

AGREEMENT

BETWEEN

UNITED TELEPHONE COMPANY OF INDIANA

AND

COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO



LOCAL 4700

EFFECTIVE NOVEMBER 17, 2005

1 ARTICLE 1 – AGREEMENT

2 Section 1.01

3 The Communications Workers of America, hereinafter referred
4 to as the “Union”, and the United Telephone Company of
5 Indiana, Inc.” hereinafter referred to as the “Company”, do
6 hereby on this 17th day of November 2005, enter into the
7 following agreement. This Agreement shall be binding upon the
8 legal successors and assigns of the Company and the Union

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9 ARTICLE 2 – RECOGNITION

10 Section 2.01

11 The Company hereby recognizes the Union as the exclusive and
12 sole bargaining agent of all employees within the bargaining unit
13 as described by the National Labor Relations Board on
14 November 14, 1951, Case No. 9-RC-1334 (The Southern Indiana
15 Telephone Company, Inc.) and on May 29, 1953, Case No. 35-
16 RC-899 (The Ohio River Telephone Company, Inc.) and on May
17 8, 1968, Cases No. 25-RC-3750 and 25-RC-3752, for the purpose
18 of collective bargaining with respect to rates of pay, wages, hours
19 of employment, and other conditions of employment.

20 Section 2.02

21 The Union and the Company agree to keep each other currently
22 advised of the names of their respective officers and
23 representatives who are authorized to represent the parties.

24 Section 2.03

25 All references to the Plant Record Clerk, Repair/Supply Worker,
26 Testboard and Frameworker, Traffic Department (Operator),
27 and Commercial Clerk historically covered by this agreement are
28 eliminated effective January 22, 2003 with the understanding should
29 this work be reinstated in whole within the CWA territory covered
30 by this agreement, it will fall under the jurisdiction of CWA.

1 ARTICLE 3 - UNION SECURITY

2 Section 3.01

3 It shall be a condition of employment that all employees of the
4 Company covered by this Agreement who are members of the
5 Union in good standing on the effective date of this Agreement
6 shall remain members in good standing and those who are not
7 members on the effective date of this Agreement shall, on the
8 thirtieth day following the effective date of this Agreement,
9 become and remain members in good standing in the Union. It
10 shall also be a condition of employment that all employees
11 covered by this Agreement and hired on or after its effective
12 date shall, on the thirtieth day following the beginning of such
13 employment, become and remain members in good standing in
14 the Union.

15 Section 3.02

16 Employees hired shall be considered on probation for the first
17 three (3) months of employment.

18 ARTICLE 4 - COLLECTIVE BARGAINING PROCEDURE

19 Section 4.01

20 All collective bargaining shall be carried on between authorized
21 representatives of the Union as designated by its President and
22 authorized representatives of the Company.

23 Section 4.02

24 Any agreement reached as a result of the collective bargaining
25 by the representatives of the parties to this agreement shall
26 become effective and binding only when signed by the
27 aforementioned parties.

1 Section 4.03

2 The Union and the Company shall keep each other currently
3 advised in writing of the names of representatives authorized to
4 represent them in collective bargaining, negotiations, and in the
5 execution of final and binding agreements.

6 Section 4.04

7 By mutual consent of the authorized representatives of the
8 parties hereto, this agreement may be amended at any time.
9 Such amendment shall be reduced to writing, state the effective
10 date of the amendment, and be executed in the same manner as
11 this Agreement.

12 ARTICLE 5 - GRIEVANCE PROCEDURE

13 Section 5.01

14 A grievance is a complaint by an employee or group of
15 employees for whom the Union is the bargaining agent,
16 involving the interpretation or application of any of the
17 provisions of this agreement, dismissal without proper cause,
18 involuntary demotion, or a complaint that an employee has in
19 any manner been unfairly treated by the Company; or that the
20 health and safety of the employee or employees has been
21 jeopardized. All grievances shall be resolved exclusively in the
22 manner set forth in this Article and Article 6, Arbitration.

23 Section 5.02

24 Nothing contained in this Agreement shall deprive any individual
25 employee of the right to discuss with the Company matters in his
26 own interest. It is encouraged that the employee and/or his/her
27 steward discuss the issue with the employee's supervisor in the
28 spirit of trying to resolve the issue before resorting to the
29 grievance procedure.

30 However, if such matter presented by an employee involves a
31 question of interpretation or application of this Agreement,
32 which may establish a precedent, or a question involving a
33 matter appropriate for collective bargaining, the Company
34 shall immediately notify the Union, and the Union shall be
35 present and participate in the discussions and dispositions
36 of such matter.

1 Section 5.03

2 Once a grievance has been presented by the Union to the
3 Company, representatives of the Company shall not discuss the
4 grievance with the aggrieved employee or employees without
5 affording the appropriate Union representative an opportunity
6 to be present.

7 Section 5.04

8 When a grievance is presented to the Company in writing, the
9 supervisor having authority over the matter shall within ten (10)
10 calendar days of the date of presentation hold a meeting for
11 adjustment of the grievance with the appropriate Union
12 representatives. The Company shall answer the grievance in
13 writing within ten (10) calendar days after the date of this
14 meeting.

15 Section 5.05

16 If the grievance is not satisfactorily adjusted under the
17 provisions of Section 5.04, the Union may appeal the grievance
18 to the Company representative within twenty (20) calendar days
19 following issue of the written answer. Upon presentation of the
20 grievance to this level, the Company shall within twenty (20)
21 calendar days hold a meeting with the Union, by mutual agreement
22 of the parties the meeting may be via conference call where
23 applicable, for the adjustment of the grievance. Within twenty (20)
24 calendar days after the adjustment meeting is held, the Company
25 shall give its position on the matter in writing to the Union.

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1 Section 5.06

2 If the grievance is not satisfactorily adjusted under the
3 provisions of Section 5.05, the Union may appeal the grievance
4 to arbitration within thirty (30) calendar days as outlined in
5 Article 6.

6 Section 5.07

7 No complaint or grievance shall be eligible for handling
8 hereunder unless proceedings begin within twenty (20) calendar
9 days after the event out of which such grievance shall have
10 arisen, nor shall the Company attempt any disciplinary action
11 against any employee for whom the Union is the bargaining
12 agent after the expiration of thirty (30) calendar days. The
13 time periods specified in this Article may be extended by mutual
14 consent of the Union and the Company.

15 Section 5.08

16 An authorized Union representative not on leave from the
17 Company shall give his immediate supervisor reasonable notice
18 of his intended absence to investigate or process a grievance.

19 Section 5.09

20 In the event the Company contemplates the dismissal for just
21 cause of any employee with over three (3) months of seniority,
22 the Company shall notify the Local Union President, or designee,
23 and review the facts prior to the actual dismissal.

1 Section 5.10

2 Employee/Union representatives not exceeding two (2) in
3 number shall suffer no loss of regular pay for time required in
4 meetings with the Company representatives when handling
5 grievances.

6 ARTICLE 6 - ARBITRATION

7 Section 6.01

8 When a grievance cannot be satisfactorily settled through the
9 grievance procedure outlined in Article 5, the grievance may be
10 dropped or submitted to arbitration by either party.

11 Section 6.02

12 A request for arbitration shall be presented in writing by one
13 party to the other within thirty (30) calendar days after receipt
14 by the Union of the Company's final answer on the grievance.

15 Within one-hundred-twenty (120) Calendar days of the giving of
16 such notice, a request will be submitted to the Federal Mediation
17 and Conciliation Service by the Union or a designee of the Company
18 Human Resources should the Company request arbitration. If not
19 taken forward within the above mentioned time frame, the matter
20 will be considered closed and the Company's final grievance
21 response will stand as written.

1 Section 6.03

2 The arbitrator will be chosen by contacting the Federal
3 Mediation and Conciliation Service and obtaining a list of
4 arbitrators. Each party will alternately strike until one (1) name
5 is left and proceed as prescribed by the service. The
6 complaining party shall have the first strike. Each party shall
7 have the right to reject one (1) entire panel as unacceptable per
8 case and then another panel shall be requested from the Federal
9 Mediation and Conciliation Service or, when used as an
10 alternate, the American Arbitration Association.

11 Section 6.04

12 All proceedings under this Article shall be started and carried
13 to conclusion as expeditiously as possible.

14 Section 6.05

15 Each party shall bear the expense of preparing and presenting
16 its own case. The compensation and expenses of the arbitrator
17 shall be borne equally by the Company and the Union.

1 Section 6.06

2 The decision of the arbitrator shall be binding upon both parties
3 and shall conclusively determine the dispute being arbitrated.

4 Section 6.07

5 The arbitrator shall not have authority to add to, subtract from,
6 or modify any provisions of this Agreement.

7 Section 6.08

8 The time periods specified in this Article may be extended or
9 otherwise modified by mutual consent.

10 Section 6.09

11 Once a grievance has been appealed to arbitration in accordance
12 with this Article, if the Union at the International level requests
13 grievance mediation and the Company concurs, the grievance
14 will be presented at a Mediation Conference before it is
15 scheduled for arbitration.

16 The rules of the selected Mediation Service will apply.

17 If a settlement is not reached at the Mediation Conference, the
18 grievance can be subject to being scheduled for arbitration in
19 accordance with this Article.

20 In the event that a grievance which has been mediated
21 subsequently is arbitrated, no person serving as a mediator
22 between these parties on this issue may serve as the arbitrator
23 for the issue. Nothing said or done by the mediator may be
24 referred to at arbitration. Any settlement proposal made by
25 either party at the Mediation Conference shall not be referred
26 to at the arbitration hearing.

1 The parties will share equally the costs associated with
2 mediation.

3 ARTICLE 7 - COLLECTION OF UNION DUES

4 Section 7.01

5 The Company shall make collection of Union dues through
6 payroll deduction upon an order in writing, signed by the
7 employee, and shall pay monthly to the designated
8 representative of the Union the total amount thus deducted
9 from all employees. Authorizations by employees for such
10 deductions shall be on the form, a sample of which is attached
11 to this Agreement as Appendix E. All deductions shall be made
12 from the wages paid to employees in each of the payroll periods
13 of the current month.

14 Section 7.02

15 Cancellation by an employee of such written authorization for
16 payroll deduction shall be in writing signed by such employee,
17 and upon receipt thereof the Company shall honor any such
18 cancellation. An employee's authorization shall be deemed
19 automatically canceled if the employee leaves the employ of the
20 Company or is transferred or promoted out of the bargaining
21 unit.

22 Section 7.03

23 Deductions of dues shall be suspended during the period of an
24 employee's leave of absence. No dues shall be deducted when
25 sufficient pay is not available. In such case, Union dues shall be
26 deducted in the next payroll period for the same month in which
27 sufficient pay is available.

1 Section 7.04

2 The Company will, each month, furnish the authorized
3 representative of the Union a record of the amounts of such
4 deductions, a list of names and location of employees canceling
5 their dues during the current month, and a list of names and
6 locations of employees from whom dues deduction
7 authorizations have been received during the current month and
8 a list of changes in the Amounts received from any individual.

9 ARTICLE 8 - LIST OF EMPLOYEES

10 Section 8.01

11 Upon request, the Company will furnish annually, on or about
12 February 1, to the designated representative of the Union a list
13 showing the name, headquarters location, and continuous service
14 record date of each regular and temporary employee in the
15 bargaining unit, and who has completed sixty (60) days of the
16 probationary period.

17 Section 8.02

18 Upon request, the Company will furnish the designated
19 representative of the Union, as soon as practicable, a
20 supplementary list showing the name, headquarters location, and
21 continuous service record date of each regular and temporary
22 employee who has engaged, re-engaged, or transferred in since
23 last reporting or during a lesser specified period, and who has
24 completed sixty (60) days of the probationary period.

1 Section 8.03

2 Upon request, the Company will furnish the designated
3 representative of the Union, as soon as practicable, a list of all
4 employees currently on leave of absence and all changes in
5 names (showing the former and present name) of employees in
6 the bargaining unit since last reporting or during a lesser
7 specified period. These lists shall include the payroll designation
8 of the employees concerned.

9 ARTICLE 9

10 PROMOTION OR TRANSFER OF UNION OFFICERS

11 Section 9.01

12 When the Company desires to either promote to a management
13 position or transfer an employee who is a duly certified
14 president, vice-president, or secretary-treasurer of a local of the
15 Union, and the proposed change would have an effect on his
16 status as an officer of the Local, the Company agrees to give the
17 designated representative of the Union written notice of such
18 impending promotion or transfer at least fourteen (14) calendar
19 days prior to the effective date of the change.

1 ARTICLE 10 - ABSENCE FOR UNION ACTIVITIES

2 Section 10.01

3 Union officers or representatives shall be permitted to absent
4 themselves from work with reasonable frequency and for
5 reasonable lengths of time to transact Union business and
6 without pay. However, when contract bargaining, not to exceed
7 three (3) employee/Union representatives shall receive their
8 normal pay from the Company. In other meetings with the
9 Company, employee/Union representatives shall not be paid by
10 the Company, unless the meeting is initiated at its request.
11 When handling grievances, employee/Union representatives, not
12 exceeding two (2) in number, shall suffer no loss of normal pay
13 for time required in meeting with Company representatives.
14 Each member so absenting himself from his normal duties shall
15 give his supervisor reasonable notice of his intended absence
16 and its probable duration.

17 ARTICLE 11 - SENIORITY

18 Section 11.01

19 Company seniority shall be determined by the continuous service
20 of the employees affected as shown on the records of the
21 Company.

22 Section 11.02

23 Union seniority shall govern in matters affecting assignments of
24 vacations, transfers within the bargaining unit, layoffs, and re-
25 employment after layoffs.

1 Section 11.03

2 Union seniority for the assignment of hours shall be by job title
3 and apply to the headquarters exchanges.

4 Section 11.04

5 Union seniority shall govern distant work assignments within a
6 job title group subject to consideration of qualifications to
7 perform the assigned work.

8 ARTICLE 12 - JOB POSTING, BIDDING, AND AWARDS

9 Section 12.01

10 The Company shall make declarations of job openings as soon
11 as it is known that vacancies are to be filled or new jobs are to
12 be created. In those cases where the Company finds it necessary
13 to fill vacancies temporarily in advance of the date of closing of
14 bids, the employee filling such position on a temporary basis
15 shall be advised of the temporary status and such temporary job
16 occupancy shall not be deemed to have any effect on
17 determination of competence to do the work. The employee
18 shall have the right to refuse a promotion without affecting
19 his/her status for future promotions.

20 Section 12.02

21 When filling a vacancy within the bargaining unit, job postings
22 shall be posted for seven (7) calendar days spanning a two (2)
23 week period. Bids must be submitted in accordance with the
24 posting, within the specific time period. The job posting and
27 the job bid will be in accordance with the appropriate method as
28 described by the Company.

1 Section 12.03

2 Bids, including down bids, from any employee within either
3 CWA local which is party to this Agreement shall be considered
4 except employees who at the time of the vacancy are in one of
5 the following classes:

- 6 a. Employees who within the previous six (6)
7 months have been returned to their former
8 job because of failure to qualify on a job
9 in the same classification as the vacancy
10 involved;
- 11 b. Employees who have been awarded a job
12 within the previous twelve (12) months,
13 including new hires, cannot down bid
14 unless released by the appropriate
15 department manager. A down bid is
16 defined as moving from a classification
17 with a higher maximum base wage, as
18 presented in Appendix A, to a
19 classification with a lower maximum base
20 wage as presented in Appendix A;
- 21 c. Business Service Specialists and
22 Network Technicians who have
23 been in the present classification for less
24 than eighteen (18) months, unless released
25 by the appropriate department manager.

26 Section 12.04

3 In all cases of job bids, the selection of employees to be
4 awarded a job shall be determined by the Company. The
5 following factors shall govern:

- 30 a. total continuous service
- 31 b. competence to do the work
- 32 c. qualifications

1 Section 12.05

2 Bid awards shall be made within ten (10) working days following
3 the bid closing date and thereupon the President of the CWA
4 locals and all bidders shall be advised, in writing, of such bid
5 awards. Letters to senior unsuccessful bidders, the CWA Local
6 Presidents and all other unsuccessful bidders shall contain a
7 statement indicating the specific reasons for denial of the bid
8 award. The individual receiving a bid award shall not be placed
9 in the job until the lapse of three (3) days from the date the
10 award notifications are mailed to all bidders. However, if the
11 award is grieved, the job award shall not be permanently filled
12 pending resolution of the grievance. In the event no bids are
13 received on the posted job the Company shall award such
14 vacancy within thirty (30) days of the closing of bids if the job
15 is to be filled. The person receiving the award shall be placed
16 in the job within sixty (60) days of the award date.

17 Section 12.06

18 Vacancies will be filled from within the bargaining unit with the
19 exception of Section 12.07. Employees desiring to change
20 positions shall notify the Regional Human Resources office, in
21 writing. The Regional Human Resources staff will provide
22 career counseling assistance to the requesting employee(s). The
23 Company will pay for all recommended training successfully
24 completed by the employee. Employees who successfully
25 complete the recommended training, will be considered
26 qualified. It is recognized that formal technical education,
27 especially in advanced electronics, is a large factor in
28 determining qualifications for some positions.

1 Section 12.07

2 The Company may hire from outside into higher classifications
3 if someone from outside is substantially more qualified than a
4 present employee bidding on the particular position.

5 Section 12.08

6 Employees are encouraged to reside within a reasonable
7 distance of their reporting location for availability for service
8 related reasons. All bid openings will show that the successful
9 bidder will be required to reside within an approximate thirty-
10 five (35) mile distance of the reporting location. Any individuals
11 in present jobs not conforming to the above provisions will be
12 allowed to maintain their present residence. However, if they
13 bid on another job, they will be required to satisfy this
14 provision.

15 ARTICLE 13 - HOME GARAGING

16 Section 13.01

17 The Company and the Union agree to a program entitled
18 "Home Garaging".

19 The program will provide employees the opportunity to keep
20 their Company vehicles at their residence and to be assigned
21 to their first job assignment from the residence.

22 a. Home garaging will be optional, and by mutual
23 agreement. Changes in the employee option may be
24 coordinated with the immediate supervisor.

- 1 Generally a two (2) week notice will be required
2 when options are changed.
- 3 b. In order to participate the nature of the work being
4 performed by the employees in the group must be:
5 1) other than at the same Company
6 owned/maintained facility on a regular basis; 2) is
7 such that the employees can be dispatched and report
8 directly to the work location at the beginning of the
9 work day; and 3) it would not be necessary for the
10 employees to first report to a Company owned/
11 maintained facility prior to his/her going to the
12 work location.
- 13 c. No non-Company passengers will be allowed on
14 vehicles. Employees will not use the Company
15 vehicle for personal activities. No alcohol or drugs
16 will be allowed on Company vehicles in any
17 circumstances.
- 18 d. Accidents incurred (personal and vehicle) while en
19 route to and from work are covered by the Company.
20 Liability of secured vehicle will be the Company's
21 responsibility (i.e., vandalism, theft, and Act of God).
- 22 e. Vehicle maintenance - routine and repair will be at
23 the discretion of local management. Location of
24 vehicle during employee vacation will be at the
25 discretion of local management.
- 26 f. It is preferred that these Company vehicles be parked
27 on the employee's property; however, street parking
28 is allowed where zoning permits.
- 29 g. Materials may be stored in the employee's vehicle,
30 but will not be stored in the employee's home.
- 31 h. Incidental stops (e.g., for a loaf of bread, or to pick-
32 up dry cleaning, etc.) which are no longer than fifteen
33 (15) minutes, and are en route to and from work and
34 home, are permitted.

1 i. Employees will be at the first assignment at the
2 scheduled starting time, unless the first assignment is
3 a further distance than the employee's reporting
4 location. In that case the employee will be at the first
5 assignment at the scheduled starting time plus
6 whatever time would be reasonably required to go the
7 additional distance in a safe and legal manner.

8 ARTICLE 14 - 4-10's

9 Section 14.01

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

17 No overtime payment as required in Section 25.02 shall be made
18 for any of the hours worked over eight (8) when the conditions
19 of this Section are in effect. Continuous work over ten (10)
20 hours in any work day will be paid at the applicable overtime
21 rate. Night differential payment will be paid for hours worked
22 before 6:00 a.m. and after 7:00 p.m.

1 ARTICLE 15 - VACATIONS

2 Section 15.01

3 Vacations with pay will be given to all full-time employees and
4 those regular part-time employees regularly scheduled twenty
5 (20) or more hours per week (average), during the prior
6 calendar year in accord with other provisions of this Article.

7 The qualifying period for new or rehire employees shall be from
8 their date of continuous service to the subsequent January 1st.

9 In succeeding years, eligibility is determined on a calendar year
10 basis.

11 Full-time employees shall be paid for vacation periods at their
12 basic weekly rates, plus a night or evening premium if either or
13 both have been applicable by tour selection or assignment for at
14 least fifty (50) percent of the time during the qualifying year,
15 plus any job differential applying immediately before the
16 vacation period. If night and evening premiums have been
17 alternately applicable, an average of the premium rates shall be
18 utilized in computing vacation pay.

19 Vacation pay of regular part-time employees shall be computed
20 on the basis of their average scheduled weekly hours within the
21 qualifying year at their basic hourly wage rate in effect at the
22 beginning of the vacation period.

1 Section 15.02

SERVICE COMPLETED	EARN	MAXIMUM
Less than one (1) year	1/2 day (4 hours) for each full month of service	1 week/40 hours
January 1st following first year anniversary but less than eight (8) years	1 day (8 hours) for each full month of service	2 weeks/80 hours
8 years - less than 15 years	1 1/2 days (12 hours) for each full month of service	3 weeks/120 hours
15 years - less than 25 years	2 days (16 hours) for each full month of service	4 weeks/160 hours
25 years and more	2 1/2 days (20 hours) for each full month of service	5 weeks/200 hours

2 The Company may require that the fifth week of vacation be
 3 taken during January, February, or March.

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4 Vacations may not be accumulated from year to year, nor may a
 5 vacation be postponed from one year to another. However, an
 6 employee qualifying for four (4) or more weeks vacation may defer
 7 one (1) week of vacation to Jan., Feb., or March of the following year.
 8 These selections take precedence over the following year selections
 9 and may not be changed without mutual agreement of the employee
 10 and his supervisor and then only to another date within the same
 11 three (3) months. Employees may not receive vacation pay in lieu
 12 of vacation time off.

1 Section 15.03

2 Whenever a holiday which would have been included in an
3 employee's work schedule falls within the employee's paid
4 vacation period, the Company shall in each case grant an
5 additional day of paid vacation in lieu thereof.

6 Section 15.04

7 The Company will post a single vacation schedule for each
8 classification (including Operators and Central Office clerical
9 employees) by department and district by October 15th, to be
10 completed by December 15th, showing the weeks in which
11 vacations will be granted and the number of employees who will
12 be granted vacations for each such week. Employees must select
13 all their eligible vacations from such schedule in accordance with
14 their seniority, except that changes may be made for service
15 requirements. Day at a time vacation is limited to ten (10) days
16 until all employee's have scheduled their vacation choices.
17 Thereafter, remaining vacation may be scheduled a day at a time
18 until all available vacations are scheduled. Employees changing
19 their vacation after December 15th shall not exercise their
20 seniority to bump less senior employees who have selected
21 vacations prior to December 15th.

22 Section 15.05

23 Employees who quit, are terminated, or retire shall be entitled
24 to any earned or prorated vacation pay. Should any vacation
25 pay be due the employee, the Company shall have the right to
26 deduct from said pay any money owed the Company by the
27 employee, including costs or expenses incurred due to the loss
28 of, destruction of, or damage to Company property or
29 equipment. In the event of a death of an employee who has
30 qualified for a vacation under the terms of this Agreement, the
31 amount of vacation pay will be paid to the employee's spouse or
32 paid into the employee's estate.

1 Section 15.06

2 Employees who are scheduled for vacation and are unable to use
3 this vacation due to major illness, major accident, contractually
4 covered funeral, and who timely notify the Company with proof
5 of condition, shall have the vacation rescheduled if time remains
6 in the calendar year and the workload permits.

7 ARTICLE 16 - HOLIDAYS

8 Section 16.01

9 Effective January 1, 2006, the following days shall be authorized holidays:

10	New Year's Day	Labor Day	
11	Memorial Day	Thanksgiving Day	
12	Independence Day	Christmas Day	
13		Personal Day (8)	Employees with one year or R
14		more of service	

15 Section 16.02

16 If an employee works on an authorized holiday, the employee
17 shall be paid one and one-half times the regular hourly wage for
18 each hour worked in addition to holiday pay. If a full-time
19 employee does not work on an authorized holiday, the employee
20 shall be paid the regular daily basic wage, plus differentials, if
21 any. Temporary employees shall not be eligible for the
22 Personal holidays.

23 Section 16.03

24 Employees averaging twenty (20) hours or more per week will
25 be eligible for all paid holidays including Personal Days. Employees R
26 with less than one (1) year of service will accrue 1 personal day for
27 each full quarter completed. Payment for those holidays and personal
28 days shall consist of the regular basic wage rate plus any normal differentials
29 based on the average hours worked per day in the previous five
30 (5) weeks. Payment shall not exceed eight (8) hours per day.

1 Section 16.04

2 Employees scheduled Monday through Friday on a week when
3 a holiday falls on Saturday will have the preceding Friday off as
4 their holiday, if the holiday falls on Sunday the holiday will be
5 observed on Monday. Employees scheduled Tuesday through
6 Saturday on a week when a holiday falls on a Sunday, will have
7 the preceding Saturday off as their holiday or, if the holiday falls
8 on Monday, will observe the holiday on the following Tuesday
9 All other holidays will be observed on the designated days, i.e.
10 Saturday holiday observed on Saturday. Employees scheduled
11 Sunday through Thursday on a week when a holiday falls on
12 Friday or Saturday will have the preceding Thursday off as their
13 holiday.

14 Section 16.05

15 When a holiday falls on a full-time employee's scheduled day
16 off, the employee shall be paid holiday pay equivalent to the
17 regular daily basic wage, plus differential, if any.

18 Section 16.06

19 Part-time employees who work on a holiday shall be paid two
20 and one-half times their regular hourly wage for time worked.

21 Section 16.07

22 An employee absent the last regularly scheduled day before the
23 holiday or the first regularly scheduled day after the holiday,
24 without being excused, will forfeit the holiday time, unless such
25 absence is due to illness or accident sustained otherwise than in
26 the course of employment. Upon request of the Company,
27 evidence of such illness or accident shall be furnished.

1 Section 16.08

2 The Personal day may be scheduled at any time with
3 approval of the day taken by the immediate supervisor.

4 Section 16.09

5 Temporary employees are not eligible for holiday pay.

6 ARTICLE 17 - PAYMENT FOR TIME NOT WORKED

7 Section 17.01 - Excused Absences:

8 a) Time Not Worked of Less Than a Tour -
9 Requested time off of less than a tour,
10 when granted, for compelling personal
11 reasons, will be paid for. Time off without
12 pay when requested for other reasons will
13 be granted if conditions permit.

14 b) Absence Due to Death in Family – When
15 it is necessary for an employee to have
16 time off because of the death in the
17 immediate family, the employee shall be
18 paid for the necessary time of absence.
19 The maximum number of days paid shall
20 be five (5). “Immediate family” is interpreted
21 to mean, husband, wife, parents, stepparents,
22 children, stepchildren, sister, brother, stepsister,
23 stepbrother. Employees shall be granted up to
24 three (3) days with pay for other relatives.
25 “Other relatives” being defined as grandmother,
26 grandfather, mother-in-law, father-in-law,
27 son-in-law, daughter-in-law, brother-in-law,
28 sister-in-law, grandparents-in-law, aunt, uncle,
29 niece, nephew, grandparent, and grandchild.

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- c) Absence Due to Jury Duty or Witness Service - An employee who is absent because of jury summons or subpoena for service as a witness will be paid for such absences to the extent of difference between pay received for such duty and his normal schedule earnings. However, it is expected that an employee who is excused from Court duty on any day at a time that will permit him to work will communicate with his supervisor for such assignment as is reasonable under the circumstances.
 - d) Absence Due to Visits to Medical Office - An employee visiting the medical office at the direction of the Company during his assigned working hours will be paid for such time which is within the assigned tour.
 - e) Military Duty:
 - e)1. Army, Air Force, Naval and Marine Corps Reserves, Coast Guard, and National Guard - Employees in the Army, Air Force, Naval and Marine Corps Reserves, Coast Guard, and National Guard will be excused with the difference in pay for scheduled time lost (but not to exceed two (2) weeks in any one (1) year) at the basic rate. Such absences will not be deducted from the regular vacation allowance to which the employee may be entitled.

1 e)2. Difference in Pay - As stated in e)1. of
2 Section 17.01, will be based on the
3 difference between the Company and
4 Government pay. For this purpose
5 Government pay will include base pay, pay
6 for length of military service, pay for
7 special qualifications or duty, and rental
8 allowance for enlisted men with
9 dependents in pay grades 1, 2, and 3
10 inclusive, as established by law.

11 e)2aa. For commissioned officers and warrant
12 officers with dependents, the Government
13 pay shall also include the difference
14 between rental and subsistence allowance
15 established for officers with dependents
16 and those established for officers of equal
17 rank without dependents.

18 f) Election Boards - Employees may be
19 excused with pay to the extent of
20 difference between pay received for such
21 services and their normal schedule
22 earnings for service if sworn in as a
23 member of an election board in connection
24 with Federal, State, Municipal, or County
25 elections. This excludes service for any
26 political party.

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1 Section 17.02 - Basis of Payment

- 2 a) Payments made under any of the above
3 provisions shall be limited only to tours
4 within the basic work week which an
5 employee is assigned to work.
- 6 b) Payments for time not worked shall be
7 made at the basic wage rate plus any
8 differential applicable to the tour, if any.
- 9 c) Employees who work sixteen (16) hours
10 within a twenty-four (24) hour period shall
11 have a minimum of eight (8) hours rest
12 period (time away from job). To the
13 extent that such rest period extends into
14 their regular work day (schedule of work)
15 they shall lose no pay (straight time) for
16 time lost from the normal work schedule.
17 An employee will not work over sixteen
18 (16) hours should safety be an issue. In
19 cases where supervision sends workers
20 home for safety reasons, the Company may
21 replace these employees during the eight
22 (8) hour rest period with other Company
23 employees considered first.

1 ARTICLE 18 - EQUALIZATION OF OVERTIME WORKED

2 Section 18.01

3 The Company will distribute opportunity for overtime as equally
4 as possible among the employees engaged in similar work.
5 Records of overtime worked and refused will be kept by the
6 Company and will be posted, on a monthly basis, on bulletin
7 boards in the related work area. In the event all personnel
8 engaged in similar work refuse the opportunity for overtime, the
9 least senior qualified employee or employees will be required to
10 work. However, for the assignment of overtime, the wishes of
11 the employee will be taken into account in so far as possible.
12 Opportunity for overtime within the work group shall be
13 considered equalized as long as the highest is no more than 25%
14 over the lowest at the end of the calendar quarter. If there is a
15 greater difference, it shall be adjusted during the following
16 quarter as much as overtime requirements allow.

1 ARTICLE 19 - FORCE ADJUSTMENTS

2 Section 19.01

3 Should the Company determine that a force reduction in a
4 classification in a district is necessary due to adverse economic
5 conditions or other reasons, the designated representatives of
6 the Union and affected employees shall be notified by mail thirty
7 (30) days in advance of the force reduction.

8 The force adjustment shall be carried out in accordance with the
9 following successive steps:

- 10 a) Temporary employees shall be laid off
11 first.
- 12 b) Part-time employees shall be laid off in the
13 inverse order of union seniority, shortest
14 to longest.
- 15 c) Regular employees shall be laid off in
16 inverse order of Union seniority, shortest
17 to longest. The Company may, at its
18 option, determine that employees shall
19 remain at work with a reduced work week.

20 Section 19.02

21 The regular employees affected by the reduction in force may
22 exercise their Union seniority rights in gaining continued
23 employment in any location where they have Union seniority
24 over an incumbent in a classification which they can adequately
25 perform with a minimum of on-the-job training and
26 familiarization. Such rights must be exercised against the
27 employee who has the least Union seniority in that classification.

1 Section 19.03

2 Rehiring After Layoffs - Employees who are laid off must be
3 rehired in the same jobs in inverse order in which they were laid
4 off. The Company agrees that it will not hire any new
5 employees until all laid off employees have had opportunity for
6 re-employment with the Company for a period of eighteen (18)
7 months. A refusal to accept a recall within the employee's former
8 job title and former district will result in termination.

9 The Company, when requesting a laid-off employee to return to
10 work, shall notify such employee by a registered letter sent to
11 the employee's last known address. It is the employee's
12 responsibility to notify the Company and the Union of any
13 change of address. If the employee does not reply by registered
14 letter within five (5) work days from the date of the returned
15 receipt, he or she shall be considered to have resigned. If the
16 returned receipt is not received within five (5) work days of the
17 mailing date of the letter, the Company will attempt to contact
18 the employee. If this fails, the Union will be notified and will
19 have five (5) work days to contact the employee. If this is
20 unsuccessful, the employee will be considered to have resigned.

21 Section 19.04

22 Laid-off employees who are rehired within eighteen (18) months shall
23 continue to accumulate seniority during the layoff.

24 ARTICLE 20

25 NON-PERFORMANCE OF WORK BY SUPERVISORS

26 Section 20.01

27 The Company agrees that it will not, as a matter of policy, use
28 supervisory employees who are excluded from the bargaining
29 unit on work performed by Union members.

1 Section 20.02

2 Supervisors may perform work during the process of actual
3 training of an employee or to meet service emergencies.

4 Section 20.03

5 When an appropriate employee is not available or cannot be
6 reached for assignment, work may be done pending the securing
7 of a suitable employee.

8 ARTICLE 21 - CONTRACTING WORK

9 Section 21.01

10 The Company recognizes and acknowledges the right of its
11 employees to perform its telephone work and in the protection
12 of this agrees to cooperate and work with the Union in this
13 respect.

14 Section 21.02

15 It is agreed that outside contracting may be utilized with the
16 understanding that such outside contracting shall not cause
17 part-timing or layoff of present employees involved in service,
18 maintenance, service restoration, and public safety.

1 Section 21.03

2 Overtime equivalent to that worked by contractors in the same
3 classification, in the same district, will be offered to company
4 employees where the Company controls the hours worked by
5 the contracted employees.

6 Section 21.04

7 The Company shall provide within reason, written information
8 to the local Union on contractors used to do bid work within the
9 scope of the bargaining unit. This information will include (a)
10 Company name, (b) type of work, (c) work location (key map),
11 and (d) approximate work schedule.

12 ARTICLE 22 - WORK ASSIGNMENT, INTER-UNION

13 Section 22.01

14 Effective January 1, 1974, the previous agreements for work
15 assignments, inter-union will be dropped, and the Company may
16 work employees across union jurisdiction lines without overtime
17 restrictions, providing that the Company will not use any
18 provisions of this Article to supply craft employees to areas
19 served by another Union in the event of a strike by that Union.

1 ARTICLE 23 - BULLETIN BOARDS

2 Section 23.01

3 Union bulletin boards of a size and type jointly agreed to by the
4 Company and the Union will be purchased and installed by the
5 Company. The location of bulletin boards will be jointly agreed
6 to by the Union and the Company.

7 ARTICLE 24
8 POSTING OF WORK SCHEDULES

9 Section 24.01

10 The Company will post work schedules by noon Thursday of the
11 week preceding the work week or weeks scheduled.

12 Section 24.02

13 The Company will post holiday schedules at least fourteen (14)
14 days before the holidays.

15 ARTICLE 25 - BASIS OF COMPENSATION

16 Section 25.01

17 Regular rates of pay will be paid for all hours worked within the
18 limits of a normal day and within the limits of a normal work
19 week, except for hours worked on a Sunday or on a holiday or
20 its legally observed equivalent.

21 Section 25.02

22 Overtime pay, one and one-half times the basic hourly rates, will
23 be paid for the following:

- 1 a) Hours worked in excess of eight (8) hours
2 on any day.
- 3 b) Hours worked in excess of forty (40) hours
4 in any calendar week for which overtime
5 has not been paid on a daily basis.
- 6 c) Hours worked on scheduled days off.
- 7 d) Hours worked outside of the posted
8 schedule as a result of a change of shift of
9 the scheduled hours by the Company
10 provided such change of shift was not
11 made for the convenience of the employee.
12 However, schedules may be changed
13 provided the change is made on or before
14 Thursday of the preceding week.
- 15 e) Time and one half will be paid in the Plant R
16 department for hours worked on Sunday.
- 17 f) Hours worked from 6:00 p.m. to 12:00
18 midnight on Christmas Eve and New Years
19 Eve.

20 Section 25.03

21 The Company agrees to pay in addition to wages earned at basic
22 rates, premium payments for time worked on tours of duty as
23 set forth in Appendix A.

24 Section 25.04

25 Differential pay will be paid to employees for certain
26 responsibilities assigned as set forth in Appendix A.

1 Section 25.05

2 Effective February 1, 2000 the bi-weekly pay method will be
3 direct deposit with the pay stubs mailed to employees mailing
4 address as indicated on Company records or if direct deposit
5 is not selected paychecks will be delivered via U.S. Mail.
6 Employees will be paid bi-weekly on Friday of the next week
7 following the two (2) week payroll period. However, if that
8 Friday is a holiday, then employees will be paid on the
9 Thursday previous.

10 ARTICLE 26 - CALL-OUT COMPENSATION

11 Section 26.01

12 When an employee is called to work after having left the job at
13 the completion of the scheduled tour and before the beginning
14 of the next scheduled tour, the employee shall be paid for all
15 time worked thereafter at the overtime rate. Travel time to and
16 from the job shall be considered as time worked.

17 Section 26.02

18 If the notification for such call-out work is made between 5:00
19 p.m. and 8:00 a.m., the minimum compensation for time worked
20 on each such extra assignment that does not continue into the
21 employee's next scheduled tour which the employee is required
22 to work, shall be three (3) hours pay at the employee's hourly
23 basic rate.

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24 ARTICLE 27 - INCLEMENT WEATHER

25 Section 27.01

26 During weather which the supervisor determines as inclement,
27 employees will be assigned to work under shelter as far as
28 practicable.

1 ARTICLE 28 - TRANSFERS

2 Section 28.01

3 When an employee is transferred with no change in job title to
4 another town, the service date of such transfer shall be the
5 employee's continuous service record date.

6 Section 28.02

7 When a surplus occurs within a classification and a shortage
8 exists in another district in that classification an opportunity for
9 voluntary transfer may be offered by seniority within that
10 classification before consideration of a layoff would apply. The

11 voluntary transferred employee shall receive \$600.00 for
12 incidental expenses, have the costs of moving ordinary
13 household goods paid, receive the closing costs on their home
14 (should they own one), and have the opportunity to arrange
15 reasonable relocation expenses.

16 ARTICLE 29 - PENSION AGREEMENT

17 Section 29.01

18 The Company has adopted the Sprint Retirement Pension Plan
19 (the "Retirement Pension Plan") and agrees to include employees
20 covered by this Agreement as members of such Retirement Pension
21 Plan in accordance with the Pension Agreement, which by
22 reference thereto is incorporated herein and made part of this Agreement.
23 Said Pension Agreement shall be continued without modification
24 for the life of this Agreement; provided, however, the Company (and
25 for this purpose only "Company" shall include Sprint Corporation)
26 retains the right to make such changes in the Retirement, in its sole
27 discretion, as may be required to obtain a ruling from the Commissioner
28 of Internal Revenue that the Retirement Pension Plan qualifies under
29 Section 401(a) of the Internal Revenue Code of 1986, as amended from

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1 time to time, and that the Trust implementing the Retirement
2 Pension Plan is exempt from taxation under Section 501(a) of
3 said Code, to satisfy any applicable state or federal statute,
4 regulation, ruling, court decision or other law applicable to said
5 Retirement Pension Plan, or to administer said Retirement Pension Plan
6 in an orderly and efficient manner. Any such action taken by the
7 Company in its sole discretion with respect to the Retirement Pension
8 Plan shall apply to all similarly situated employees of the Company
9 in a uniform manner. The Company pays all contributions to
10 the Retirement Pension Plan.

11 1. Sprint Retirement Pension Plan

12 The Company agrees to provide to Covered Members, through the
13 Sprint Retirement Pension Plan (the “Retirement Pension Plan”); the
14 benefits hereinafter specified in this Agreement effective November 17, 2005.
15 All terms defined in the Sprint Retirement Pension Plan shall have
16 the meaning specified therein unless the context of this Pension
17 Agreement clearly indicates otherwise.

18 Covered Member shall mean an employee of the United Telephone
19 Company of Indiana represented by Local 4700 of the
20 Communication Workers of America who is a member of the
21 Retirement Pension Plan pursuant to Article 2 of the Retirement
22 Pension Plan. The provisions of the Retirement Pension Plan, other
23 than Section 3.2, Retirement Allowance on Termination of Employment
24 or Retirement, including the rights of the Board of Directors of Sprint Corporation
25 to make such amendments as it deems advisable with respect to all of
26 the provisions of the Retirement Pension Plan other than those referred
27 to specifically in this document, are incorporated herein by reference
28 and shall be in full force and effect provided that continuous service and
29 credited service shall be determined in accordance with the definitions in

1 Sections 1.13 (b), Continuous Service, and 1.15 (b), Credited
2 Service, respectively of the Retirement Pension Plan, except as
3 specifically provided in the contrary herein.

4 Anything contained in the Retirement Pension Plan to the
5 contrary notwithstanding, the tables of monthly benefit per
6 year of service hereinafter described shall apply to a Covered
7 Member until revised by a subsequent Pension Agreement.
8 This Pension Agreement shall terminate when the contract
9 between the Company and the Bargaining Units terminate. Upon
10 the termination of the Pension Agreement, if as of such a date a
11 subsequent Pension Agreement between the United Telephone
12 Company of Indiana, Inc. and the Communication Workers of
13 America is not in force, the retirement allowance of any
14 Covered Member shall be determined as of such date and shall
15 not increase for any reason until the effective date of a subsequent
16 Pension Agreement. No credited service shall be earned following
17 such date. Continuous service shall continue to be earned in
18 accordance with Section 1.13 Continuous Service, of the Retirement
19 Pension Plan.. A Covered Member may retire as provided in the
20 Retirement Pension Plan following such termination date and receive the
21 retirement allowance determined as of the termination date,
22 provided, that such allowance shall be adjusted as provided in the
23 Retirement Pension Plan if it is paid in a form other than a life
24 annuity or commences on a day other than the Covered Member's
25 normal retirement date as defined in the Retirement Pension Plan.

26 2. Eligibility for Benefits

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

1 3. Amount of Allowance

2
3 (a) The amount of the retirement allowance payable in the form
4 of a life annuity to a Covered Member who retires under normal
5 or early retirement under Article 3 Retirement Allowance, of
6 the Retirement Pension Plan shall be based on the Covered
7 Member's age in years and completed whole months, job
8 classification and credited service at termination of employment;
9 and date of termination of employment, or normal retirement date
10 if earlier, determined from the attached tables, by multiplying the
11 appropriate monthly benefit per year of service by the number of
12 years of credited service, subject to the provisions contained in
13 Article 4 Pension Agreements, of the Retirement Pension Plan.

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

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

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

8 (e) Upon the death of a Covered Member described in Article
9 8, Spousal Allowance, of the Retirement Pension Plan prior to
10 his normal retirement date or his retirement, whichever
11 occurs first, an allowance shall be payable to and for the life of
12 his surviving spouse, provided that he and said spouse
13 have been married throughout the one-year period ending on the
14 date of his death. The amount of the spouse's allowance
15 payable to an eligible spouse shall be the benefit described in
16 paragraph (a) above which would have been payable to such
17 spouse had the Covered Member retired early in accordance with
18 Section 1.20, Early Retirement Allowance, of the Retirement
19 Pension Plan and benefits had commenced on the first day of
20 the month preceding his date of death. If the Covered Member
21 had not attained age 55, the benefit described in paragraph (a) above
22 shall be that which applies at age 55.

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1 ARTICLE 30 – FLEXCARE PLAN

2 Section 30.01

3 Effective November 17, 2005, and continuing for the life of the Agreement, R
4 the Company agrees, subject to the limitations described below,
5 to include employees subject to this agreement in the FlexCare
6 Plan as it is applicable to non-represented employees of the Company.
7 The components of the FlexCare plan available to employees subject to this
8 agreement include the following benefit options: Medical, Prescription
9 Drug, Dental Vision Care, Health Care Reimbursement Account,
10 Dependant Day Care Reimbursement Account, Employee Life Insurance,
11 Dependant Life Insurance and Accidental Death and Dismemberment
12 Insurance. The Company agrees to provide eligible employees with
13 Basic Long Term Disability coverage at no cost to the employee.
14 Supplemental Long Term Disability coverage will be offered under the
15 FlexCare plan effective 1/1/07.

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

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

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

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1 ARTICLE 31 - TOOLS AND UNIFORMS

2 Section 31.01

3 The Company will furnish, without cost to the employees, all
4 tools necessary for the performance of their duties. Employees
5 who are furnished tools will be held responsible for them. Tool
6 replacement will be made in accordance with the following:

- 7 a) Tools lost or stolen during the employee's
8 performance of work will be replaced at
9 the Company's expense unless the
10 employee is proven negligent resulting in
11 the loss of these tools.
- 12 b) Tools which become broken or worn out
13 will be replaced by the Company upon
14 presentation of such tools.
- 15 c) Tools lost or stolen on Company premises
16 or vehicles will be replaced at the
17 Company's expense.
- 18 d) Employees that are required to wear ANSI
19 standard safety footwear will be reimbursed
20 an allowance of \$75.00 annually. To be eligible
21 for this reimbursement the employee must submit
22 this allowance, along with the receipt for the purchase
23 of such footwear on the standard expense reimbursement form.

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1 Section 31.02

2 Uniforms of reasonable quality and cost shall be provided at Company
3 expense to every employee who installs or services equipment located on
4 customer premise. Such uniforms, when provided, shall be worn. Employees
5 provided uniforms at Company expense shall be responsible for their proper
6 use and care (including cleaning).

7 All other classifications will be required to order the standard uniform
8 package during January/February 1998 and begin wearing the new
9 uniforms by March 1, 1998. These employees will be required to return
10 all of their present uniforms to the vendor by March 16, 1998.

1 ARTICLE 32 - RELIEF PERIODS

2 Section 32.01

3 All employees shall normally be granted a fifteen (15) minute
4 relief period within each continuous four (4) hours worked
5 during which they are not required to work and for which they
6 are paid.

7 Section 32.02

8 It is recognized that the normal provisions for relief may not
9 apply during the hours when only two (2) people are required
10 on duty. In such instances it is contemplated that relief time
11 may be taken at the convenience of the employees, with due
12 regard to the requirements of the service.

13 ARTICLE 33 – LAYOFF/TERMINATION ALLOWANCES

14 Section 33.01

15 Eligibility for Layoff Allowances - Layoff allowance, in the
16 amount determined under Section 33.02 of this Article, will be
17 paid to all regular employees laid off for lack of work.

18 Section 33.02

19 Layoff allowances shall be in the amount of 100% of one week's
20 pay for each year of service up to a maximum of fifteen (15)
21 weeks pay at the 100% rate. The number of weeks accrued will
22 be established based on the number of years of service at the
23 time of initial layoff.

24 The following benefits applicable to the employee while actively
25 employed will remain in force during the period of the layoff
26 allowance payments: Flexcare, ESPP, Savings Plan, and Telephone
27 Concession.

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1 At the expiration of the layoff allowance payments, the following
2 benefits will be extended at the employee's option, in accordance
3 with COBRA on the first day of the month following payment
4 expiration: Flexcare.

5 Layoff allowance shall be accrued each July 1. Layoff allowance
6 payments will be made on the regular payroll periods during
7 time of layoff until the eligible weeks of payment have been
8 exhausted or the employee returns to active work. Layoff
9 allowance for subsequent layoffs will be paid based upon the
10 number of weeks of unused layoff allowance from the prior
11 layoff(s) within the twelve (12) month period prior to July 1. If
12 the employee returns to or continues to work after July 1 of
13 each calendar year, the employee shall have reaccrued in full
14 layoff allowance for subsequent layoffs pursuant to Article 33.02.
15 Employees on layoff as of the accrual date (July 1) will continue
16 to receive layoff allowance until the number of weeks of layoff
17 allowance in effect at the time of layoff has been exhausted or
18 until the employee returns to active work.
19 No reaccrual of layoff allowance may occur if the employee
20 does not return to active work.

21 Section 33.03

22 The employee's basic weekly wage rate shall be used in
23 computing layoff allowance.

24 Section 33.04

25 The layoff allowance shall be over and above those amounts
26 actually earned by the employee and also will be in addition to
27 any payment for vacation and personal days for which the
28 employee is eligible at the time of the final layoff allowance.
29 Earned vacation and/or personal days, if not taken by December
30 31, will be paid the laid-off employee. Payments for vacation
31 accrual for the following year will be paid following receipt of
32 the final installment of layoff allowance.

1 Section 33.05

2 For employees who have been paid their final installment of
3 layoff allowance and are recalled from layoff for a period of less
4 than thirty (30) days and before the July 1 accrual date, no
5 benefits will be applicable. A refusal to accept the temporary
6 recall within the employee's former district will not result in
7 termination, but will void part 21.02 to allow the Company
8 flexibility to contract the work assignment.

9 Section 33.06

10 Employees not recalled to a regular duty status within two (2)
11 years of being laid-off will be considered as terminated.

12 Section 33.07

13 In the event of a reduction in force, employees may volunteer
14 to accept permanent termination, not those who have been
15 bumped or whose jobs have been abolished and will automatically
16 be terminated, will be paid one week's base pay for each year of
17 service up to a maximum of fifteen (15) weeks.

18 ARTICLE 34 – SHORT TERM DISABILITY

19 Section 34.01

20 Employees will receive STD pay under the following
21 conditions.

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22 Section 34.02

23 Sick leave plan applies only to employees having one (1) year or
24 more continuous service.

25 Section 34.03

26 Evidence of adequate medical care may be required. (This will
27 require a certificate from the attending physician stating that in
28 his judgment the employee is too ill to work.)

1 Section 34.04

2 Number of Weeks Pay Beginning 6th Full Day of Absence

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3 CONTINUOUS SERVICE	FULL	HALF
4 0 – 1 year	0	0
5 1 – 2 years	3	3
6 2 – 5 years	4	13
7 5 – 10 years	13	13
8 10 years and over	26	0

9 Section 34.05

10 Employees will be eligible for STD for any pregnancy-related illness
11 as prescribed by federal law. Miscarriages occurring before the effective
12 date of pregnancy leave will be eligible for STD

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13 Section 34.06

14 Successive disabilities due to the same cause that are separated by 30 calendar
15 days or less of active full-time employment will be considered one disability.
16 During the life of this agreement, the first occasion of STD, benefits shall reset
17 on or after 91 calendar days of active full time employment. Subsequent occasions
18 of STD benefits shall reset on or after 182 calendar days of active full time employment.

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19 Section 34.07

20 Vacation/Personal hours are provided for all incidental absences from work. The STD
21 waiting period must be bridged with a combination of paid (Vacation/Personal days) and
22 un-paid time. Except when the absence is Worker’s Compensation related. In this
23 case, the employee will have the opportunity to elect whether to take paid or an unpaid absence.

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

1 Section 34.08

2 Should an employee exhaust his/her STD benefits after 27 weeks and have R
3 applied for Long Term Disability benefits, he/she shall be placed on an unpaid
4 Leave of Absence until his/her application for Long Term Disability benefits
5 has been approved or denied. However, should an employee exhaust his
6 or her STD benefits after 26 weeks it is determined and certified by a physician
7 an employee may require an additional unpaid leave to fully recover one will
8 be granted. The Company may require an Independent Medical Exam to certify
9 such leave. Should an employee on STD have less than 26 weeks benefit they
10 shall be placed on an unpaid Leave of Absence not to exceed a total of
11 26 weeks inclusive.

1 Section 34.09

2 Employees must return Short Term Disability forms within fifteen (15) R
3 Days from the employee's first day of absence.

15 Section 34.10

16 In the event employees under STD leave the immediate area of R
17 employment to a point beyond the range of the attending
18 physician, they shall forfeit their eligibility for such benefits,
19 unless before departing from the immediate area, such
20 employees advise their supervisors to their departure and the
21 intended temporary location. Upon provision of such
22 information, they will continue to be eligible for benefits,
23 provided that they furnish information periodically to their
24 supervisor as to their continuing condition. In the event of an
25 extended period of time away from their home area, the
26 Company may require the employee to furnish medical evidence
27 of his condition. It will be the employee's responsibility to make
28 such arrangements.

1 ARTICLE 35 – STD COORDINATION WITH WORKERS’
2 COMPENSATION BENEFITS

3 Section 35.01

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

8 Section 35.02

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

16 Section 35.03

17 If it is determined that the employees STD benefit of 60% is less than
18 the workers’ compensation benefit from the insurance company, their
19 Sprint checks will cease and they will only receive a check from the TPA.
20 During this time, FlexCare benefits are maintained and benefit deductions
21 will suspend. Upon return to work, the suspended deductions will
22 automatically be taken out of the employee’s first paycheck on a pre-tax
23 basis. If for some reason the employee does not return to work, they will be
24 required to reimburse Sprint for the full cost of health care premiums and for
25 co-payments for all other FlexCare benefits paid on the employees behalf while
26 on leave. Special arrangements must be made for payment of savings plan
27 loans or stock payments with the Benefits Department.

28 Employees have the option of using Vacation/Personal time prior to Workers’
29 Compensation eligibility. If the employee opts to use available Vacation/Personal
30 Time it is not reinstated with the eligibility of Worker’s Compensation benefit.

1 ARTICLE 36 – LEAVE OF ABSENCE

2 Section 36.01

3 Leaves of absence shall be requested in writing directed to the
4 employee’s immediate supervisor.

5 Section 36.02

6 Authorized leaves of absence will be deducted in computing an
7 employee’s service tenure for wage purposes only.

8 Section 36.03

9 An employee who is granted a leave of absence because of
10 physical disability and other authorized leaves will be re-
11 employed after recovery to the extent that the employee is able
12 to return to work.

13 Section 36.04

14 The existence and duration of an employee’s disability and the
15 employee’s ability to return to work shall be supported by
16 satisfactory medical evidence when requested by the Company.
17 Employees will notify the Company as far in advance as possible
18 regarding when a leave of absence will commence and when the
19 employee is able to return to work.

20 Section 36.05

21 Obtaining gainful employment elsewhere during a leave of
22 absence shall be cause for discipline, including discharge, unless
23 prior permission is obtained from the Company.

1 Section 36.06

2 Notwithstanding anything to the contrary, where any one clause
3 or Article of this contract is applicable to a request for a leave
4 of absence as defined by the Family and Medical Leave Act of
5 1993 (FMLA), the minimum requirements provided by the
6 FMLA shall prevail unless the contract provides for a type or
7 level of benefit greater than that specified under the FMLA.

8 ARTICLE 37 - MEAL ALLOWANCES

9 Section 37.01

10 Employees assigned out-of-town overnight shall have their
11 expenses paid by the Company as defined in Article 48.02.
12 Such expenses shall include regular meals and lodging.
13 In this case, employees shall be scheduled for a one (1) hour
14 lunch period which includes transportation time to and from
15 the lunch location.

16 All employees will have a one (1) hour lunch period which
17 includes transportation time to and from the lunch location. For
18 purposes of efficiency a half hour lunch may be utilized with
19 mutual consent.

1 ARTICLE 38 – STANDBY TIME

2 Section 38.01

3 The Company may assign standby time to employees. Standby can be
4 assigned for two time frames for each week. Standby shall be assigned
5 by district and/or work location. Standby will be offered by seniority,
6 from the most senior to the least senior, if volunteers are obtained, the
7 rotation will be within that group of employees starting with the most
8 senior. Volunteers may be added to the rotation at any time. If no
9 volunteers are obtained, standby will be assigned in rotation starting
10 with the least senior employee.

11 **7-Day Standby:** Monday 8:00 a.m. through Monday 8:00 a.m. -
12 \$145.00 will be paid for the full week. R

13 **Week-end Standby:** Friday 5:00 p.m. through Monday 8:00 a.m. -
14 \$70.00 will be paid for the full weekend. R

15 **Holiday Standby:** If a standby period includes a holiday, an additional
16 \$50.00 will be paid.

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

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

22 Standby employees following or preceding a holiday schedule shall not
23 have their standby pay prorated because of the holiday.

24 Standby duty for any 7-day shift, will be assigned in rotation to employees
25 as follows:

26 Outside: Installation Repair Worker - Cable Splicer (Service Technician
27 Effective January 19, 1997)

28 Inside: Network Technician

29 Other: Business Service Specialist

30 Week-end standby will be assigned by the classifications listed above, at
31 the Company's option, through a separate rotation list. If an employee(s)
32 is not on standby rotation, then Article 26 will apply at the work location.

33 An employee may have another employee cover his/her shift, providing
34 that such employee is in the same rotation schedule, and the employees
35 notify the appropriate Center of the change. When scheduling standby,
36 consideration will be given to other schedules.

1 The employee on standby will notify the appropriate Center of his/her
2 location and be available for duty within a reasonable period of time.
3 For the convenience of the employee, pagers, radios or cellular phones
4 and home garaging may be assigned to standby employees when requested,
5 if available, but does not relieve the employee of his/her responsibility to
6 keep the appropriate center updated on their location. Company vehicles,
7 however, will not be used for personal use at any time.

8 ARTICLE 39 – RESPONSIBLE RELATIONSHIP

9 Section 39.01

10 The Company and the Union recognize that it is in the best
11 interests of both parties, the employees, and the public that all
12 dealing between them continue to be characterized by **mutual**
13 responsibility and respect. To insure that this relationship
14 continues and improves, the Company and the Union and their
15 respective representatives at all levels will apply the Terms of
16 this contract fairly in accord with its intent and meaning and
17 consistent with the Union status as exclusive bargaining
18 representative of all employees in the unit, including new hires,
19 their purpose of conducting themselves in a spirit of
20 responsibility and respect and the measures they have agreed
21 upon to insure adherence to this purpose.

22 Section 39.02

23 It is recognized that the Company has a basic right to manage
24 the business subject only to appropriate law and the provisions
25 of this contract. These rights include, but are not limited to, the
26 right to direct the working force, to discipline, suspend and
27 discharge for cause, transfer, or layoff employees due to lack of
28 work, of operations, and tours. Also, the size of the working force,
29 the establishment of quality standards for job performance, the
30 establishment and maintenance of rules for safe and efficient operation,
31 the establishment of procedures to ensure prompt, efficient and
32 courteous service to customers are vested exclusively in the company
33 subject only to the express limitations of this agreement. The Company,
34 in the exercise of these rights, shall exercise good judgment, shall not
35 discriminate, and shall treat employees with fairness and justice.

1 ARTICLE 40 – NONDISCRIMINATION

2 Section 40.01

3 The Company and the Union agree they will not discriminate
4 against any employee because of race, creed, color, sex, national
5 origin or handicap; and will abide by the Federal Age
6 Discrimination Act of 1967 and the Americans with Disability
7 Act.

8 ARTICLE 41 – TELEPHONE SERVICE

9 Section 41.01

10 All Plant employees shall secure and retain telephone service at
11 their place of residence. New employees or those moving to a
12 new headquarters location shall make application for telephone
13 service within two (2) weeks.

14 Section 41.02

15 All Plant employees who choose to have a non-published
16 number shall so advise their department manager and/or
17 supervisor who will furnish their number to the appropriate
18 Company personnel as deemed necessary by the Company.
19 With the employee's consent, the number may be furnished to
20 appropriate law enforcement agencies. The parties to whom the
21 number information is furnished shall be requested not to
22 extend the information to others. This arrangement
23 contemplates a "non-published" number which is not available
24 through directory assistance.

25 Section 41.03

26 Employees with six (6) or more months of seniority and who subscribe
27 to Sprint Long Distance, upon application, will receive up to \$30 worth
28 of free long distance every month, additionally, regular employees,
29 living in Sprint's serving area, shall be provided a discount on local
30 telephone service, on the same basis as the discount provided
31 non-represented employees.

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1 ARTICLE 42 – CWA SAVINGS PLAN

2 Section 42.01

3 Effective October 1, 1980, the Company will make payroll
4 deductions for the C.W.A. Savings and Retirement Trust. Any
5 subsequent changes to this plan will be subject to approval by
6 the Company’s legal counsel.

7 ARTICLE 43 - SAVINGS PLAN AGREEMENT

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

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1 Savings Plan Agreement

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2 Section 43.01

3 1. Sprint Retirement Savings Plan for Bargaining Unit Employee

4 (a) The Company agrees to provide a means for
5 employees to save for their retirement on a tax-
6 deferred basis through the Sprint Retirement Savings
7 Plan for Bargaining Unit Employees (the “Retirement Savings
8 Plan”). Employee and Company contributions to said Retirement
9 Savings Plan are specified in this Agreement. All terms defined
10 in the Retirement Savings Plan shall have the meaning specified
11 therein unless the context of this Savings Plan
12 Agreement clearly indicates otherwise.

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

15 Section 43.02-Employee Contributions

16 (a) Basic Contributions
17 Each participant shall be allowed to have his wage reduced
18 bi-weekly up to the appropriate maximum bi-weekly amount
19 specified in Appendix C. Such bi-weekly wage reduction
20 shall be in multiples of \$2.00 and shall be contributed to the
21 Participant’s account. Such bi-weekly wage reduction
22 shall be known as “Basic Contributions”.

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23 (b) The minimum Basic Contribution shall be \$10.00 for
24 each bi-weekly pay period

1 Section 43.03 – Supplemental Contributions

2 Each participant who has had his wage reduced by the
3 appropriate maximum amount in Section 2 shall be allowed to
4 have his/her wage reduced in multiples of \$2.00, which amount
5 shall not exceed the amount specified in Appendix C. Such amount
6 shall be known as “Supplemental Contributions”.

7 (c) Catch-up Contributions

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8 Effective January 22, 2003, each eligible Participant shall be
9 permitted to make Catch-Up Contributions as defined in the plan
10 document. Upon attainment of age 50, a participant may contribute
11 an additional amount per year to the extent provided by Section 414(v)
12 of the Internal Revenue Code and under procedures established by the
13 Employee Benefits Committee.

14 Section 43.04 – Company Contributions

15 (a) The Company, will contribute the Company matching contributions

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16 equal to 50% in the first year of the agreement, 25% in the second year of
17 the agreement, and 25% in the third year of the agreement of the Participant’s
18 bi-weekly Basic Contribution.

19 Section 43.05 – Investment Options

20 (a) As provided for in the Retirement Savings Plan, a certain
21 number of investment options (funds) will be available for Participants
22 to invest their own Contributions. The percentage of contributions
23 allocated to any investment option shall be in whole percent increments
24 with a minimum of five percent (5%) to an investment option.

25 (b) The Company matching contribution for each Participant shall be

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26 invested as specified in the plan document for the Retirement Savings Plan.

- 1 (c) The Company shall designate the investment vehicle R
2 for each investment fund and can change any investment
3 vehicle at any time.
- 4 Section 43.06 –Services R
- 5 Represented employees are included in the same R
6 processing services for transactions under the Retirement
7 Savings Plan for the same fees as non-represented Sprint
8 employees. Changes to these services and fees, if any, will be
9 made at the sole discretion of the Company. Such changes,
10 however, will continue to be equal to the services and fees
11 offered to non-represented employees.
- 12 Section 43.07 Administration of the Retirement Savings Plan
- 13 At its sole discretion, the Company shall designate the agent
14 for maintaining participant records and processing transactions
15 for the Retirement Savings Plan. The Company may change the
16 designated agent at any time provided that benefits are not
17 diminished or eliminated.
- 18 Section 43.08 Diversification R
19 Effective November 17, 2005, the Retirement Savings Plan will
20 provide diversification options for the Company contribution on the
21 same basis that applies to non-represented employees.

1 ARTICLE 44 - OUT-OF-CLASSIFICATION WORK

2 Section 44.01

3 In order to protect the demands and efficiency of the business,
4 employees may be assigned work out of class. When employees
5 work up they will be paid at the higher rate of pay for the actual
6 time worked up. Employees may do work in the same or a
7 lower wage schedule than they occupy, but their pay shall not be
8 reduced due to such work.

9 ARTICLE 45 - PERSONNEL FILES

10 Section 45.01

11 Employees will have access to their official personnel file through
12 their local Employee Relations office, on a reasonable basis.

1 ARTICLE 46 – EMPLOYEE INCOME PROTECTION PLAN
2 EFFECTIVE JUNE 1, 1982

3 Section 46.01

4 If during the term of this Agreement the Company notifies the
5 Union in writing that technological change (defined as changes
6 in equipment or methods of operation) has or will create a
7 surplus in any job title in any work location which will
8 necessitate layoffs or involuntary permanent reassignments of
9 regular full-time employees to different job titles involving a
10 reduction in pay or to locations requiring a change of residence,
11 or if a force surplus necessitating any of the above actions exists
12 for reasons other than technological change and the Company
13 deems it appropriate and in the exercise of its sole discretion,
14 employees in the affected job titles and work locations who have
15 at least ten (10) years of continuous service (as defined in the
16 Sprint Retirement Pension Plan) and whose age is at
17 least 55 years or whose age at last birthday and credit service (as
18 defined in the Sprint Retirement Pension Plan) when added together
19 total at least 75 as of the date of the Company's notice to the Union,
20 may elect, in the order of seniority, and to the extent necessary to
21 relieve the surplus, to leave the service of the Company and receive
22 Employee Income Protection benefits described in Section 47.02 of
23 this Article subject to the following conditions:60

- 1 a) The Company shall determine the job titles and work
2 locations in which a surplus exists, the number of
3 employees in such titles and locations who are
4 considered to be surplus, and the period during which
5 the employees may, if he or she so elects, leave the
6 service of the Company pursuant to this Article.
7 Neither such determinations by the Company nor any
8 other part of this Article shall be subject to
9 Arbitration.
- 10 b) The number of employees who may make such
11 election shall not exceed the number of employees
12 determined by the Company to be surplus.
- 13 c) An employee's election to leave the service of the
14 Company and receive Employee Income Protection
15 benefits must be in writing and transmitted to the
16 Company within thirty (30) days from the date the
17 Company makes notification of any such change or
18 surplus in order to be effective and such election may
19 only be revoked within such thirty (30) day period.
- 20 d) Employees who elect to receive benefits under the
21 provisions of this Article shall not be entitled to other
22 severance pay benefits or other benefits which may be
23 provided to laid off employees but shall be entitled to
24 receive those benefits applicable to retirees, if the
25 employee elects to retire. No employee shall be
26 required to retire in order to receive Employee
27 Income Protection Payments.

28 Section 46.02

29 Employee Income Protection payments for employees who so
30 elect to leave the service of the Company in accordance with
31 Section 47.01 shall begin within one (1) month after such
32 employee has left the service of the Company to continue until
33 forty-eight (48) payments have been made.

1 Section 46.03

2 Effective October 15, 1996, for employees who so elect in
3 accordance with this plan, the Company will pay monthly as
4 Employee Income Protection payments, \$8.50 for each year of
5 continuous service plus 35% of the employee's final basic weekly
6 or equivalent wage rate but, in no case to exceed in aggregate a total
7 of \$525.00 per month. The maximum amount of Employee Income
8 Protection benefits payable shall in no event exceed a total of
9 \$25,200.00.

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10 Section 46.04

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

16 Section 46.05

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

21 Section 46.06

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

1 Section 46.07

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

6 Section 46.08

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

11 ARTICLE 47 – COMMON INTEREST COMMITTEE

12 Section 47.01

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

1 Section 47.02

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

7 Section 47.03

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

10 Section 47.04

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

13 Section 47.05

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

1 ARTICLE 48 – OUT-OF-DISTRICT WORK ASSIGNMENT

2 Section 48.01

3 When employees are assigned to work fifty (50) miles or more
4 away from their reporting location, the assignment shall be
5 offered first to the most senior employee and, if he or she
6 refuses, on down the Union seniority list. If no one accepts the
7 assignment on this procedure, it shall be assigned to the least
8 senior qualified employee or employees. Employees with
9 compelling personal reasons will be excused from such
10 assignments if the Company determines such reasons are
11 sufficient, keeping in mind the principle of being fair to all
12 concerned.

13 Section 48.02

14 When employees are assigned out-of-town away from their
15 headquarters exchanges, the following provisions will apply:

16 a) For distances over fifty (50) miles, the Company may
17 require employees to stay overnight, in which event the
18 employee will receive an allowance for meals as follows:

19 A maximum of \$35.00 (\$45.00 in metropolitan areas) for R
20 meals each day of an overnight assignment. Employees
21 will file expense reports supported by receipts.

22 The Company will also pay the actual cost of reasonable
23 lodging with receipt, and will furnish Company transportation
24 or personal mileage.

25 b) Any Company required travel outside the normal tour will be
26 paid at 1.5 times the hourly rate in lieu of all meals. Mileage
27 will be paid at the applicable Company rate.

- 1 c) Within distances of fifty (50) miles, the Company may
2 require employees to stay overnight when necessary
3 due to service requirements arising from adverse
4 weather conditions or other unusual circumstances.
5 In such cases, the employees will be assigned at least
6 ten (10) hours of work each day they are required to
7 stay overnight.
- 8 d) When the emergency or unusual work is completed,
9 employees may go home prior to the expiration of
10 ten (10) hours and receive pay for time worked, or a
11 minimum of eight (8) hours pay for that day.
- 12 e) Distances shall be computed from the employee's
13 headquarters town to the exchange town to which the
14 employee is assigned, in accordance with the official
15 state highway map.
- 16 f) Employees attending classes at the Training Center,
17 who live within 65 miles of the Training Center, may,
18 at their option, drive personal cars and be reimbursed
19 for a reasonable amount of mileage, or stay
20 overnight. When employees select the commuting
21 option, the employee will receive a commuting
22 allowance of \$24.00 per day in lieu of all meals and
23 lodging, and all driving will be on their own time.
24 Employees staying overnight will have normal meals
25 and lodging furnished by the Company.
- 26 g) Employees will have the option of using personal financing
27 or a corporate credit card to pay for expenses. For
28 employees who use a corporate credit card such card
29 will have a cash advance feature to pay for travel expenses
30 when working out of district or attending training required
31 by the Company including air fare, lodging, meals, parking,
32 tolls and ground transportation.

1 ARTICLE 49 – NO STRIKE/NO LOCKOUT

2 It is understood between the Parties that the services to be performed by
3 the employees covered by this Agreement are essential to the operation of
4 the Company and to the health, safety, and welfare of the public, and the
5 Union agrees that it will not authorize or promote any strike, slowdown,
6 picketing or other interference with the normal operations of the business
7 during the life of this Agreement. It is understood that the Union will not
8 condone employee participation in a sympathy strike in conjunction with
9 personnel outside of the Bargaining Unit. The Company agrees that it will
10 not lock out its employees during the term of this Agreement.

11 Should any employee or employees engage in any of the above prohibited
12 activities, without the authority and sanction of the Union, the Parties shall
13 cooperate to enable the Company to carry on its operations without
14 interruption or other injurious effect.

15 ARTICLE 50 – HOLD HARMLESS CLAUSE

16 If any provision of this Agreement is declared invalid by a court, state/federal
17 law or appropriate regulatory agency, only such specific provision shall be
18 affected, and the remainder of this Agreement shall remain in effect for the
19 term hereof.

20 ARTICLE 51 – DURATION OF AGREEMENT

21 Section 51.01

22 This Agreement shall be effective from November 17, 2005, to and
23 including September 30, 2008, and shall continue in full force and
24 effect thereafter unless terminated by written notice from either
25 party to the other, expressly stating its intention to terminate
26 this Agreement, in which case this Agreement shall terminate
27 sixty (60) days following the receipt of such notice. Within
28 thirty (30) days of the receipt of such notice, unless otherwise
29 mutually agreed, the Union and the Company shall commence
30 collective bargaining with respect to a new Agreement. In the
31 event a new Agreement is not consummated between the parties
32 hereto before this Agreement is terminated as a result of such
33 notice, this Agreement may be extended beyond such
34 termination date by mutual agreement of the parties hereto.

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1 ARTICLE 52 – VOLUNTARY BENEFITS

2 Section 52.01

3 Effective, November 17, 2005, and continuing for the life of this
4 Agreement, the Company agrees, subject to the limitations described
5 below, to include employees in the Voluntary Benefits program
6 as it is applicable to non-represented employees of the Company.

7 The components of the Voluntary Benefits program available to
8 employees may include, but not be limited to, Automobile Insurance,
9 Homeowners Insurance, Long Term Care Insurance, Pet Insurance,
10 Universal Life Insurance coverage and Legal Services.

11 Section 52.02

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

16 Section 52.03


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

1 IN WITNESS WHEREOF, this Agreement is entered into the
2 day and year first mentioned herein.

3 UNITED TELEPHONE COMPANY OF INDIANA, INC.

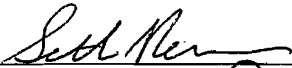
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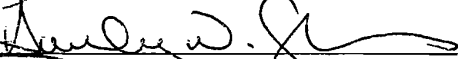
5 By Donald Moore


6 By 

7 By _____

1 COMMUNICATIONS WORKERS OF AMERICA

2 By 

3 By 

4 By 

5 By Russell B. Love

6 By Robert J. Miller

7 By _____

8 By _____

9 By _____

10 By _____

11 By _____

12 By _____

DEFINITIONS

- 1
- 2 BASIC WAGES, PAY – The rate of pay exclusive of all
3 differentials, premiums, or other extra payments.
- 4 CALL-OUT – The call of an employee to work after having left
5 the job upon completion of the tour and before the beginning
6 of the next scheduled tour.
- 7 CONTINUOUS SERVICE RECORD DATE – The date on
8 which an employee was last employed without subsequent break
9 in the service record. Approved leaves of absence and layoffs
10 due to lack of work of up to two years and service in the Armed
11 Forces of the United States in time of National Emergency shall
12 not constitute a break in service and shall not change the
13 employee’s “continuous service record date”. It is understood
14 that there may be special exceptions concerning crediting of
15 continuous service for retirement and insurance where
16 specifically noted in this Agreement.
- 17 DIFFERENTIALS PAY - An additional payment given for
18 certain responsibilities of positions assigned by management.
- 19 EMPLOYEE, PART TIME - Employee working an average of
20 less than twenty (20) hours per week (not eligible for benefits).
- 21 EMPLOYEE, REGULAR - Employee working an average of
22 twenty (20) or more hours per week (eligible for benefits).
- 23 EMPLOYEE, TEMPORARY - Employee hired for a period not
24 to exceed five (5) months. Such employee shall have no
25 bidding rights but shall receive wage credit.
- 26 GENDER - Whenever the masculine gender is used, it is
27 intended to include female employees, where applicable.

1 HEADQUARTERS EXCHANGE, LOCATION, TOWN – An
2 exchange, location, or town designated by the Company as being
3 the place of employment for a particular employee or employees
4 and on which location the employee’s basic wage rate is
5 established.

6 HOLIDAY WORK – Any work or tour which begins on an
7 authorized holiday.

8 IMMEDIATE FAMILY – Within the meaning of the contract
9 shall be defined as the employee’s husband, wife, parents,
10 stepparents, children, stepchildren, sister, brother,
11 stepsister, stepbrother.

12 LAYOFF – The temporary termination of employment of
13 temporary, part-time, and regular employees due to lack of
14 work.

15 LEAVES OF ABSENCE, FORMAL – A formal leave is a leave
16 of absence without pay, applied for in writing and granted in
17 writing for a period of not more than thirty (30) days duration.

18 a) An extension of a formal leave of absence
19 is a continuation of the leave not to exceed
20 thirty (30) days. When applied for in
21 writing and granted in writing, it shall
22 become effective at the expiration of the
23 original leave.

24 NON-SCHEDULED HOURS – Those hours (designated as an
25 official scheduled day off) during which an employee is not
26 scheduled to work.

27 NORMAL WORK DAY – See definition for normal tour.

1 NORMAL WORK WEEK – A normal work week shall consist
2 of forty (40) hours, five (5) eight (8) hour days, excluding a meal
3 period not to exceed one (1) hour

4 NORMAL WORK WEEK (PLANT) – A work week shall
5 consist of five consecutive eight (8) hour tours (excluding a meal
6 period not to exceed one (1) hour) Monday through Friday,
7 Tuesday through Saturday, or Sunday through Thursday.

8 OTHER RELATIVES – Within the meaning of the contract shall
9 be defined as the employee’s grandmother, grandfather, mother-in-law,
10 father-in-law, son-in-law, daughter-in-law, brother-in-law,
11 sister-in-law, grandparents-in-law, aunt, uncle, niece, nephew,
12 grandparent, and grandchild.

13 PREMIUM PAY – Is the amount in addition to basic rates
14 which an employee is paid for working night and evening hours
15 or Sundays and holidays in any calendar week.

16 REGULAR WAGES, PAY – Basic pay plus any differential pay.

17 RELIEF PERIOD – A relief period is a fifteen (15) minute
18 relief period during which the employee is not required to
19 perform work and for which he is paid. It is given not sooner
20 than one (1) hour after the start of each tour nor later than one
21 (1) hour before the end of a tour.

22 REPRESENTATIVES, AUTHORIZED UNION – Are those
23 members who are designated by Certified Union
24 Representatives.

25 REPRESENTATIVES, CERTIFIED UNION – Are those
26 representatives who are certified in writing to the Company by
27 C.W.A. President or the authorized representative.

28 SCHEDULED DAY OFF – As used in this contract shall mean
29 the day that is designated as “off” on the officially posted
30 schedules.

1 SCHEDULED HOURS – Hours falling within an employee’s
2 scheduled tour. Any of the hours which are officially posted on
3 the weekly work schedule for a particular employee to work.

4 SENIORITY, COMPANY – As used herein shall mean the
5 length of continuous service of an employee while working for
6 this Company, affiliated companies, or predecessor companies
7 thereof.

8 SENIORITY, UNION – the length of continuous service with
9 the Company except when an employee is transferred in from
10 outside the bargaining unit, in which case his service date shall
11 be when he became a C.W.A. member.

12 SERVICE EMERGENCIES – As used in this Agreement shall
13 mean that period of time or condition when service to the public
14 is or would be impaired unless temporary measures are applied
15 in an expedient manner.

16 SERVICE REQUIREMENTS – As used in this Agreement shall
17 mean the requirements that are necessary to provide adequate
18 and satisfactory telephone service to telephone subscribers.

19 SUNDAY WORK – Any work or tour which begins on Sunday.

20 TOUR – The hours worked by an individual employee on a
21 particular day.

22 TOUR, DAY – A tour, the hours of which fall entirely within the
23 period of 6:00 a.m. to 7:00 p.m.

24 TOUR, EVENING – A tour ending after 7:00 p.m.

25 TOUR, NIGHT – A tour beginning 9:00 p.m. or after in Group
26 1 exchanges and after 8:00 p.m. in Group 2 exchanges.

- 1 TOUR, NORMAL – A normal tour shall be eight (8) hours.
- 2 TOUR, PART – A tour of less length than a normal tour.
- 3 TOUR, SPLIT – A normal tour where the time interval between
4 the end of the first session and the beginning of the second
5 session is more than two (2) hours and not more than four (4)
6 hours.
- 7 TOUR (PLANT) – the hours of work scheduled for an
8 individual employee for a particular day. For regular and
9 temporary full-time employees, a normal tour of duty shall
10 consist of eight (8) hours (excluding a meal period not to exceed
11 one (1) hour), which shall be assigned with the procedures
12 provided in Article 11, Section 11.02.
- 13 TOUR, NIGHT (PLANT) – A tour of hours which falls partly
14 or entirely outside the period of 6:00 a.m. to 7:00 p.m. This
15 tour shall be filled on a bid basis in the exchange. After twelve
16 (12) weeks of night tour work, the employee may request that
17 the job be opened for bids.
- 18 WORK DAY – The period of time between 12:00 midnight
19 preceding and 12:00 midnight ending any day. Any tour or call-
20 out is part of the work day on which such tour or call-out
21 begins.

1 APPENDIX A – EXHIBIT I						
2 WAGE SCHEDULE 1 – JANITOR						
3	Schedule 1 – Janitor	Effective	Effective	Effective	Effective	Effective
4		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
5	Start	7.02	7.05	7.07	7.10	7.12
6	6 months	9.35	9.42	9.47	9.54	9.60
7	12 months	12.45	12.58	12.69	12.82	12.94
8	18 months	16.59	16.80	17.01	17.22	17.44

1 APPENDIX A - EXHIBIT I						
2 WAGE SCHEDULE 2 - LINEWORKER						
3	Schedule 2 – Lineworker	Effective	Effective	Effective	Effective	Effective
4		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
5	Start	9.54	9.57	9.59	9.62	9.64
6	6 months	10.51	10.55	10.58	10.63	10.66
7	12 months	11.57	11.63	11.68	11.74	11.79
8	18 months	12.74	12.82	12.89	12.97	13.04
9	24 months	14.03	14.13	14.23	14.33	14.42
10	30 months	15.45	15.58	15.71	15.83	15.95
11	36 months	17.01	17.18	17.34	17.49	17.64
12	42 months	18.73	18.94	19.14	19.32	19.51
13	48 months	20.63	20.88	21.12	21.34	21.58
14	54 months	22.73	23.01	23.30	23.59	23.88

1	APPENDIX A – EXHIBIT I					
2	WAGE SCHEDULE 2A – GRANDFATHERED					
3	WORKLEADER *\$0.25 ABOVE LINEWORKER					
4	Schedule 2A – Grandfathered Workleader	Effective	Effective	Effective	Effective	Effective
5		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
6						
7	Start	9.79	9.82	9.84	9.87	9.89
8	6 months	10.76	10.80	10.83	10.88	10.91
9	12 months	11.82	11.88	11.93	11.99	12.04
10	18 months	12.99	13.07	13.14	13.22	13.29
11	24 months	14.28	14.38	14.48	14.58	14.67
12	30 months	15.70	15.83	15.96	16.08	16.20
13	36 months	17.26	17.43	17.59	17.74	17.89
14	42 months	18.98	19.19	19.39	19.57	19.76
15	48 months	20.88	21.13	21.37	21.59	21.83
16	54 months	22.98	23.26	23.55	23.84	24.13

1	APPENDIX A – EXHIBIT I					
2	WAGE SCHEDULE 3 – INSTALLATION AND REPAIR					
3	WORKER					
4	Schedule 3 – Installation and Repair Worker	Effective	Effective	Effective	Effective	Effective
5		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
6						
7	Start	10.01	10.04	10.06	10.09	10.11
8	6 months	11.03	11.07	11.10	11.15	11.18
9	12 months	12.15	12.21	12.25	12.32	12.37
10	18 months	13.38	13.46	13.52	13.61	13.69
11	24 months	14.74	14.84	14.92	15.04	15.15
12	30 months	16.24	16.36	16.47	16.62	16.76
13	36 months	17.89	18.04	18.18	18.37	18.54
14	42 months	19.70	19.89	20.07	20.30	20.51
15	48 months	21.70	21.93	22.15	22.43	22.69
16	54 months	23.88	24.18	24.48	24.79	25.10

1 APPENDIX A – EXHIBIT I						
2 WAGE SCHEDULE 4 – CABLE SPLICER						
3 SERVICE TECHNICIAN						
4	Schedule 4 – Cable Splicer Service Technician	Effective	Effective	Effective	Effective	Effective
5		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
6						
7	Start	10.28	10.31	10.33	10.36	10.38
8	6 months	11.32	11.37	11.40	11.45	11.48
9	12 months	12.47	12.54	12.59	12.65	12.70
10	18 months	13.74	13.83	13.90	13.98	14.05
11	24 months	15.13	15.25	15.35	15.45	15.55
12	30 months	16.67	16.82	16.96	17.07	17.20
13	36 months	18.36	18.55	18.71	18.86	19.03
14	42 months	20.22	20.45	20.66	20.84	21.06
15	48 months	22.27	22.55	22.81	23.03	23.30
16	54 months	24.54	24.85	25.16	25.47	25.79

1 APPENDIX A – EXHIBIT I						
2 WAGE SCHEDULE 5 – NETWORK TECHNICIAN						
3 BUSINESS SERVICE TECHNICIAN						
4	Schedule 5 – Network Tech Business Service Tech	Effective	Effective	Effective	Effective	Effective
5		11/17/05	10/01/06	04/01/07	10/01/07	04/01/08
6						
7	Start	10.36	10.39	10.41	10.44	10.46
8	6 months	11.41	11.46	11.49	11.54	11.57
9	12 months	12.57	12.64	12.68	12.75	12.80
10	18 months	13.85	13.94	14.00	14.09	14.16
11	24 months	15.26	15.37	15.46	15.57	15.67
12	30 months	16.81	16.95	17.07	17.21	17.34
13	36 months	18.52	18.69	18.85	19.02	19.19
14	42 months	20.40	20.61	20.81	21.02	21.23
15	48 months	22.47	22.73	22.97	23.23	23.49
16	54 months	24.74	25.05	25.36	25.68	26.00

1 Appendix A – Exhibit I

2 JOB CLASSIFICATIONS:

- 3 Janitor
- 4 Lineworker
- 5 Installation and Repair Worker
- 6 Cable Splicer
- 7 Service Technician
- 8 Network Technician
- 9 Business Service Technician

1 FOOTNOTES:

2 (1) Work Leaders “grandfathered” at \$0.25
3 above Schedule 4 (Lineworker). Employees may be
4 assigned as acting Work Leader at a \$0.50
5 per hour premium while so assigned.

6 (2) Effective when technology and needs require
7 full-time employee(s) to work on broadband, the
8 Company will add new classifications titled
9 “Broadband Installation Technician” and
10 “Broadband Service Technician” to be responsible
11 for the general deployment of broadband services
12 as designated by the Company. The wage schedules
13 will be as follows:

Broadband Installation Technician		Broadband Service Technician	
Start	\$ 7.60	Start	\$ 7.87
Top	\$12.75	Top	\$16.58

17 The wage schedules will become effective upon adding an employee to the
18 classification and future contract increases will apply.

19 It is understood that the primary construction of broadband installation will
20 be performed, where needed, by outside contractors.

Appendix A – Exhibit I

PLANT DEPARTMENT DIFFERENTIALS

1. Night Tours

A premium rate of \$1.69 shall be paid for all hours worked on a permanent night tour. This premium shall also be included as part of the base pay for holidays, vacations, and schooling for those on permanent night tours.

2. Sunday to Thursday Schedule

A premium of \$0.25 per hour shall be paid for all hours worked on a Sunday to Thursday schedule, as well as the full-rate premium for time worked on Sunday.

1 APPENDIX B - UNITED TELEPHONE COMPANY OF INDIANA, INC.
 2 PENSION PLAN FLAT DOLLAR BENEFITS – NOVEMBER 17, 2005 TO SEPTEMBER 30, 2006
 3 Classifications AGES

		65-70	64	63	62	61	60	59	58	57	56	55
Janitor	C02	35.30	33.50	31.80	30.00	28.20	26.50	24.70	22.90	21.20	19.40	17.70
Lineworker	C03	48.30	45.90	43.50	41.10	38.60	36.20	33.80	31.40	29.00	26.60	24.20
Grandfathered Workleader	C12	48.90	46.50	44.00	41.60	39.10	36.70	34.20	31.80	29.30	26.90	24.50
Installation & Repair Worker	C05	50.80	48.30	45.70	43.20	40.60	38.10	35.60	33.00	30.50	27.90	25.40
Cable Splicer Service Technician	C06	52.20	49.60	47.00	44.40	41.80	39.20	36.50	33.90	31.30	28.70	26.10
Network Tech Business Service Tech	C07	52.60	50.00	47.30	44.70	42.10	39.50	36.80	34.20	31.60	28.90	26.30

1 APPENDIX B - UNITED TELEPHONE COMPANY OF INDIANA, INC.
 2 PENSION PLAN FLAT DOLLAR BENEFITS – OCTOBER 1, 2006 TO SEPTEMBER 30, 2006
 3 Classifications AGES

		65-70	64	63	62	61	60	59	58	57	56	55
Janitor	C02	36.40	34.60	32.80	30.90	29.10	27.30	25.50	23.70	21.80	20.00	18.20
Lineworker	C03	49.90	47.40	44.90	42.40	39.90	37.40	34.90	32.40	29.90	27.40	25.00
Grandfathered Workleader	C12	50.50	48.00	45.50	42.90	40.40	37.90	35.40	32.80	30.30	27.80	25.30
Installation & Repair Worker	C05	52.40	49.80	47.20	44.50	41.90	39.30	36.70	34.10	31.40	28.80	26.20
Cable Splicer Service Technician	C06	53.90	51.20	48.50	45.80	43.10	40.40	37.70	35.00	32.30	29.60	27.00
Networks Tech Business Service Tech	C07	54.30	51.60	48.90	46.20	43.40	40.70	38.00	35.30	32.60	29.90	27.20

1 APPENDIX B - UNITED TELEPHONE COMPANY OF INDIANA, INC.
 2 PENSION PLAN FLAT DOLLAR BENEFITS – OCTOBER 1, 2007 TO SEPTEMBER 30, 2008
 3 Classifications AGES

		65-70	64	63	62	61	60	59	58	57	56	55
Janitor	C02	37.40	35.50	33.70	31.80	29.90	28.10	26.20	24.30	22.40	20.60	18.70
Lineworker	C03	51.30	48.70	46.20	43.60	41.00	38.50	35.90	33.30	30.80	28.20	25.70
Grandfathered Workleader	C12	51.80	49.20	46.60	44.00	41.40	38.90	36.30	33.70	31.10	28.50	25.90
Installation & Repair Worker	C05	53.80	51.10	48.40	45.70	43.00	40.40	37.70	35.00	32.30	29.60	26.90
Cable Splicer Service Technician	C06	55.30	52.50	49.80	47.00	44.20	41.50	38.70	35.90	33.20	30.40	27.70
Network Tech Business Service Tech	C07	55.80	53.00	50.20	47.40	44.60	41.90	39.10	36.30	33.50	30.70	27.90

1 APPENDIX C – SPRINT RETIREMENT SAVINGS PLAN FOR
 2 BARGAINING UNIT EMPLOYEES
 3 MAXIMUM BI-WEEKLY CONTRIBUTIONS
 4 NOVEMBER 17, 2005 TO SEPTEMBER 30, 2008

	Basic Contribution			Company Matching**			Supplemental Pre-Tax*		
Job Classification	yr 1	yr 2	yr 3				yr 1	yr 2	yr 3
Janitor	80	82	84				160	162	166
Lineworker	110	112	114				218	220	226
Grandfathered Workleader	110	114	116				220	224	228
Installation & Repair	114	118	120				230	232	238
Cable Splicer Service Technician	118	120	124				236	238	244
Network Technician Business Service Technician	118	122	124				238	240	246

R

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

1 APPENDIX E
2 DUES DEDUCTION CARD
3 COMMUNICATIONS WORKERS OF AMERICA

4 _____
5 (Print last name)

6 _____
7 (Print first name and initial)

8 _____
9 (Department)

10 _____
11 (Title)

12 _____
13 (Location)

14 AUTHORIZATION FOR PAYROLL DEDUCTION
15 OF UNION DUES PAYABLE TO
16 COMMUNICATIONS WORKERS OF AMERICA

17 Beginning in _____ and continuing
18 Month Year

19 until canceled by written notice from me or from the Secretary-
20 Treasurer of the Communications Workers of America, I hereby
21 authorize the _____

22 Name of Company

23 to deduct each month from my basic wages the amount of my
24 regular monthly Union dues as certified to the Company by the
25 Secretary-Treasurer of the Communications Workers of
26 America.

1 It is agreed that the Company will cancel authorized deductions
2 upon my transfer to a position not included in the then current
3 Collective Bargaining Agreement between the Company and the
4 Union. If for any reason, the Company fails to make an
5 authorized deduction, I authorize the Company to make such
6 deduction during the following month. It is understood that the
7 Company assumes no responsibility in connection with the above
8 deductions except that of forwarding each amount so deducted
9 from me in my behalf to the Secretary-Treasurer of the
10 Communications Workers of America. This authorization
11 cancels as of its effective date any previous authorization for
12 payroll deductions for dues which I have heretofore given.

13 Date _____, 20 _____

14 Signature of Employee _____

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IT CAN HAPPEN TO ME AND
IT IS MY RESPONSIBILITY
TO DO EVERYTHING I
REASONABLY CAN TO
PREVENT ANY ACCIDENT
FROM HAPPENING

SAFETY DOESN'T HAVE TO
BE AN "ACCIDENT"

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