

Schedule 10 (V13)
No Work Groups

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Start	8.94	9.05	9.16	9.27	9.39
6 mos	9.32	9.44	9.56	9.68	9.80
12 mos	9.90	10.02	10.15	10.28	10.41
18 mos	10.68	10.81	10.95	11.09	11.23
24 mos	11.64	11.79	11.94	12.09	12.24
30 mos	12.81	12.97	13.13	13.29	13.46
36 mos	14.18	14.36	14.54	14.72	14.90
42 mos	15.73	15.93	16.13	16.33	16.53
48 mos	17.49	17.71	17.93	18.15	18.38
54 mos	19.42	19.66	19.91	20.16	20.41

APPENDIX A
WAGE SCHEDULE 11 AND SCHEDULE 12
3/1/06 – 2/28/09

	New Steps	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Schedule 11 (V20) Service Activation Specialist (PIC) (UN392)	Start	9.56	9.68	9.80	9.92	10.04
	6 mos	9.98	10.10	10.23	10.36	10.49
	12 mos	10.60	10.73	10.86	11.00	11.14
	18 mos	11.45	11.59	11.73	11.88	12.03
	24 mos	12.46	12.62	12.78	12.94	13.10
	30 mos	13.72	13.89	14.06	14.24	14.42
	36 mos	15.18	15.37	15.56	15.75	15.95
	42 mos	16.84	17.05	17.26	17.48	17.70
	48 mos	18.72	18.95	19.19	19.43	19.67
	54 mos	20.80	21.06	21.32	21.59	21.86
Schedule 12 (V03) Lineworker (CR200) Public Access Technician (UN267) Building Operations Repair Person (New)	Start	10.66	10.79	10.92	11.06	11.20
	6 mos	11.13	11.27	11.41	11.55	11.69
	12 mos	11.84	11.99	12.14	12.29	12.44
	18 mos	12.74	12.90	13.06	13.22	13.39
	24 mos	13.91	14.08	14.26	14.44	14.62
	30 mos	15.29	15.48	15.67	15.87	16.07
	36 mos	16.92	17.13	17.34	17.56	17.78
	42 mos	18.77	19.00	19.24	19.48	19.72
	48 mos	20.87	21.13	21.39	21.66	21.93
	54 mos	23.19	23.48	23.77	24.07	24.37

APPENDIX A
WAGE SCHEDULE 13 AND SCHEDULE 14
3/1/06 – 2/28/09

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Schedule 13 (V02)					
Building Operations					
Mechanic (New)					
Start	10.93	11.07	11.21	11.35	11.49
6 mos	11.40	11.54	11.68	11.83	11.98
12 mos	12.11	12.26	12.41	12.57	12.73
18 mos	13.07	13.23	13.40	13.57	13.74
24 mos	14.26	14.44	14.62	14.80	14.99
30 mos	15.68	15.88	16.08	16.28	16.48
36 mos	17.33	17.55	17.77	17.99	18.21
42 mos	19.25	19.49	19.73	19.98	20.23
48 mos	21.38	21.65	21.92	22.19	22.47
54 mos	23.77	24.07	24.37	24.67	24.98

	Effective 03/01/06	Effective 03/01/07	Effective 09/01/07	Effective 03/01/08	Effective 09/01/08
Schedule 14 (V01)					
Cable Splicer (CR205)	11.21	11.35	11.49	11.63	11.78
Testboard (UN393)	11.69	11.84	11.99	12.14	12.29
Business Service	12.42	12.58	12.74	12.90	13.06
Technician (CR949)	13.41	13.58	13.75	13.92	14.09
COE Installer (CR315)	14.62	14.80	14.99	15.18	15.37
Communication					
Technician (CR325)	16.08	16.28	16.48	16.69	16.90
Service Technician					
(CR327)	17.79	18.01	18.24	18.47	18.70
Building Operations					
Technician (New)	19.73	19.98	20.23	20.48	20.74
	21.94	22.21	22.49	22.77	23.05
	24.36	24.66	24.97	25.28	25.60

Schedule 1	Custodian
Schedule 2	CTI Investigator
Schedule 3	Assigner Dispatcher
Schedule 4	Special Services Coordinator
Schedule 5	No Work Groups
Schedule 6	Warehouse Stockroom/Delivery Courier
Schedule 7	Rougher
Schedule 8	No Work Groups
Schedule 9	Frame Worker
Schedule 10	No Work Groups
Schedule 11	Service Activation Specialist (PIC)
Schedule 12	Building Operations Repair Person Lineworker Public Access Technician Added Building Operations Repair Person
Schedule 13	Building Operations Mechanic Added Building Operations Mechanic, deleted Building Maintenance.
Schedule 14	Building Operations Technician Business Service Technician Cable Splicer COE Installer Communication Technician Service Technician Testboard Added Building Operations Technician.

Note: The schedule and job codes are used for tracking purposes only by the Company. Due to similar job titles in various contracts, including the schedule and job codes will assist the Company in ensuring employees are receiving the appropriate wages per the collective bargaining agreement.

DIFFERENTIALS:

In charge	.75 per hour
General class radio telephone license where required	.25 per hour

CLASS A DRIVER'S LICENSE

The Company will reimburse \$19.00 toward the Class A driver's license where the license is required by the Company.

APPENDIX B
Short Term Disability

1. All regular full-time employees continuously employed by the Company for one (1) year or more shall be entitled to and receive their basic wage rate not to exceed forty (40) hours per week, for such time employees are unable to work by reason of illness or injury:
 - a) For the purpose of this benefit, illness or injury shall include any illness or injury other than those arising out of or in the course of employment for remuneration or profit.
 - b) Pregnancy shall be treated as an illness.
2. Proof of sickness or disability shall be required of all employees receiving benefits under this program. Short Term Disability paperwork must be submitted within fifteen (15) days of the first day of absence. Sickness disability hereunder must be certified as rendering the employee unable or unfit to perform their regular duties by an accredited physician of the employee's choice acceptable to the Company.
3. If the period of disability continues for a period in excess of one (1) month, a new certification by the physician shall be required every thirty (30) days until released by said physician to return to work or the expiration of this benefit.
4. Successive disabilities due to the same cause that are separated by 30 calendar days or less of active full-time employment will be considered one disability. During the life of this agreement, the first occasion of STD, benefits shall reset on or after 91 calendar days of active full time employment. Subsequent occasions of STD, benefits shall reset on or after 182 calendar days of active full time employment.
5. Sickness or accident disability benefits will be paid beginning the 6th full day of absence as set forth in number six (6) below
6.

Schedule of Benefits:

Years of Service	Number of Weeks Full Pay	Number of Weeks 60%
1 year but < 5	5	21
5 years but <10	13	13
10 years but < 15	19	7
15 years +	26	

The preceding benefit schedule shall include payments from the Sprint Retirement Pension Plan, Social Security or any other Company sponsored income replacement program.

If the employee is absent from work on the day the schedule of benefits would increase, the increase will be postponed until the employee returns to active employment for at least an eight (8) hour day.

7. Vacation/Personal Days are provided for all incidental absences from work. Vacation and Personal Days may be taken in hourly increments. The STD waiting period must be bridged with a combination of paid (Vacation/Personal Days) and un-paid time. Except when the absence is Workers Compensation related. In this case, the employee will have the opportunity to elect whether to take paid or an unpaid absence.

Incidental absences include both Scheduled and Unscheduled Vacation and Personal hours. Scheduled Vacation/Personal hours are those hours selected by the employee in accordance with the Vacation/Personal day selection process. Unscheduled Vacation/Personal hours occur when an employee requests time away from work that is not pre-scheduled. Scheduled Vacation/Personal are included as part of a regular work week for overtime purposes. Unscheduled Vacation/Personal hours are not included as part of the regular work week for overtime purposes. Unscheduled unauthorized Vacation/Personal time will count as an occurrence under the attendance plan.

8. Should an employee exhaust his/her STD benefits after 26 week and have applied for Long Term Disability benefits, he/she shall be placed on an unpaid Leave of Absence until his/her application for Long Term Disability benefits has been approved or denied. However, should an employee exhaust his or her STD benefits after 26 weeks it is determined and certified by a physician that an employee may require additional unpaid leave to fully recover one will be granted. The Company may require an Independent Medical Exam to certify such leave. Should an employee on STD have less than 26 weeks of benefits, they shall be placed on an unpaid leave of absence not to exceed a total of 26 weeks inclusive.

PENSION AGREEMENT

The Company has adopted the Sprint Retirement Pension Plan (the "Retirement Pension Plan") and agrees to include employees covered by this Agreement as members of such Retirement Pension Plan in accordance with the Pension Agreement, which by reference thereto is incorporated herein and made part of this Agreement. Said Pension Agreement shall be continued without modification for the life of this Agreement; provided, however, the Company (and for this purpose only "Company" shall include Sprint Corporation) retains the right to make such changes in the Retirement Pension Plan, in its sole discretion, as may be required to obtain a ruling from the Commissioner of Internal Revenue that the Retirement Pension Plan qualifies under Section 401(a) of the Internal Revenue Code of 1986, as amended from time to time, and that the Trust implementing the Retirement Pension Plan is exempt from taxation under Section 501(a) of said Code, to satisfy any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Pension Plan, or to administer Retirement Pension Plan in an orderly and efficient manner. Any such action taken by the Company in its sole discretion with respect to the Retirement Pension Plan shall apply to all similarly situated employees of the Company in a uniform manner. The Company pays all contributions to the Retirement Pension Plan.

Pension Agreement between United Telephone Company of Ohio, represented by Local's 4470, 4471, 4473, 4474, and 4475 of the Communications Workers of America.

SECTION 1. Sprint Retirement Pension Plan

The Company agrees to provide to Covered Members, through the Sprint Retirement Pension Plan (the "Retirement Pension Plan") the benefits hereinafter specified in this Agreement effective March 1, 2006. All terms defined in the Sprint Retirement Pension Plan shall have the meaning specified therein unless the context of this Pension Agreement clearly indicates otherwise.

Covered Member shall mean an employee of United Telephone Company of Ohio represented by Local's 4470, 4471, 4473, 4474, and 4475 of the Communications Workers of America who is a member of the Retirement Pension Plan pursuant to Article 2 of the Retirement Pension Plan.

The provisions of the Retirement Pension Plan, other than Section 3.2, Retirement Allowance on Termination of Employment or Retirement, including the rights of the Board of Directors of Sprint Corporation to make such amendments as it deems advisable with respect to all of the provisions of the Retirement Pension Plan other than those referred to specifically in this document, are incorporated herein by reference and shall be in full force and effect provided that continuous service and credited service shall be determined in accordance with definitions in Sections 1.13 (b), Continuous Service, and 1.15 (b), Credit Service, respectively of the Retirement Pension Plan, except as specifically provided to the contrary herein.

Anything contained in the Retirement Pension Plan to the contrary notwithstanding, the tables of monthly benefit per year of service hereinafter described shall apply to a Covered Member until revised by a subsequent Pension Agreement. This Pension Agreement shall terminate when the contract between the Company and the Bargaining Unit terminates. Upon the termination of the Pension Agreement, if as of such a date a subsequent Pension Agreement between the United Telephone Company of Ohio and Locals 4470, 4471, 4473, 4474, and 4475 the Communication Workers of America is not in force, the retirement allowance of any Covered Member shall be determined as of such date and shall not increase for any reason until the effective date of a subsequent Pension Agreement. No credited service shall be earned following such date. Continuous service shall continue to be earned in accordance with Section 1.13, Continuous Service, of the Retirement Pension Plan. A Covered Member may retire as provided in the Retirement Pension Plan following such termination date and receive the retirement allowance determined as of the termination date, provided, that such allowance shall be adjusted as provided in the Retirement Pension Plan if it is paid in a form other than a life annuity or commences on a day other than the Covered Member's normal retirement date, as defined in the Retirement Pension Plan.

SECTION 2. Eligibility for Benefits

The number of years of continuous service required to be eligible for an early or disability retirement allowance is ten (10) years, and for a vested retirement allowance is five (5) years. The other requirements for eligibility for early and disability retirement allowances will not be changed.

SECTION 3. Amount of Allowance

- a) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who retires under normal or early retirement under Article 3, Retirement Allowance, of the Retirement Pension Plan shall be based on the Covered Member's age in years and completed in whole months, job classification and credited service at termination of employment; and date of termination of employment, or normal retirement date if earlier, determined from the attached tables, by multiplying the appropriate monthly benefit per year of service by the number of years of credited service, subject to the provisions contained in Article 4, Provisions Relating to Pension Agreements, of the Retirement Pension Plan.

- b) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who is retired under a Special Early Retirement Allowance as defined in Section 1.56 of the Retirement Pension Plan shall be equal to the benefit determined in paragraph (a) above using the appropriate monthly benefit per year of service for a Covered Member age 65 at the time of the Covered Member's termination of employment, reduced by $\frac{5}{24}$ of 1% for each month by which the Covered Member's actual retirement date precedes his normal retirement date.

- c) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who is entitled to a deferred vested early retirement allowance as defined in Section 1.16 of the Retirement Pension Plan shall be equal to the benefit determined in paragraph (a) above using the appropriate monthly benefit per year of service for a Covered Member age 65 at the time of the Covered Member's termination of employment.

- d) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who is retired under Disability Retirement under Section 3.3 of the Retirement Pension Plan shall be equal to the benefit determined in paragraph (a) above using the appropriate monthly benefit per year of service for a Covered Member age 65 at the time of the Covered Member's termination of employment.

- e) Upon the death of a Covered Member described in Article 8, Spousal Allowance, of the Retirement Pension Plan prior to his normal retirement date or his retirement, whichever occurs first, an allowance shall be payable to and for the life of his surviving spouse, provided that he and said spouse have been married throughout the one-year period ending on the date of his death. The amount of the spouse's allowance payable to an eligible spouse shall be the benefit described in paragraph (a) above which would have been payable to such spouse had the Covered Member retired early in accordance with Section 1.20, Early Retirement Allowance, of the Retirement Pension Plan and benefits had commenced on the first day of the month preceding his date of death. If the Covered Member had not attained age 55, the benefit described in paragraph (a) above shall be that which applies at age 55.

SAVINGS PLAN AGREEMENT

The Company has adopted the Sprint Retirement Savings Plan for Bargaining Unit Employees (the "Retirement Savings Plan") and agrees to include employees covered by this Agreement as members of such Retirement Savings Plan as soon as administratively feasible following ratification of this Agreement, in accordance with the Retirement Savings Plan included below. In addition, the Company agrees to withhold employee contributions as provided in said Retirement Savings Plan Agreement and to make Company contributions thereto. Said Retirement Savings Plan Agreement shall be continued without modification for the life of this Agreement; provided, however, the Company (and for this purpose only "Company" shall include Sprint Corporation) retains the right to make such changes in the Retirement Savings Plan, in its sole discretion, as may be required to obtain a ruling from the Commissioner of Internal Revenue that the Retirement Savings Plan qualifies under Section 401(a) and 401(k) of the Internal Revenue Code of 1986, as amended from time to time, and that the Trust implementing the Retirement Savings Plan is exempt from taxation under Section 501(a) of said Code, to satisfy any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Savings Plan, or to administer said Retirement Savings Plan in an orderly and efficient manner. Any such action taken by the Company in its sole discretion with respect to the Retirement Savings Plan shall apply to all similarly situated employees of the Company in a uniform manner.

SECTION 1. Sprint Retirement Savings Plan for Bargaining Unit Employees

- a) The Company agrees to provide a means for employees to save for their retirement on a tax-preferred basis through the Sprint Retirement Savings Plan for Bargaining Unit Employees (the "Retirement Savings Plan"). Employee and Company contributions to said Retirement Savings Plan are specified in this Agreement. All terms defined in the Retirement Savings Plan shall have the meaning specified therein unless the context of this Retirement Savings Plan Agreement clearly indicates otherwise.

Participation shall be in accordance with Article 2, Participation, of the Retirement Savings Plan.

SECTION 2. Employee Contributions

a) Basic Contributions

i. Each Participant shall be allowed to have his wage reduced bi-weekly up to the appropriate maximum bi-weekly amount specified in Appendix D. Such bi-weekly wage reduction shall be in multiples of \$2 and shall be contributed to the Participant's account. Such bi-weekly wage reduction shall be known as "Basic Contributions".

ii. The minimum Basic Contribution shall be \$10 for each bi-weekly pay period.

iii. Catch-up Contributions

Effective March 1, 2006, each eligible Participant shall be permitted to make Catch-Up Contributions as defined in the plan document. Upon attainment of age 50, a participant may contribute an additional amount per year to the extent provided by Section 414(v) of the Internal Revenue Code and under procedure established by the Employee Benefits Committee.

b). Supplemental Contributions

Each Participant who has had his wage reduced by the appropriate maximum amount in Section 2 shall be allowed to have his wage reduced in multiples of \$2, which amount shall not exceed the amount shown in Appendix D. Such amount shall be known as "Supplemental Contributions".

SECTION 3. Company Contributions

- (a) The Company shall contribute the Company matching contributions equal to fifty percent (50%) in the first year of the agreement, twenty-five percent (25%) in the second and twenty-five percent (25%) in the third year, of the Participant's bi-weekly Basic Contribution as specified in Appendix D (Basic Contributions).

Section 4. Investment Options

- (a) As provided for in the Retirement Savings Plan, a certain number of investment options (funds) will be available for Participant's to invest their own Contributions. The percentage of contributions allocated to any investment option shall be in whole percent increments with a minimum of five percent (5%) to an investment option.
- (b) The Company matching contribution for each participant shall be invested in the same investments funds and in the same percentage allocation as Participants elects to invest their own Contributions.
- (c) The Company shall designate the investment vehicle for each investment fund and can change any investment vehicle at any time.

Section 5. Services

Represented employees are included in the same automated processing services for transactions under the Retirement Savings Plan for the same fees as non-represented Sprint employees.

Changes to these services and fees, if any, will be made at the sole discretion of the Company. Such changes, however, will continue to be equal to the services and fees offered to non-represented employees.

Section 6. Administration of the Retirement Savings Plan

At its sole discretion, the Company shall designate the agent for maintaining participant records and processing transactions for the Retirement Savings Plan. The Company may change the designated agent at any time.

Section 7. Diversification

Effective March 1, 2006, the Retirement Savings Plan will provide diversification options for the Company contribution on the same basis that applies to non-represented employees.

FLEXCARE BENEFITS

Effective March 1, 2006, and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees subject to this agreement in the FlexCare Plan as it is applicable to non-represented employees of the Company. The components of the FlexCare Plan available to employees subject to this agreement include the following benefit options: Medical, Prescription Drug, Dental, Vision Care, Health Care Reimbursement Account, Dependent Day Care Reimbursement Account, Employee Life Insurance, **Supplemental Long Term Disability effective 1-1-07**, Dependent Life Insurance and Accidental Death and Dismemberment Insurance. The Company agrees to provide eligible employees with Basic Long-Term Disability coverage and to pay the cost for such coverage.

The annual price tags for the medical care, prescription drug, and dental care options under FlexCare will be the same as those applicable to non-represented employees of the Company. On an annual basis, employees will be credited with benefit dollars the same as those applicable to non-represented employees of the Company.

The Company, at its sole discretion, shall designate the insurance carrier(s) and the agent(s) for processing claims and other transactions for the FlexCare Plan and the individual components thereof. The Company may change the insurance carrier(s) and/or the claims administrator(s) at any time provided that the Company first provides notice to the Bargaining Unit thereof.

As provided in the various Summary Plan Descriptions, which were presented to the Bargaining Unit on [insert applicable date], the Company reserves the right to amend or terminate any one of the various components of the FlexCare Plan at any time, including changing the deductible, co-payment, and maximum out-of-pocket amounts for certain health care options so long as the changes are uniformly applied to all eligible employees, both non-represented and bargaining unit employees.

VOLUNTARY BENEFITS PROGRAM

Effective January 1, 2004, and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees in the Voluntary Benefits program as it is applicable to non-represented employees of the Company. The components of the Voluntary

Benefits program available to employees may include, but not be limited to, Automobile Insurance, Homeowners Insurance, Long Term Care Insurance, Pet Insurance, Universal Life Insurance, Legal Services and Critical Illness Insurance coverages.

It is understood that employees will be responsible for the entire cost for each component of the Voluntary Benefits program. At its sole discretion, the Company may permit employees to have the required costs withheld through payroll deduction.

In addition, at its sole discretion, the Company shall designate the insurance carrier(s) and/or the agents(s) for the various components of the Voluntary Benefits program. The Company may change the insurance carrier(s) and/or the agents(s) at any time provided sufficient notice is given. The Company will provide the insurance carrier(s) and/or the agent(s) with all applicable employee information needed to offer the program. The Company also reserves the right to modify or terminate any one of the various components of the Voluntary Benefits program at any time so long as the changes are uniformly applied to all eligible employees, both non-represented and bargaining unit employees.

STD COORDINATION WITH WORKERS' COMPENSATION BENEFITS

Employee STD benefits are coordinated with workers' compensation benefits for wage replacement. Employees receive the maximum payment available under either this plan or the workers' compensation state statute, but not the total sum of both benefits.

Once the employee has met the State waiting period for workers' compensation, the Company's designated Third Party Administrator (TPA) will issue a check for the workers' compensation benefit, which is the TTD or TPD (temporary total disability or temporary partial disability). Once the employee has met the STD waiting period, they may also start receiving a check from Sprint for the difference between the TTD amount, up to a maximum of 85% of their gross weekly salary.

If it is determined that the employees STD benefit of 60% is less than the workers' compensation benefit from the insurance company, their Sprint checks will cease and they will only receive a check from the TPA. During this time, FlexCare benefits are maintained and benefit deductions will suspend. Upon return to work, the suspended deductions will automatically be taken out of the employee's first

paycheck on a pre-tax basis. If for some reason the employee does not return to work, they will be required to reimburse Sprint for the full cost of health care premiums and for co-payments for all other FlexCare benefits paid on the employees behalf while on leave. Special arrangements must be made for payment of savings plan loans or stock payments with the Benefits Department.

Employees have the option of using PTO time prior to Worker's Compensation eligibility. If the employee opts to use available PTO it is not reinstated with the eligibility of Worker's Compensation benefit.

LETTER OF UNDERSTANDING #1

Present districts are designated on a map as of December 20, 1976 which was mutually agreed to at the bargaining table. This specifically designated two (2) sub-districts, (1) Adamsville will be a sub-district of the Mt. Vernon district, and (2) Mt. Sterling will be a sub-district of the Pataskala District.

LETTER OF UNDERSTANDING #2

The company will continue to diligently persue a solution to the health care provider problem in Northwest Ohio.

APPENDIX D - SPRINT RETIREMENT PENSION PLAN
03/01/06 - 02/28/07

3 Monthly income per year of service at retirement age:

JOB	CLASSIFICATION	SCHED	65-70	64	63	62	61	60	59	58	57	56	55
1.	Schedule 1	V16	29.20	27.70	26.30	24.80	23.40	21.90	20.40	19.00	17.50	16.10	14.60
2.	Schedule 2	V11	31.40	29.80	28.30	26.70	25.10	23.60	22.00	20.40	18.80	17.30	15.70
3.	Schedule 3	V05	31.70	30.10	28.50	26.90	25.40	23.80	22.20	20.60	19.00	17.40	15.90
4.	Schedule 4	V18	32.10	30.50	28.90	27.30	25.70	24.10	22.50	20.90	19.30	17.70	16.10
5.	Schedule 5	V14	32.10	30.50	28.90	27.30	25.70	24.10	22.50	20.90	19.30	17.70	16.10
6.	Schedule 6	V04	36.50	34.70	32.90	31.00	29.20	27.40	25.60	23.70	21.90	20.10	18.30
7.	Schedule 7	V17	37.40	35.50	33.70	31.80	29.90	28.10	26.20	24.30	22.40	20.60	18.70
8.	Schedule 8	V19	38.80	36.90	34.90	33.00	31.00	29.10	27.20	25.20	23.30	21.30	19.40
9.	Schedule 9	V08	41.00	39.00	36.90	34.90	32.80	30.80	28.70	26.70	24.60	22.60	20.50
10.	Schedule 10	V13	41.60	39.50	37.40	35.40	33.30	31.20	29.10	27.00	25.00	22.90	20.80
11.	Schedule 11	V20	44.60	42.40	40.10	37.90	35.70	33.50	31.20	29.00	26.80	24.50	22.30
12.	Schedule 12	V03	49.70	47.20	44.70	42.20	39.80	37.30	34.80	32.30	29.80	27.30	24.90
13.	Schedule 13	V02	50.90	48.40	45.80	43.30	40.70	38.20	35.60	33.10	30.50	28.00	25.50
14.	Schedule 14	V01	52.20	49.60	47.00	44.40	41.80	39.20	36.50	33.90	31.30	28.70	26.10

APPENDIX D - SPRINT RETIREMENT PENSION PLAN
03/01/07 - 02/28/08

1
2

Monthly income per year of service at retirement age:

JOB	CLASSIFICATION	SCHED	65-70	64	63	62	61	60	59	58	57	56	55
1.	Schedule 1	V16	29.90	28.40	26.90	25.40	23.90	22.40	20.90	19.40	17.90	16.40	15.00
2.	Schedule 2	V11	32.30	30.70	29.10	27.50	25.80	24.20	22.60	21.00	19.40	17.80	16.20
3.	Schedule 3	V05	32.50	30.90	29.30	27.60	26.00	24.40	22.80	21.10	19.50	17.90	16.30
4.	Schedule 4	V18	33.00	31.40	29.70	28.10	26.40	24.80	23.10	21.50	19.80	18.20	16.50
5.	Schedule 5	V14	33.00	31.40	29.70	28.10	26.40	24.80	23.10	21.50	19.80	18.20	16.50
6.	Schedule 6	V04	37.50	35.60	33.80	31.90	30.00	28.10	26.30	24.40	22.50	20.60	18.80
7.	Schedule 7	V17	38.40	36.50	34.60	32.60	30.70	28.80	26.90	25.00	23.00	21.10	19.20
8.	Schedule 8	V19	39.90	37.90	35.90	33.90	31.90	29.90	27.90	25.90	23.90	21.90	20.00
9.	Schedule 9	V08	42.10	40.00	37.90	35.80	33.70	31.60	29.50	27.40	25.30	23.20	21.10
10.	Schedule 10	V13	42.70	40.60	38.40	36.30	34.20	32.00	29.90	27.80	25.60	23.50	21.40
11.	Schedule 11	V20	45.70	43.40	41.10	38.80	36.60	34.30	32.00	29.70	27.40	25.10	22.90
12.	Schedule 12	V03	51.00	48.50	45.90	43.40	40.80	38.30	35.70	33.20	30.60	28.10	25.50
13.	Schedule 13	V02	52.30	49.70	47.10	44.50	41.80	39.20	36.60	34.00	31.40	28.80	26.20
14.	Schedule 14	V01	53.60	50.90	48.20	45.60	42.90	40.20	37.50	34.80	32.20	29.50	26.80

APPENDIX D - SPRINT RETIREMENT PENSION PLAN

03/01/08 - 02/28/09

3 Monthly income per year of service at retirement age:

JOB CLASSIFICATION	SCHED	65-70	64	63	62	61	60	59	58	57	56	55
1. Schedule 1	V16	30.70	29.20	27.60	26.10	24.60	23.00	21.50	20.00	18.40	16.90	15.40
2. Schedule 2	V11	33.10	31.40	29.80	28.10	26.50	24.80	23.20	21.50	19.90	18.20	16.60
3. Schedule 3	V05	33.30	31.60	30.00	28.30	26.60	25.00	23.30	21.60	20.00	18.30	16.70
4. Schedule 4	V18	33.90	32.20	30.50	28.80	27.10	25.40	23.70	22.00	20.30	18.60	17.00
5. Schedule 5	V14	33.90	32.20	30.50	28.80	27.10	25.40	23.70	22.00	20.30	18.60	17.00
6. Schedule 6	V04	38.40	36.50	34.60	32.60	30.70	28.80	26.90	25.00	23.00	21.10	19.20
7. Schedule 7	V17	39.40	37.40	35.50	33.50	31.50	29.60	27.60	25.60	23.60	21.70	19.70
8. Schedule 8	V19	40.90	38.90	36.80	34.80	32.70	30.70	28.60	26.60	24.50	22.50	20.50
9. Schedule 9	V08	43.20	41.00	38.90	36.70	34.60	32.40	30.20	28.10	25.90	23.80	21.60
10. Schedule 10	V13	43.80	41.60	39.40	37.20	35.00	32.90	30.70	28.50	26.30	24.10	21.90
11. Schedule 11	V20	46.90	44.60	42.20	39.90	37.50	35.20	32.80	30.50	28.10	25.80	23.50
12. Schedule 12	V03	52.30	49.70	47.10	44.50	41.80	39.20	36.60	34.00	31.40	28.80	26.20
13. Schedule 13	V02	53.60	50.90	48.20	45.60	42.90	40.20	37.50	34.80	32.20	29.50	26.80
14. Schedule 14	V01	54.90	52.20	49.40	46.70	43.90	41.20	38.40	35.70	32.90	30.20	27.50

SAVINGS PLAN

Maximum Bi-Weekly Contributions
 March 1, 2006 – February 28, 2009

	Basic Contributions (6%)		Supplemental Contributions* (12%)	
	Effective 3/1/06	Effective 3/1/07	Effective 3/1/06	Effective 3/1/07
Schedule 1	66	68	806	816
Schedule 2	70	72	868	880
Schedule 3	70	72	874	886
Schedule 4	72	74	888	900
Schedule 5	72	74	888	900
Schedule 6	82	84	1008	1020
Schedule 7	84	86	1034	1048
Schedule 8	88	90	1074	1086
Schedule 9	92	94	1134	1148
Schedule 10	94	96	1150	1164
Schedule 11	100	102	1232	1246
Schedule 12	112	114	1372	1390
Schedule 13	114	116	1408	1424
Schedule 14	116	120	1442	1460

*These contributions are allowed only if the participant is making the maximum basic contribution.

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