

**2004-2007
AGREEMENT**

Between

**CENTRAL TELEPHONE COMPANY
OF THE NORTHWEST**

And

**COMMUNICATION WORKERS
OF AMERICA
LOCAL 7970**

**EFFECTIVE DATE: NOVEMBER 1, 2004
EXPIRATION DATE: OCTOBER 31, 2007**

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AGREEMENT

Between

UNITED TELEPHONE COMPANY

OF THE NORTHWEST

And

COMMUNICATIONS WORKERS OF AMERICA

This contract, signed this 1st day of November 2004, by and between United Telephone Company of the Northwest, hereinafter collectively referred to as the "Company", and the Communications Workers of America, hereinafter referred to as the "Union", shall apply only to employees in the collective bargaining unit described in paragraph 1.

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ARTICLE 1

RECOGNITION

- 1.1 The Company hereby recognizes the Union as the exclusive and sole bargaining agent of all Customer Service (CSO), Business Markets (BMO), Carrier Markets and Consumer Markets employees and all Central Office Equipment Installers at the following exchanges:

The Dalles, Hood River, Tillamook, Sheridan, Lincoln City, White City, Cloverdale, and Cascade Locks, Oregon;

Poulsbo, Goldendale, Stevenson, Sunnyside, Toppenish, Wapato, and White Salmon, Washington;

Excluding all employees in the Engineering Sections in the Customer Service and Business Markets organizations, all employees in the Finance departments, and all guards, supervisors, and professional employees as defined in the National Labor Relations Act (NLRA) as amended.

1.2 The Company and the Union agree that there should be no discrimination against any employee or applicant for employment, in any manner, relating to employment because of race, color, creed, sex, age, national origin, religion, marital status, veterans status or physical or mental handicap.

1.2.1 The Company and the Union recognize and comply with the Federal law called “American’s With Disabilities Act” (ADA).

ARTICLE 2

UNION MEMBERSHIP PAYROLL DEDUCTION OF UNION DUES

2.1 Employees who are members of the Union (i.e., who have joined the Union and have neither resigned nor been expelled) on or after the thirtieth (30th) day following the beginning of their employment by the Company or the effective date of this Contract, whichever is the later, or who become members of the Union while employed by the Company after such later date, shall, as a condition of continued employment, maintain their membership in the Union in good standing **unless, at their discretion, they choose to resign their membership under the conditions of Section 2.2 of this article.**

2.1.1 For purposes of this paragraph to “maintain their membership in the Union in good standing” means to pay the initiation fees and periodic dues uniformly required as a condition of membership in the Union.

2.1.2 If an employee member of the Union fails to maintain membership in the Union in good standing, the Union shall notify the Company in writing of such employee's delinquency. Upon receiving such written notice the Company shall advise the employee that his/her employment is in jeopardy and that the failure to meet membership obligation to the Union within five (5) days will result in termination of his/her employment. If such obligation is not so met, the employee shall be discharged.

2.1.3 This paragraph shall be suspended automatically with respect to any employee who (1) is removed from the payroll of the Company; or (2) is transferred out of the bargaining unit; or (3) is on a leave of absence for 30 days duration or longer. Said paragraphs shall again apply to such employee upon return to the bargaining unit, but he/she shall not be required as a condition of employment to pay dues to the Union for any month during which said paragraphs were suspended for 15 days or more.

2.2 The Company agrees that, upon receipt of an individual written authorization in form approved by the Company and signed by an employee covered by this Contract, it will deduct monthly from such employee's wages the amount of Union dues specified in such authorization and forward the amount thus deducted to the Secretary-Treasurer of the Union or his/her authorized agent. **An employee, at their discretion, may resign from the Union** at any time upon written notice to the Company **and the Union**. Such notice should be directed to the Company Controller or other person designated by the Company.

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- 2.2.1 In general, dues deductions will be made in a designated pay period in the current month for properly executed dues deduction authorizations received by the Company Controller or other designated person at least five (5) days prior to the end of the payroll period from which deductions will be taken. However, the Company assumes no responsibility, either to the employee or to the Union, for any failure to make, or for any errors made in making such deductions, but will make such efforts as it deems appropriate in correcting any such errors or omissions.
- 2.2.2 The furnishing of employee information, and dues deduction information, for employees represented by the Union, is governed by such rules of procedure as are agreed upon from time to time by the Union and the Company.
- 2.2.3 It is agreed that the payroll deduction of Union dues shall be in lieu of Union collection of dues and assessments on Company premises where work operations are being performed and while the Union representatives and/or the employees involved are on Company time.
- 2.2.4 An employee's authorization shall be automatically canceled if he/she is granted a leave of absence in excess of thirty (30) calendar days.
- 2.2.5 The written certification by the Secretary-Treasurer of the Union changing the amount of dues to be deducted must be delivered by the Union to the Company controller or other designated person on or before the seventh calendar day of the month preceding the month in which the first deduction at the new rate is to be made effective, together with a list of names of all employees affected by the change, by payroll number and in alphabetical order.

ARTICLE 3

MANAGEMENT RIGHTS

- 3.1 The Company retains all customary, usual and exclusive rights, decision making prerogatives, functions and authority connected with or in any way incident to its responsibility to manage the enterprise or any part of it. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement and the Company retains all prerogatives, functions and rights not specifically limited by the terms of this Agreement. The Company shall have no obligation to bargain with the Union with respect to any such subject or the exercise of Company discretion and decision making with regard thereto, any subject covered by the terms of this agreement and closed to further bargaining for the term thereof, and any subject which was or might have been raised in the course of collective bargaining.

Without limitation, but by way of illustration, the exclusive prerogatives, functions and rights of the Company shall include the following:

1. To direct and supervise all plant and business operations and policies.
2. To close or liquidate an operation or facility, or combination of facilities, or to move such operation or facility.
3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regard thereto.
4. To establish the standards for hiring, journeyman classification, promotion, quantity of work, quality of work, safety, materials, equipment, methods and procedures.

5. To install new, or to discard, wholly or in part, old methods, procedures, materials, equipment, plant and facilities, or standards.
6. To assign and distribute work.
7. To contract work as determined by the Company.
8. To assign shifts, work days and work locations.
9. To assign all work duties.
10. To introduce new jobs and to revise job classifications and duties into the unit.
11. To determine the need for and the qualifications of new hires, transfers and promotions.
12. To discipline, suspend, demote or discharge an employee so long as such action is not arbitrary, is not in bad faith, or is not without just cause.

The exercise of any management prerogative, function, or right which is not specifically modified by this agreement is not subject to the grievance procedure, to arbitration, or, as set forth above, to bargaining during the term of this agreement.

ARTICLE 4

COLLECTIVE BARGAINING PROCEDURE

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

- 4.2 Any agreement reached as a result of the collective bargaining by the representatives of the parties to this Agreement shall become effective and binding only as of the date signed by the aforementioned parties.
- 4.3 The Union and the Company shall keep each other currently advised in writing of the names of representatives authorized to represent them in collective bargaining negotiations, and in the execution of final and binding agreements.
- 4.4 By mutual consent of the authorized representatives of the parties hereto, this Agreement may be amended at any time. Such amendment shall be reduced to writing, state the effective date of the amendment, and be executed in the same manner as this Agreement.

ARTICLE 5

STRIKES AND LOCKOUTS

- 5.1 The Union and its members, as individuals or as a group, will not initiate, cause, permit or participate in or join in any strike, stoppage, slowdown, picketing or other restrictions of work, **to include employee participation in a sympathy strike in conjunction with personnel outside of the bargaining unit**, either at the Company's premises or the premises of customers whom the Company serves, during the life of the agreement. Lockouts, strikes, stoppages, slowdown, picketing or other restrictions of work will be a violation of this Agreement and disciplinary action, including discharge, may be taken against any person or persons engaged in such a violation. Such disciplinary action may be undertaken selectively at the option of the Company and shall not preclude or restrict recourse to any

other remedies, including an action for damages, which may be available to the Company. **Nothing in this article will interfere with an employees right's guaranteed under the National Labor Relations Act or any other State or Federal Law, nor does the article imply that an employee may not participate in informational picketing on their own time.**

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- 5.2 In the event of a strike, stoppage, slowdown, picketing or other restriction of work in any form, either on the basis of individual or collective employee conduct, the Union will immediately upon notification attempt to secure an immediate and orderly return to the job. This obligation and the obligations set forth in subparagraph 5.1 above shall not be affected or limited by the subject matter involved in the dispute giving rise to the stoppage or by whether such subject matter is or it not subject to the grievance and arbitration provisions of this Agreement.
- 5.3 There will be no lockout of the employees by the Company as a consequence of any dispute arising during the term of this Agreement.

ARTICLE 6

GRIEVANCE PROCEDURE

- 6.1 The parties recognize that it is in the interest of all concerned that there be an orderly procedure whereby employee complaints and job-related problems may be expressed, discussed and, wherever possible, resolved to the mutual satisfaction of all concerned. It is also recognized that not all complaints or job-related problems can or should be subject to any obligations to arbitrate. Consequently, a grievance is defined as a complaint by an employee for whom the Union is the bargaining agent, involving the interpretation or application of a specific provision of this Agreement. Grievances shall be based upon the provisions of this Agreement only.

Only grievances as herein defined shall be subject to arbitration. All other employee complaints or job-related problems shall be subject only to the procedure outlined in subparagraphs 6.4 through 6.7. In all such cases the decision of the Company vice-president, or his/her designated representative, shall be final, if the matter is not earlier resolved.

- 6.2 Any grievance based upon a claim or complaint of any kind which arose prior to the effective date of this Agreement or subsequent to expiration thereof shall not be subject to the procedures outlined in paragraph 6.
- 6.3 An individual employee or group of employees shall have the right at any time to present grievances to the Company and to have such grievances adjusted, without the intervention of the Union, as long as the adjustment is not inconsistent with the terms of the bargaining agreement then in effect and provided further that upon request the Union shall be given an opportunity to be present at such adjustment.
- 6.4 A grievance shall first be presented by the employee involved to his or her first level manager. Where the employee involved so requests in writing, the Union may present the grievance to the first level manager of the employee involved. When the specific employee or employees affected by the event cannot be identified, a Union representative in that district, as, grievant, shall file the grievance with the first level manager of the bargaining unit work group in which the event occurred. The party presenting the grievance, employee or Union, shall state the factual basis alleged in support of the grievance and the specific provision or provisions of the contract relied upon.

- 6.5 If the grievance is not satisfactorily adjusted under subparagraph 6.4, the Union may appeal the grievance to the next level of management within ten (10) working days following the first level manager's response to the employee. The grievance shall be reduced to writing, setting forth the factual basis and specific contract provisions relied upon. Within ten (10) working days following presentation, this level manager shall give the Company's position on the grievance in writing to the Union representative.
- 6.6 If the grievance is not satisfactorily adjusted under the provisions of subparagraph 6.5, the grievance may be appealed to the Company vice-president or other designated Company representative within ten (10) working days following issue of the written answer. Within ten (10) working days after the presentation, the Company shall give its position on the matter in writing to the Union representative.
- 6.7 If the grievance is not satisfactorily adjusted under the provisions of subparagraph 6.6, the Union may appeal the grievance to arbitration as outlined in paragraph 7.
- 6.8 The time periods specified in this paragraph may be extended or modified by mutual consent. Otherwise, failure to comply with time periods specified shall be treated as final disposition of the subject matter of the grievance in favor the employee filing the grievance or the Company, as the case may be. Unless waived by the other party, failure to comply with time periods specified herein shall be jurisdictional with respect to any further proceeding concerning the subject matter involved in the grievance.
- 6.9 No complaint or grievance shall be eligible for handling hereunder unless proceedings to that end shall be begun within 20 working days after the event out of which such grievance shall have arisen.

6.10 Authorized representatives of the Union who are employees covered by this Contract, and aggrieved employees who are covered by this Contract, shall suffer no loss in pay at straight time when attending meetings with Company representatives when such meetings pertain to matters relating to the grievances being processed under paragraph 6, subject to the following conditions:

- (a) Pay shall be allowed only if (1) the employee has been excused from duty in advance by the supervisor to attend the meeting; (2) such meeting is held during said employee's scheduled straight-time working hours; and, (3) said employee would have worked had he/she not attended such meeting.
- (b) The time paid for shall be limited to actual meeting time plus necessary time, if any, spent during scheduled straight-time working hours in traveling between the employee's work location and the Union-Management meeting. The travel time payment is limited to the geographical boundaries prescribed by paragraph 1.
- (c) All time paid for under paragraph 6 shall be in accordance with the straight-time hourly rate prescribed in Schedule 1 through 11, as the case may be.

6.10.1 The Company reserves the right to limit, to a maximum of three (3), the number of employees who shall be paid while attending grievance meetings.

6.10.2 No payment shall be made to an employee for time spent in a grievance meeting held while the employee is excused from duty without pay or is on a leave of absence.

- 6.10.3 When a grievance meeting ends a reasonable time prior to the completion of scheduled working hours, an employee who would be working if not attending such meeting, shall return to work.
- 6.11 The procedure prescribed in paragraph 6 shall not be applicable to claims not based upon a specific provision of this Agreement, subjects related to an exercise of Company judgment and discretion in the management or operation of its business, as more particularly described, without limitation thereof, in paragraph 3, to the discharge of a probationary employee, as defined in subparagraph 14.2 of paragraph 14 and to the transfer of employees as needed in the sole judgment of the Company. The discharge of an employee with more than six (6) but less than twelve (12) months of Net Credited Service, as defined in subparagraph 14.1 of paragraph 14, shall not be subject to the obligation to arbitrate under subparagraph 6.8 of paragraph 6, if not previously resolved.
- 6.12 The Company shall notify the Local President of the Union of each discharged employee within ten (10) working days after discharge.
- 6.13 Any resolution of a grievance in the course of the steps set forth in subparagraphs 6.4 through 6.5 above shall not be considered to set any precedent with respect to the subject matter involved.

ARTICLE 7
ARBITRATION

- 7.1 Subject to the limitations stated in paragraph 3, a grievance which cannot satisfactorily be settled through the grievance procedure outlined in paragraph 6, may be taken to arbitration as provided in this paragraph.
- 7.2 A request for arbitration shall be presented in writing by one party to the other within twenty (20) calendar days after receipt by the Union of the Company's final answer on the grievance.
- 7.3 Not later than ten (10) calendar days after one party to the other serves written notice of intent to appeal a grievance to arbitration, the party requesting arbitration shall request the Federal Mediation and Conciliation Service to furnish, to the Company and the Union, a list of seven (7) qualified and impartial arbitrators. Within fourteen (14) days after receipt of the panel of arbitrators by the parties (unless mutually agreed to extend the time limits) the Company and the Union shall alternately strike names from the list, until one name remains. The arbitrator whose name remains shall hear the grievance.
- 7.4 The hearing on any grievance which the Union has given the Company notice of intent to arbitrate must be concluded within one (1) year from the date notice is given. In the event the hearing is not concluded within one (1) year, the grievance will be considered to have been withdrawn by the Union.
- 7.5 The cost of the arbitrator, meeting rooms and other items mutually used and agreed upon shall be borne equally by both parties.

- 7.6 The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Company.
- 7.7 The arbitrator shall not have authority to add to, subtract from, or modify this Agreement or any part thereof. In cases subject to arbitration involving discharge or lesser discipline the only issue for the impartial third party shall be whether the Company's action was arbitrary, in bad faith, or without just cause.
- 7.8 The time periods specified in paragraph 7 may be extended or otherwise modified by mutual consent.

ARTICLE 8

DISMISSALS

- 8.1 The Union recognizes the right of the Company to terminate probationary employees for any reason and to terminate employees with more than six (6) months Net Credited Service, provided that in the latter case such action is not arbitrary, in bad faith, or without just cause. In the event the Union, within twenty (20) working days after notification to the Local Union President of the dismissal of an employee, charges in writing to the Company that such employee has been dismissed in violation of paragraph 8, the matter shall be handled in accordance with paragraph 6, Grievance Procedure. If the matter is not satisfactorily adjusted under the grievance procedure, it may be carried to arbitration in accordance with the procedure included in paragraph 7, Arbitration.

- 8.2 An employee who is absent for three (3) consecutive scheduled work days, without notification to a supervisor prior to or during that period, shall be treated as a voluntary quit. Such person may be reinstated as an employee upon presentation of proof satisfactory to the Company that the failure to notify was for reasons over which the employee had no control.

ARTICLE 9

EMPLOYEE RECORDS

- 9.1 An employee, or the Union Representative with the employee's written consent, may inspect the specific parts of his/her record which are directly pertinent to a formal grievance as filed under paragraph 6.
- 9.2 A copy will be furnished to an employee of any entry in his/her personnel record which might adversely affect his/her employment at the time the entry is made in the file.

ARTICLE 10

LIST OF EMPLOYEES

- 10.1 Upon request, the Company will furnish annually, on or about February 1, to the designated representative of the Union, a list showing the name, headquarters location and continuous service record date of each regular and temporary employee in the bargaining unit.
- 10.2 Upon request, the Company will furnish the designated representative of the Union, as soon as practicable, a supplementary list showing the name, headquarters location and continuous service record date of each such regular and

temporary employee who has been engaged, re-engaged or transferred in since last reporting or during a lesser specified period.

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

ARTICLE 11

PROMOTION OR TRANSFER OF UNION OFFICERS

- 11.1 When the Company desires either to promote to a management position or to transfer an employee who is duly certified president, vice-president, secretary-treasurer, a member of the executive board of the local or district representative of a local of the Union, and the proposed change would have an effect on his/her status as an officer of the Local, the Company agrees to give the designated representative of the Union written notice of such impending promotion or transfer at least 14 calendar days prior to the effective date of the change.

ARTICLE 12

ABSENCE FOR UNION ACTIVITIES

- 12.1 Upon forty-eight (48) hours prior written notice, Union officers or representatives shall be permitted to absent themselves from work for reasonable lengths of time to transact Union business, without pay, upon presentation to

their supervisor of a written statement signed by the Area Director of the National Union or his/her designate, the Local President or the Local Vice-President, provided that in the Company's judgment service requirements permit and prior approval is granted by the employee's supervisor.

ARTICLE 13

BULLETIN BOARDS

- 13.1 The Company will install and maintain bulletin boards in mutually agreed upon locations for use by the Union.
- 13.2 Use of such bulleting boards by the Union shall be confined to such Union matters as notices of meetings, recreational activities, social affairs, nomination and election of Union officers, and such other matters as may properly be considered as non-controversial and non-derogatory of the Company and its personnel. Controversial material, political, advertising and similar material will not be posted. Where any material posted by the Union is deemed by the Company to be controversial in nature, it shall be promptly removed at the request of the Company. Material posted on the bulletin board will be dated and signed by an authorized Union representative.
- 13.3 The cost of providing, installing, maintaining and relocating such bulleting boards will be paid for by the Union.

ARTICLE 14

SENIORITY

- 14.1 Seniority, for the purpose of this Agreement, is the Net Credited Service of a full-time or part-time employee. Net Credited Service is the continuous employment with the United Telephone Company of the Northwest or respective predecessors or any affiliated company, less deductions for time lost during leaves of absence, strikes and layoffs for lack of work.
- 14.2 A newly engaged employee will be considered as a probationary employee until after having completed six (6) months of Net Credited Service. If he/she remains an employee after this six (6) month period the Net Credited Service date will be established as the original start date.
- 14.3 Seniority shall apply on a company-wide basis. In cases of promotion, transfer, and layoff for lack of work the Company's discretion as to relative qualification, aptitude and ability to perform the work as between two or more employees shall be controlling. Where in the Company's judgment relative qualification, aptitude, and ability to perform the work is equal as between two or more employees, seniority shall control.
- 14.4 Any employee who is promoted or transferred to a job outside the bargaining unit will be eligible to return to the bargaining unit, to a job of a classification held while in the bargaining unit or to any entry level position. Such return to the bargaining unit shall be through the application process of Article 15. For purposes of such application under Article 15 and for one (1) year after return to the bargaining unit, he/she will have the same seniority, for purposes of promotion, transfer or layoff, as possessed at

the time of promotion or transfer to a job outside the bargaining unit. One (1) year after return to the bargaining unit, he/she will have restored for all purposes seniority equal to Net Credited Service.

- 14.5 Sprint Corporation employees who are hired into this bargaining unit will retain all seniority. For the sake of shift and vacation selection, seniority will not be bridged for twelve (12) months.

ARTICLE 15

PROMOTIONS WITHIN THE BARGAINING UNIT

- 15.1 Technical training of employees within the bargaining unit will be offered to those employees who, in the opinion of the Company, exhibit the prerequisite skills and aptitudes necessary for the satisfactory completion of such training courses.
- 15.2 The service requirements, locations and seniority of the individuals who are qualified for such training, as outlined above, will be considered when arranging for such training.
- 15.3 Any employee has the right to make known to management his/her ambitions and desires for future advancement. It is agreed that having done so, the employee will receive a review of his/her present qualifications for the advancement which he/she seeks and counseling to assist him/her to plan and initiate a program to achieve attainable goals.
- 15.4 Job vacancies (excepting Line Crew and Building Service Worker vacancies) within the bargaining unit will be posted on the Company Position Announcement System (electronic posting system). The job vacancy notice will bear an originating date, a listing of prerequisite skills, background information required and the closing date by

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which any application must be received. This closing date will be seven (7) days after the originating date. All responses shall be via the electronic JIR (job interest request) to the Company's Human Resources Department. Applications received after the closing date but before bid award will be accepted if the employee can demonstrate to the company's satisfaction that the delay in submission was occasioned solely because the employee was absent on vacation, sick, attending school, scheduled time off, or a combination thereof.

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15.4.1 Applications from interested employees will be accepted during the 7-day period. These applications should answer the required background information and indicate the reason for the employee's interest and why they believe themselves to be qualified.

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15.4.2 The Company will fill the vacancy with consideration being given to the applications received and subparagraph 14.3, of the seniority paragraph of this Agreement.

15.4.3 An employee who, within one (1) year prior to the opening date of the job vacancy notice, was headquartered at but required due to a surplus situation to relocate away from the area in which the job vacancy now exists, will have preference over all other applicants if the vacancy is in the job classification which was held by such employee at the time of the required relocation.

15.4.4 Once notified by the Company, the employee to whom the vacancy is awarded may not withdraw the application.

- 15.4.5 An employee's application for an opening need not be considered if one (1) year has not elapsed since his/her last successful application under this paragraph.
- 15.4.6 The Company will post the name of the successful bidder at each plant headquarters exchange within 9 days after the closing date of the job vacancy notice.
- 15.4.7 All reclassifications under this article shall be probationary for a period of twelve (12) months. If the Company determines that the employee's progress has not been satisfactory at any time during that period (as measured by a quarterly performance review), the employee may be reassigned to any vacancy for which the Company considers her/him qualified.
- 15.4.8 This article does not apply to classifications other than those specified in subparagraph 15.4. Nevertheless, employees will be made aware of vacancies in such other classifications by an information-only notice to be posted at each headquarters exchange. Any employee who makes his/her interest known to the Human Resources Department, prior to its being filled, will receive consideration for the vacancy.

ARTICLE 16

VACATION

- 16.1 **Vacation** will be given to all regular, full-time and part-time employees during each vacation base year in accordance with other provisions of Article 16. R
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16.2 Full-time employees shall be paid for **vacation** periods at their basic straight-time hourly rate, or straight-time weekly equivalent without overtime, shift differential, or other premium of any kind, as of the time the **vacation** is taken. Part-time employees shall be paid for **vacation** on a prorated basis according to how the hours (excluding overtime) worked compared to a full-time schedule. The calculation will be for a full one (1) year period, and will be done on January 1st of each year. The hours used to calculate pro-rated **vacation** pay for the current year will be those hours worked from January 1st to December 31st of the previous year.

When an employee has been employed at least one (1) year, pro-rated **vacation** will be calculated using those hours worked from the employee's net credited service date in the previous year to the Net Credited Service date in the current year.

16.3 Employees will be entitled to **vacation** with pay as follows:

- (a) If the Net Credited Service is one (1) year or more but less than five (5) years, **80 hours**
- (b) If the Net Credited Service is five (5) years or more but less than 15 years, **120 hours**
- (c) If the Net Credited Service is 15 years or more but less than 25 years, **160 hours**
- (d) If Net Credited Service is 25 years or more, **200 hours**

Vacation entitlement, if any, of two (2), three (3) or four (4) weeks may be taken at any time during the calendar year in which the employee will accumulate the full amount of required Net Credited Service as set forth in the above schedule, service requirements permitting. Employees entitled to five (5) weeks **vacation** must take one (1) week of **vacation** during the months of January, February, March or April.

- 16.4 Whenever a holiday which would have been included in an employee's work schedule falls within the employee's paid vacation period, the Company shall in each case grant an additional day of paid vacation in lieu thereof. The scheduling of any such additional day of paid vacation shall be at the option of the employee, service requirements permitting, provided it shall be taken prior to the beginning of the next succeeding calendar year. R
- 16.5 An employee who leaves the service of the Company for any reason shall be granted a payment for any **vacation** earned and not already taken during the year in which termination occurs.
- 16.6 Upon request of an employee before the pay period cut-off preceding the **vacation**, payment for the entire **vacation** period may be made on the payday immediately preceding commencement of the **vacation** and shall cover the period of **vacation** being taken.
- 16.7 A **vacation** schedule for the following year will be posted prior to November 25th by the Company. A single copy will be posted at each work place covering the employees reporting to that work place. In addition to a listing by seniority it will indicate those weeks in which **vacation** may be taken and the maximum number of employees who will be granted **vacation** during each such week.
- 16.8 The selection of **vacation** weeks will be by order of seniority, service requirements permitting. All selections must be for periods of not less than one (1) week, unless entitled to a lesser period, and scheduled to begin on the first working day of the week. If the total weeks' eligibility is not taken as one (1) unit the senior employee will exercise his/her choice on the first segment only until all other members of the work group has made a selection. R
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segments will then be chosen in the same procedure. Notwithstanding any other provision of this Agreement the Company may assign **vacation** periods in accordance with its sole judgment as to service requirements.

- 16.9 All employees will expedite their choice to ensure completion of the list prior to February 15th of the vacation year. **Day at a time vacation** will be on the schedule no later than June 1st. Any **day at a time vacation** scheduled by February 15th will be done so by seniority. From February 16th to June 1st **day at a time vacation** previously not scheduled will be on a “first come first serve” basis. Anyone failing to exercise the option prior to that time will have his/her **vacation** periods assigned by the Company.
- 16.10 No change or rearrangement of the **vacation** schedule after February 15th may be made without Company approval.
- 16.11 Employees entitled to two (2) or three (3) weeks **vacation** may take up to ten (10) days of **vacation** one day at a time; one of those days of **vacation** may be taken one or more hours at a time, if necessary, for professional appointments or to respond to a subpoena. Employees entitled to four (4) or five (5) weeks **vacation** may take up to fifteen (15) days of **vacation** one day at a time; one (1) of those days of **vacation** may be taken one (1) or more hours at a time, if necessary, for professional appointments or to respond to a subpoena.
- 16.11.1 One-day, or fraction of one day, vacation shall be granted on the basis of the earliest request (first come, first served), subject to the Company’s judgment as to service requirements. The Company may limit the number of employees in each work group granted vacation on a given day. Holidays (under paragraph 17) are excluded from selection.

- 16.11.2 Requests for one-day or fraction of one day **vacation** after March 1st may be made at any time following selection of reserved weeks but must be received by the supervisor not later than Monday of the week preceding the week in which the **vacation** is requested. The supervisor may consider requests made on shorter notice. The supervisor will determine whether to grant the request as soon as practicable in light of his/her determination of force requirements and work schedules for the week in which the **vacation** is requested.
- 16.11.3 “Reserved Weeks” will be selected in order to avoid accumulation of unused single **vacation** days at the end of the year. Between February 15th and March 1st, each employee who wishes to take one-day **vacation** will designate a reserved week on the vacation schedule. Those who are eligible and wish to take two (2) weeks of **vacation** a day at a time will designate two (2) reserved weeks. Selection of reserved weeks will be by seniority, with no one selecting a second reserved week until all have selected their first reserved week. The Company will determine those weeks which may be selected as reserved weeks and the maximum number of employees who may select each as a reserved week. The Company will assign the reserved week for any employee who fails to select by March 1st.
- 16.11.4 Any single days or fraction of one (1) day of **vacation** not previously taken must be taken during each employee’s reserved week(s). At least two (2) weeks prior to the reserved week(s), the employee shall select those days or fraction of a day he/she wished to take as vacation

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during that week. The employee shall be scheduled for the selected days or fraction of a day, subject to the Company's determination as to service requirements.

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Employees assigned away from headquarters, who request and are granted one-day vacation, including a day within a reserved week, will not be allowed travel time and expense unless the one-day **vacation** immediately precedes or follows a full week of vacation, unless otherwise provided in subparagraph 32.4 and 32.7.

16.12 Vacation includes both scheduled vacation and unscheduled vacation. Scheduled vacations are those hours selected by the employee in accordance with the vacation selection process. Unscheduled vacation occurs when an employee requests time away from work that is not pre-scheduled. Scheduled vacation hours are included as part of a regular work week for overtime purposes, unscheduled/unauthorized hours are not included.

16.12.1 Unscheduled unauthorized vacation time will count as an occurrence under the attendance plan.

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ARTICLE 17 HOLIDAYS

17.1 The following days shall be authorized holidays for regular, full-time employees and part-time employees:

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New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Christmas Day
Floating Holidays (8)	

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Selection of all floating holidays will be in accordance with paragraph 16, subparagraphs 16.7, 16.8, 16.9, and 16.10 of this contract. Floating holidays may not be accumulated from one calendar year to the next.

- 17.2 If an employee works on an authorized holiday, he/she shall be paid a total, including holiday pay, of two and one-half times his/her regular hourly wage for each hour worked, up to and including eight (8) hours worked on such an authorized holiday. Time worked over eight (8) hours will be compensated at a total of one and one-half times the employee's regular straight-time hourly wage.
- 17.3 When a holiday falls on Sunday, the following Monday shall be observed as the holiday and when a holiday falls on a Saturday, the preceding Friday will be observed as the holiday, provided that subsequent to January 1, 1971, applicable federal and state laws relating to the uniform scheduling of holidays shall be followed.
- 17.4 When a holiday falls on a full-time employee's scheduled day off, he/she shall be paid holiday pay equivalent to his/her regular daily basic straight-time wage.
- 17.5 An employee who is absent on an authorized holiday when he/she has been scheduled or called to work on that day, who is absent the last regularly scheduled day before the holiday or the first regularly scheduled day after the holiday, without being excused will forfeit his/her holiday pay.
- 17.6 Part-time employees shall be paid for holidays on a pro-rated basis according to how the hours (excluding overtime) worked compared to a full-time schedule. The calculations will be for a full one (1) year period, and will be done on January 1st of each year. The hours used to calculate pro-rated holiday pay for the current year will be those hours worked from January 1st to December 31st of the previous calendar year.

The hours used to determine pro-rated holidays for an employee who has worked less than one (1) year in a part-time position will be anticipated scheduled worked hours at the time of hire.

When an employee has been employed at least one (1) year, pro-rated holidays will be calculated using those hours worked from the employee's Net Credited Service date in the previous year to the Net Credited Service date in the current year.

ARTICLE 18

PAYMENT FOR TIME NOT WORKED

- 18.1 Absence due to death in the family – When it is necessary for a regular, full-time, or involuntary part-time employee to have time off because of a death in the immediate family, the employee shall be paid for the necessary time of absence to a maximum of twenty-four hours he/she would have worked but for required absence due to such death in the immediate family. “Immediate family” is defined as the employee's parents, surrogate parents, children, step-children, husband, wife, mother-in-law, father-in-law, brother, sister, grandchildren, grandparents, and any relative living in the same house with the employee.
- 18.2 Absence due to jury duty – An employee who is absent because of jury duty will be paid for such absences to the extent of the difference between pay received for such duty and the basic straight-time rate. However, as a condition of such payment an employee who is excused from court duty on any day will immediately communicate with his/her supervisor for assignment.

18.3 Military Duty

18.3.1 Employees in the Army, Air Force, Naval And Marine Corps, Coast Guard Reserves, and National Guard will be excused and will receive the difference in pay for scheduled time lost (but not to exceed two (2) weeks in any one calendar year) at the basic rate. Such absences will not be deducted from the regular vacation allowance to which the employee may be entitled.

18.3.2 Difference in pay – as stated in subparagraph 18.3.1 above, will be based on the difference between basic straight-time pay, without overtime, shift differential or other premium of any kind, and total Government pay. For this purpose, Government pay will include base pay, for length of military service, pay for special qualifications or duty, quarters and subsistence allowances, and any other form of cash entitlement.

18.4 Partial tour absence due to personal illness – An employee who reports to work and is excused for personal illness shall have the remainder of the tour or shift charged to **vacation, floating holiday and/or STD, whichever is applicable** and shall be paid therefore to the extent that the employee has **the applicable** hours available. As a condition to payment hereunder, the Company may at its option require a doctor's certificate satisfactory to the Company verifying illness justifying departure from work. R

18.5 Witness duty – An employee who is subpoenaed as a witness for a legal proceeding and who is not a party (i.e. either a plaintiff or a defendant) in the matter will be paid for all or any part of his or her scheduled tour not to exceed eight (8) hours in any calendar year at the basic wage rate. Such time shall not count as work time for the computation of time towards overtime.

If an employee is excused from such witness duty for all or part of a scheduled day, the employee shall immediately contact his or her supervisor for a work assignment.

18.6 Basis of Payment

18.6.1 Payments made under any of the above provisions shall be limited only to tours within the basic work week which an employee is assigned to work.

18.6.2 Payments for time not worked shall be made at the basic straight-time rate without overtime, shift differential, or any other form of premium pay.

ARTICLE 19

EQUALIZATION OF OVERTIME

19.1 The company will, when feasible, distribute opportunity for overtime equally among qualified employees engaged in similar work. Informal records of such overtime will be kept by the Company's first-line supervisors and will be posted on the bulletin board used by the majority of employees of the work group. When an employee declines overtime work he/she will be charged for equalization of overtime purposes with the same amount of time as recorded by the person who worked.

19.2 The working of overtime to meet service requirements is a responsibility of each employee when requested by the Company.

ARTICLE 20
FORCE ADJUSTMENTS

- 20.1 Whenever the Company deems it necessary to declare as surplus, to part-time or to layoff regular employees, the designated representatives of the Union shall be notified two (2) weeks in advance of such contemplated force reduction, to the extent it is feasible to do so.
- 20.1.1 The least senior employee(s) in the company, in the surplus job title, will be separated. The most senior qualified employee(s) in the surplus job title in the surplus district will be allowed to take the vacated position(s). If no employee(s) in the surplus job title in the surplus district choose(s) to take the vacated position(s). Article 20 of the collective bargaining agreement shall apply for the least senior employee(s) in the surplus job title in the surplus district.
- 20.2 Laid off employees who are rehired within one (1) year shall be placed on the same seniority status as held at the time of layoff.
- 20.3 As a part of any reduced force the Company may retain as employees whose services are essential to the business, in the sole opinion of the Company, a total of 10 percent of the retained hirees from any calendar year with any fractional number adjusted upward to the next whole number. These employees may be named before subparagraph 14.3 of paragraph 14, Seniority, of this Agreement is applied to establish the remainder of the reduced work force.
- 20.4 Laid off employees will be rehired in the reverse order of the original layoff schedule under which they left the job.

- 20.5 Laid off employees must keep the Company informed in writing as to the current address at which they may be reached. Notification of re-employment may be made by telephone or registered mail. When such an offer has been made the employee must accept the offer within five (5) days and return to work within ten (10) days unless such period is extended by the Company. A laid off employee who remains in laid-off status for over one (1) year shall lose seniority and have no further recall rights.
- 20.6 When the Company declares the an employee is to be surplusd, reassignment of that employee to an available job of the same or lower pay schedule will take priority over Article 15, Promotions. An employee who declines such reassignment shall not lose his/her rehire rights under Article 20.2 and 20.4. An employee who accepts such reassignment and within six (6) months, in the judgment of the Company, is determined to be unable to perform the duties of the job classification, may be laid off and shall not lose his/her rehire rights under Article 20.2 and 20.4.
- 20.6.1 The Company and the Union agree that Force Adjustments of any type are a serious matter. Furthermore, the Company and the Union agree it is of paramount interest to maintain the full-time status of employees whenever possible. It is to this end that the Company and the Union agree to do what it takes to maintain valuable, trained employees. With the full approval of the affected employees, the Union and the Company, no article or section of this contract will stand in the way of this endeavor.
- 20.7 An Employee Income Protection Plan (EIPP) as described in this Article may be offered to employees who elect to leave the service of the Company in order to relieve a surplus.

20.7.1 If during the term of this agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment or methods of operation) has or will create a surplus in any job title in any work location which will necessitate layoffs or involuntary permanent assignments of regular full-time employees to different job titles involving a reduction in pay or to locations requiring a change of residence, or if a force surplus necessitating any of the above actions exists for reasons other than technological change and the Company deems it appropriate and in the exercise of its sole discretion, employees in the affected job titles and work location who have at least twenty (20) years of continuous service (as defined in the Sprint Corporation Employee Retirement Plan) and whose age is at least 55 years as of the date of the Company's notice to the Union, may elect, in the order of seniority, and to the extent necessary to relieve the surplus, to leave the service of the Company and receive Employee Income Protection benefits described in paragraph 20.7.2 of this Article subject to the following conditions:

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

- 20.7.1.2 The number of employees who may make such election shall not exceed the number of employees determined by the Company to be surplus.
 - 20.7.1.3 An employee's election to leave the service of the Company and receive Employee Income Protection benefits must be in writing and transmitted to the Company within 30 days from the date the Company makes notification of any such change or surplus in order to be effective and such election may only be revoked within such 30-day period.
 - 20.7.1.4 Employees who elect to receive benefits under the provisions of this Article shall not be entitled to other severance pay benefits or other benefits which may be provided to laid-off employees but shall be entitled to receive those benefits applicable to retirees, if the employee elects to retire. No employee shall be required to retire in order to receive Employee Income Protection Plan payments.
- 20.7.2 Employee Income Protection payments for employees who so elect to leave the service of the Company in accordance with paragraph 20.7.1 shall begin within one (1) month after such employee has left the service of the Company to continue until 48 payments have been made;

- 20.7.3 For employees who so elect in accordance with paragraph 20.7.1, the Company will pay monthly as Employee Income Protection payments, \$8.50 for each year of continuous service plus 35% of the employee's final basic weekly or equivalent wage rate but, in no case to exceed in aggregate a total of \$400.00 per month. The maximum amount of Employee Income Protection benefits payable shall in no event exceed a total of \$19,200.00.
- 20.7.4 In no event shall the total of the Employee Income Protection payments exceed the equivalent of twice the employee's annual compensation at the basic weekly wage rate (or its equivalent) received during the year immediately preceding the termination of service.
- 20.7.5 As used in this article, "annual compensation at the basic weekly rate (or its equivalent)" or "basic weekly wage rate (or its equivalent)" do not include tour or temporary differentials, overtime pay, or other extra payments.
- 20.7.6 Payments hereunder shall cease upon the employment of a recipient by the Company or any affiliated or subsidiary companies of Sprint Corporation.
- 20.7.7 In the event of the death of a recipient of Employee Income Protection payments before all of the monthly payments to which he/she is entitled have been made, the remaining amount shall be paid to the individual's estate.
- 20.7.8 When the surplus is not relieved by a sufficient number of employees accepting the Company's offer under provisions of the Article, the Company may lay off employees as provided under other provisions of this Agreement.

ARTICLE 21

PERFORMANCE OF WORK BY SUPERVISORS

- 21.1 Supervisory employees who are excluded from the bargaining unit may perform work customarily performed by employees in the bargaining unit in case of emergency, for training purposes, or when a bargaining unit employee is not available to perform such work. **Management shall notify local union leadership (Local President or Executive Vice President) as soon as possible, after it has knowledge of such need.**

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ARTICLE 22

SCHEDULING

- 22.1 Eight (8) consecutive hours, excluding an uncompensated meal period, will constitute a full shift of a regular work day. Four (4) consecutive hours, excluding any meal intermission will constitute a half shift.
- 22.1.1 Meal periods will normally be one (1) hour in length. When a customer service center employee is the only one on duty, the meal shall be eaten on compensated time as service requirements permit and at the employee's work station. Line crews may choose a one-half hour meal period instead when performing regular construction work. When assigned to work requiring coordination with other groups who are scheduled for a one (1) hour meal period the line crew will adjust their schedule to conform.
- 22.1.2 One (1) relief period, fifteen (15) minutes in duration, which shall be compensated, will be allowed in each half shift, each relief period to be taken as near the middle of the half shift as

possible. When a customer service center employee is the only one on duty, service requirements as determined by that employee will dictate any relief period away from the employee's work station. Any travel incidental to the relief period will be considered a part of the fifteen (15) minutes. Company vehicles will not be used for such travel unless it is directly enroute from job to job.

22.1.3 The one (1) hour allotted for a meal period will include any travel time to and from the job for the purposes of eating. This one (1) hour meal period begins and ends at the actual work location. Travel may be by means of Company vehicle only if the vehicle is in actual use for work purposes away from the office or garaging quarters prior to and after the meal period.

22.2 A work week will consist of any assigned forty (40) hours of the calendar week. The normal weekly assignment will consist of five (5) full shifts but when in the sole judgment of the Company considered necessary for the service requirements of the business may consist of full shifts, half shifts or a combination thereof.

22.3 To the extent possible weekly schedules will be posted in advance of the beginning of a work week. Any changes involved in the schedule which are made for service requirements by the Company will be posted with a minimum of two scheduled work days prior to the starting time of the revised or new schedule, except that no prior notice need be given when the schedule change is occasioned by the unforeseen absence of another employee in the same work group, which absence could not reasonably have been anticipated by the Company. When the minimum notice is not given the employee will be

allowed to work the original schedule while other required hours will be in addition to that originally scheduled. Any request for a shift change made by the employee and approved by the immediate supervisor will not require such prior notice. A shift change necessitated by an employee request which has been approved by the immediate supervisor, for employee illness, emergencies, or other conditions beyond the Company's control will not be subject to notice requirements.

22.4 A day shift is any shift starting at or after 6:00 a.m. and before 12:00 noon. An evening shift is any shift starting at or after 12:00 noon and before 7:00 p.m. A night shift is any shift starting after 7:00 p.m. and prior to 6:00 a.m. Scheduled permanent shifts will be assigned on a seniority basis from among employees who are, in the sole opinion of the Company, qualified to perform the duties required on such a shift. For repair service center employees, the day shift is any shift starting at or after 5:00 a.m. and before 12:00 noon.

22.4.1 Seniority shall be the only method used to determine hours of work, shifts, and days off in the bargaining unit, except in cases of team meetings and training, **or in the event of unforeseen occasions.**

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22.5 Any shift will be considered as falling on the calendar day on which it begins.

22.6 Whenever weather or other conditions over which the Company has no control as such, in the judgment of the immediate supervisor that regular work should not be started, or if started, should not continue, then the affected employees will be paid as follows except as provided immediately below:

- 22.6.1 Employees reporting when work cannot start will be paid for two (2) hours at their regular straight-time hourly rate, without shift differential or other premium and may be required to perform such miscellaneous work as may be assigned by the immediate supervisor for such period.
- 22.6.2 Employees who have begun work which is suspended by the immediate supervisor in accordance with the provision will be paid for the remainder of the half shift at their regular straight-time hourly rate, without shift differential or other premium, and may be required to perform such miscellaneous work as may be assigned by the immediate supervisor for such period.
- 22.6.3 The foregoing schedule of payment shall not apply and such payment shall not be required if the Company calls the employee and instructs him/her not to report before he/she leaves to report to work.
- 22.7 In the discretion of the Company, any other provisions of this Agreement notwithstanding, employees may be scheduled to work four (4) consecutive ten-hour days in a week at straight time wages.
 - 22.7.1 Actual time scheduled under Article 22.7 but not worked due to illness or injury shall be charged as **vacation, floating holiday, and/or STD, whichever is applicable.**
 - 22.7.2 In any week in which vacation or holiday(s) occur for an employee, that employee shall be scheduled for a normal week of five (5) eight-hour days unless he/she chooses to take a work week of less than forty (40) paid hours, or an employee may choose to use their vacation entitlement one (1) hour at a time to complete their 40 hour work week.

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22.7.3 Approved time off without pay may be taken at the employee's request, with Management approval, when **vacation and floating holidays** have been exhausted.

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ARTICLE 23

STANDBY

- 23.1 Employees may be required to serve on standby for periods of seven (7) calendar days (Tuesday through Monday). Standby duty, where deemed appropriate, will be assigned amongst all employees in a work group on a qualifications or seniority basis and shall be at the sole discretion of the Company. Based on the needs of service, the Company will determine the number of employees in a work group who will be assigned standby duty. Employees will not be required to serve on standby duty for more than one (1) week in each two (2) week period. This restriction will not prohibit employees from volunteering for standby duty on a more frequent basis.
- 23.2 Standby shall be on a voluntary basis, provided a sufficient number of employees within the work group volunteer to be on standby. If there are not enough volunteers to meet the standby requirements in any workgroup, management shall assign standby on a rotation basis by job title within each work group. Such assignment shall be in inverse seniority order.
- 23.3 During the period of standby, employees will be available to take all calls and report to a job site as needed. Employees on standby will be provided a pager and are required to stay within pager range at all times. Employees on standby duty Monday through Friday shall be paid one (1) hour at the employee's basic hourly rate for each

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twenty-four hours of standby. Employees on standby duty on Saturday or Sunday shall be paid one hour at time and one-half the employee's basic hourly rate for each twenty-four hours of standby. If a standby assignment would include a holiday(s), an additional \$40.00 will be paid.

ARTICLE 24

BASIS OF COMPENSATION

- 24.1 Regular rates of pay will be paid for all hours worked within the limits of a regular workday and within the limits of regular work week, both as herein defined, except for hours worked on a holiday or its legally observed equivalent. R
- 24.2 Overtime pay, one and one-half times the basic hourly rates, will be paid for the following: R
- 24.2.1 Hours worked in excess of eight (8) hours in any day, which shall be defined as 12:01 a.m. to 12:00 midnight. Any connecting time which precedes a tour is a part of the workday on which the connecting time begins. Any connecting time which follows a tour is a part of the workday on which the tour begins, even though such connecting time continues until the beginning of the next tour.
- 24.2.2 Hours worked in excess of forty (40) hours worked in any calendar week, defined as 12:01 a.m. Sunday to 12:00 midnight Saturday, for which overtime or premium pay has not been paid under some other provision of this agreement. Hours for which overtime or other premium pay have been paid, equivalent to not less than one-half the basic straight-time rate, shall not be counted as hours worked for overtime purposes.

- 24.2.3 All hours worked from 6:00 p.m. to 12:00 midnight on Christmas Eve or New Year's Eve. R
- 24.2.4 All hours worked in excess of forty-nine (49) hours in one week will be paid for at a rate of two (2) hours pay for each hour worked. R
- 24.3 Time paid for but not worked on a holiday will be counted as time worked for the purpose of this Article.
- 24.4 Payment will be by direct bank deposit as authorized by the employee effective 11/14/2000. In the event the parties jointly agree to grant an exception to this provision, it shall be reduced to writing, and shall state the time period the exception is applicable.
- 24.5 Employees will receive their pay stubs at either their primary residences or by electronic methods as determined by the Company.
- 24.6 Pay for Performance Incentive Plan
- 24.6.1 Effective with the first calendar day of the month following contract ratification, Pay for Performance Incentive Plan will be implemented for Repair Associates who are considered eligible in accordance with Company policy, This plan is established in order to monetarily recognize exceptional sales performance on the part of participants in the plan.

- 24.6.2 Each calendar month participants of the plan shall have a sales objective based on the number of sales dollars targeted to earn. Due to market conditions, a product/services included in each category may be added, deleted or changed from one category to another. However, it is understood and agreed that once an eligible participant earns dollars and are verified, the dollars will be honored regardless of any change in categories.
- 24.6.3 Sales of products/services shall be required to be retained by the customer for a period of sixty (60) days. In the event the sales of the product or service is not retained by the customer for at least sixty (60) days, the dollars for the sale will be deducted from the participants current month's dollar total.
- 24.6.4 The Company reserves the exclusive right to amend or cancel the plan in accordance with the provisions contained in the Plan Policy.
- 24.6.5 In the event the plan is cancelled prior to the expiration date of this Collective Bargaining Agreement, the parties agree the Repair Associates hourly wage rates would be adjusted to reflect the same percentage increase as was provided to the other job classifications within the bargaining unit.

ARTICLE 25

CALL-IN COMPENSATION

- 25.1 When an employee is called to work after having left the job at the completion of his/her scheduled tour and before the beginning of the next scheduled tour he/she will be paid for all time worked thereafter at the overtime rate. Travel

time to and from the job shall be considered as time worked to a maximum of one-quarter hour's pay before and after the call-in tour unless the call-in tour continues into the employee's next scheduled tour, in which event no travel time shall be allowed for the call-in tour.

- 25.2 Off-duty employees shall not be considered on a standby status, but upon notification by telephone shall be available for immediate call-in duty. Upon notification to report for immediate call-in work, worktime shall be considered as starting at the time of notification if given between 7:00 p.m. and 6:00 a.m. If an employee is notified to report for call-in work at a specified time, worktime shall commence at such specified reporting time or when the employee actually reports, whichever occurs later, in which event travel time under subparagraph 25.1 shall apply. The minimum compensation for time worked on each such extra assignment that does not continue into the employee's next scheduled tour which he/she is required to work, before 12:00 a.m., shall be two (2) hours pay at one and one-half times the employee's basic hourly rate.

Call-in compensation that begins after 12:00 a.m. and does not continue into the employee's next scheduled tour which he/she is required to work, shall be two (2) and one-half hours pay at one and one-half time the employee's basic hourly rate.

ARTICLE 26

TRANSFERS

- 26.1 When an employee is transferred with no change in job title to another town, the service date shall for the purpose of the selection of tours be the date of such transfer for a period of one (1) month, after which it shall be the continuous service record date.

ARTICLE 27

UNION ACTIVITY

- 27.1 There will be no recruiting or solicitation of the membership by non-employees of the Company, signing up for membership, collection of dues or other assessments, or conduct of Union business on Company premises at any time when those employees involved are or should be performing their work assignments.
- 27.2 The foregoing shall not preclude normal conversation between employees which does not interfere with the full performance of work.

ARTICLE 28

TERMINATION ALLOWANCES

- 28.1 Eligibility for termination allowances: In the event an employee is terminated or laid off as a result of a change in operations or methods, including but not limited to the contracting of work, he/she shall be granted a termination allowance in lieu of all other benefits and rights under this Agreement in accordance with the following provisions: Termination allowances, in the amounts determinable under 28.2, will be paid to all regular employees laid off for lack of work and who are not recalled for work within 30 days, to those separated after age 64 and who are not eligible for service pensions, and to any employee whose job is surplus and who declines the opportunity to relocate to a job of the same classification at a new headquarters or to a job of a lower pay schedule at the same or another headquarters. They may be paid to employees leaving the service for other reasons in the discretion of the Company, but no such allowance will be paid to an employee dismissed for misconduct in the judgment of the Company or to an employee who resigns or who is retired with a service pension.

28.2 Schedule of termination payments – Termination allowances shall be in amounts based on the following schedule:

CONTINUOUS SERVICE	WEEKS PAY USED TO COMPUTE TERMINATION PAY
Less than one year	None
1 yr but less than 2 yrs	1
2 yrs but less than 4 yrs	2
4 yrs but less than 6 yrs	3
6 yrs but less than 9 yrs	4
9 yrs but less than 12 yrs	5
12 yrs but less than 15 yrs	6
15 yrs and over	7

The employee’s basic weekly straight-time wage rate shall be used in computing termination allowances.

The termination allowance shall be in addition to any payment for vacation to which the employee is eligible at the time of his/her separation.

28.3 Return of payment if recalled for work – If laid off employee is recalled for work within a year from date of layoff, he/she shall return to the Company, within the next succeeding twelve (12) months, any termination allowances received in accordance with the following schedule:

No. of months out of service	Amount to be returned
0-2	100% of termination allowance granted
3-6	75% of termination allowance granted
7-9	50% of termination allowance granted
10-12	25% of termination allowance granted
Over 12	None

Repayment may be made by payroll deduction and must be repaid in accordance with the above schedule within a period of one (1) year from the date of recall.

ARTICLE 29

TOOLS

- 29.1 The Company will furnish, without cost to the employees, all tools necessary for the performance of their duties. Employees who are furnished tools will be held responsible for them. Tool replacement will be made in accordance with the following:
- 29.1.1 Tools lost or stolen, except on Company premises or vehicles, will be replaced at the employee's expense. An employee shall be responsible for reasonable security measures with respect to tools. Any tool lost or stolen from Company premises or vehicles shall be replaced at the employee's expense in absence of such precautions where reasonable regulations and facilities for such precautions are provided by the Company.
 - 29.1.2 Tools which become broken or worn out will be replaced by the Company upon presentation of such tool.
 - 29.1.3 Small tools of an approved type which employees were formerly required to furnish will be replaced by the Company without charge, when such tools are unfit for further use, upon presentation of such tools.
 - 29.1.4 Employees owning their own tools at the time of the implementation of this Agreement will be allowed to keep such tools upon termination of active service.

ARTICLE 30

LEAVE OF ABSENCE

- 30.1 The Company and the Union recognize and comply with the Federal law called “Family Medical Leave Act”, (FMLA). The following will apply only so far as it is more lenient than the Federal law.
- 30.2 A leave of absence for personal reasons is a privilege rather than a right. An employee may request a personal leave in writing. If granted, there is no guarantee of a job being available at the expiration of the leave unless specifically agreed to in writing by the Human Resources Department prior to the time the leave is granted.
- 30.3 A leave of absence shall, upon written request by the employee, be granted to employees who are off work because of a compensable disability or a non-compensable disability following the employee’s exhaustion of accrued sick leave. An employee, after having exhausted all accrued sick leave, must apply for a leave of absence. If the employee fails to apply the Company will send, by certified mail to the employee’s address as shown on the Company records a notice that failure to apply for a leave of absence within 14 days following receipt may result in termination. The length of the leave of absence when added to the number of weeks during which the employee received STD payments shall be as follows: for employees entitled to a total of 26 weeks of STD, shall be equal to a total of 12 months; for employees entitled to less than 26 weeks of STD, the total of number of weeks of STD payments plus the length of an approved leave of absence shall total 26 weeks.
- 30.3.1 A request for a leave of absence because of physical disability, including illness, must be accompanied by a doctor’s statement, identifying the disability or illness, the need for the absence and an estimate of the necessary length of absence.

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30.3.2 An employee granted a leave of absence because of a compensable disability (injury or illness) shall be reinstated to his/her former position at such time that the employee is no longer disabled from performing the duties of that position. An employee who is on leave of absence from a compensable disability (injury or illness) and is disabled from performing the duties of his/her former position shall be re-employed in a position which is available and suitable at such time that the employee is capable of performing the duties of such position. An employee who remains in such position in a lower rated classification for 90 days shall be reclassified accordingly.

30.3.3 An employee granted a leave of absence as the result of a non-compensable disability (injury/illness) shall be re-employed in a position which the Company considers the employee is qualified to perform, if such a position is available at the time the employee notifies the Company of the desire to return. If such a position is not available at the time the employee desires to return, the leave may be extended by mutual consent of the employee and the Company. An employee who returns and holds a position for 90 days which is lower rated than the position held at the time of the disability shall, unless otherwise agreed by the Company, be reclassified accordingly.

30.4 Time off for leaves of absence will not be included in the employee's Net Credited Service.

30.5 An employee who is granted other employment or self-employment during a leave of absence shall automatically be terminated, without recourse to the grievance procedure or arbitration provided in this Agreement, unless such employee has requested in writing and received Company authorization in advance of commencing such other employment.

30.6 Family Medical Leave (FMLA)

30.6.1 Leave of absence to care for a newborn/newly placed adopted or foster child.

A regular employee shall be entitled to a leave of absence up to 12 work weeks to care for a newborn child or to care for an adopted or foster child who has been placed with the employee. A leave for this purpose must be taken during the 12 month period beginning on the date of the birth or placement and may not be taken on an intermittent or reduced schedule basis.

30.6.2 Leave of absence to care for a spouse, parent or child with a serious health condition.

Regular employees will be entitled to a leave of absence of up to 12 work weeks to care for their spouse, child or parent when that individual has a serious health condition. A medical certification shall be required to obtain a leave of absence for this purpose.

30.6.2 Leave of absence because of an employee's own serious health condition which renders the employee unable to perform the functions of his/her position.

Leaves of absence to care for a newborn or newly adopted/placed child and leaves of absence to care for a spouse, child or parent with a serious health condition, or leaves of absence for an employee's own serious health condition shall not exceed a total of 12 work weeks in any rolling 12 month calendar period either individually or aggregated with other leaves of absence granted pursuant to section 30.6.

- 30.6.4 Notice required. Employees are required to submit FMLA documentation no later than fifteen (15) days from their first day of absence. R | R
- 30.6.5 During approved paid and unpaid family medical leave, Sprint will maintain employee' health benefits as if they were actively employed (employee rate vs. full cost). Employees may retain all other benefits by paying the full cost.
- 30.6.6 Vacation and floating holidays will be in accordance with the respective contract guidelines.
- 30.6.7 If FMLA leaves are unpaid, employees must pay their portions of the health plan premium bi-weekly in conjunction with their regularly scheduled paydays. Information and instructions regarding continuation of health plan benefits and other payroll deductions will be communicated to employees by the Human Resources Department when FMLA leaves are granted.
- 30.6.8 In cases of foreseeable leaves, employees may request to have required premiums deducted from payroll checks prior to the actual leave. This will allow employees to continue paying their premiums tax-free.
- 30.6.9 Health coverage will cease if payment is more than 30 days late.
- 30.6.10 Employees who elect not to return to work at the end of approved FMLA leaves of absence will be required to reimburse the Company for the cost of health insurance premiums paid at the employee rate. This requirement is waived if the reason for not returning is due to the employee's own serious health condition.

30.6.11 FMLA leaves of absence may be taken intermittently or on a reduced leave schedule if medically necessary. The required medical Certification of Physician or Practitioner, Form U-7133, must indicate the medical necessity of intermittent or reduced work schedules and a schedule of visits or treatments.

30.6.12 Employees who are on an intermittent or reduced schedule may be temporarily transferred to an alternative position which better accommodates the recurring leave and which has equivalent pay and benefits.

30.6.13 Employees returning to work from FMLA leaves of absence because of their own serious health conditions will be required to provide medical certification stating that they are able to resume work.

30.6.14 Employees failing to provide the appropriate return to work certification will not be permitted to resume work until such form is provided.

ARTICLE 31

MEAL ALLOWANCE

31.1 Construction employees, defined for this purpose as line forces or cable forces, will carry their lunch each day to the job location.

ARTICLE 32

TRAVEL AND TRAVEL EXPENSE

- 32.1 An employee assigned to work away from headquarters in situations requiring overnight accommodations will, during the period of assignment:
 - 32.1.1 Use the method of travel designated by the Company.
 - 32.1.2 Be provided with reasonable lodging, and laundry service at Company expense. The selection of lodging will be determined by the Company.
 - 32.1.3 Be provided reimbursement for meal allowance in accordance with the non-bargaining Employee Business Expense practice. Unilateral changes to the practice shall be permitted by the Company. In such cases, the Company shall advise the Union of its intention prior to implementing such changes.
 - 32.1.4 In determining the method of travel and the place of lodging the Company will take into consideration any recommendations expressed to it by the employee.
- 32.2 Travel to assigned duties away from headquarters will be by means of Company vehicle or public transportation as directed by the Company.
 - 32.2.1 In the event public transportation is designated as the means of travel an employee may request that he/she be allowed to use his/her own vehicle. If approval is given by the Company he/she will be reimbursed for travel from permanent headquarters to temporary assignment at the beginning of the job

and return to permanent headquarters when the job is complete. The reimbursement will be that mileage rate accepted by the Internal Revenue Service as the maximum income adjustment for business mileage, but not to exceed \$.32 per mile, and not to exceed the cost to the Company of commercial air transportation when that has been designated as the means of public transportation. Any change in this rate will be announced by the Company and will become effective on the first day of the month following announcement.

- 32.3 When the arrangement for payment in lieu of public transportation is approved for an employee and there are other employees traveling to the same job location, the Company may require that those employees be carried in the personal vehicle. Only the driver will be reimbursed.
- 32.4 When an assignment requires an employee to be away from his/her headquarters for an extended period within the normal operating area of the Company, an employee who chooses to return home for a weekend shall receive a payment equal to the round-trip at the mileage rate specified in subparagraph 32.2.1 and meals eaten enroute, as provided in subparagraph 32.1.3 above. Such travel payment shall be made only if there are no laundry, lodging charges or other meal charges to the Company by the employee for the two weekend days or their equivalent. The employee will forfeit half the payment if he/she is not available for work at the temporary assignment at the beginning of the next regularly scheduled workday. The actual travel to the permanent headquarters and return will be made on the employee's own time. If the employee does not have a private vehicle available at the temporary headquarters and if, in the judgment of the Company a reasonable need exists, a Company vehicle will be provided to be used only for travel at meal time between the employee's place of lodging and the place selected by the employee for that meal.

- 32.4.1 When an employee is scheduled away from the normal operating area of the Company for a period of 6 weeks or longer in length the Company will provide, at its expense, round-trip transportation to the employee's home and return to the temporary assignment on one (1) weekend during such an assignment, such weekend to occur as near the middle of the temporary assignment as possible. Such travel will be made on the employee's own time. If the employee so elects and requests in writing to his/her supervisor, this round-trip transportation will be arranged for use by the employee's spouse. In such case the above conditions as to the length and timing of the visit do not apply. The employee's spouse will be responsible for all other expenses.
- 32.5 Company vehicles and Company paid time are provided only for travel from job to job, initial travel from permanent headquarters to temporary assignment, headquarters to job, or the return travel from temporary assignment to permanent headquarters unless specifically provided otherwise elsewhere in this Agreement.
- 32.6 An employee will be required to furnish proof of financial responsibility in compliance with state automobile liability laws prior to any approval for use of personal vehicle as outlined above.
- 32.7 Except as specified in this subparagraph 32.7, Central Office Equipment (COE) Installers shall receive travel and travel expenses allowance as set forth in paragraph 32.1.
- 32.7.1 COE Installers shall be headquartered at one of the following locations: Hood River, Sunnyside, Poulsbo, Sheridan, and White City.
- 32.7.2 Employees assigned to work away from their headquarters within the normal operating area of the Company at a distance up to an including 30 miles will receive the daily mileage allowance under subparagraph 32.2.1 above. Employees shall travel on their own time.

32.7.3 Employees assigned to work away from their headquarters within the normal operating area of the Company, at a distance from 31 miles up to and including 60 miles will receive Company paid travel time for the initial travel from headquarters to the temporary assignment and return to headquarters at the end of the assignment. Such an employee may elect between the following options:

- a. If the employee commutes daily, a daily mileage allowance and reimbursement for the meal under subparagraph 32.1.3 above, to be eaten on the employee's own time; or,
- b. If the employee elects to live at the temporary assignment location, meals, lodging and laundry expenses, as provided in subparagraphs 32.1.2 and 32.1.3 above. Meals and expenses will not be allowed for weekends or holidays. Employees traveling home on weekends or holidays will receive mileage for the trip home and return to work at the end of the weekend or holiday under subparagraph 32.2.1 above.

32.7.4 Under extreme inclement weather conditions (as determined by the Company), on presentation of receipts for lodging and with prior supervisory approval, employees who have elected mileage and lunch reimbursement under (a) above will receive meal allowance and lodging expense, as provided in this option (b).

32.7.4.1 Employees assigned to work away from their headquarters within the normal operating area of the Company, at a distance greater than 60 miles will receive lodging, laundry expenses, and meal allowance, as set forth in subparagraphs 32.1.2 and 32.1.3 above. On weekends and

holidays, in lieu of lodging, laundry expense and meal allowance, employees may elect to receive mileage and reimbursement for meals enroute, in accordance with the non-bargaining Employee Business Expense practice referenced in subparagraph 32.1.3 and 32.2.1, for the trip home and return to work. Such travel will be on the employee's own time.

32.7.5 Company paid travel time and mileage expenses are authorized only as specifically set forth in subparagraph 32.2.1. All other travel is to be made on the employee's own time and expense. No other allowance will be made. Unless excused by the supervisor, no allowance shall be paid for a scheduled workday which is not worked.

32.8 Employees shall be required to utilize a Company sponsored credit card in the employee's name when in the judgment of the Company, expense can be charged to a Company sponsored credit card. Only purchases associated with official Company business are authorized to be charged to the Company sponsored credit card.

ARTICLE 33

MOVING EXPENSE

33.1 Any employee who changes headquarters as a result of a specified Company directive which reasonably requires permanent relocation of the employee's home will be reimbursed for the actual cost of transportation, meals (in accordance with the non-bargaining Employee Business Expense practice per family member) and lodging enroute for the employee and the family upon presentation of receipts for such items. The actual cost of moving the household furnishings will be paid by the Company which shall make direct arrangements with the moving Company.

- 33.2 The Company will require advanced bids from two or more reputable firms for this purpose and shall determine which bid is to be accepted.
- 33.2.1 The employee who chooses to perform the move in some way other than by using the bidding firm designated by the Company, will, upon providing proof satisfactory to the Company that the move has occurred, be reimbursed in the amount of the lower of the two bids received.
- 33.2.2 Actual cost of transportation means mileage at the rate prescribed in subparagraph 32.2.1 for up to two vehicles actually moved.
- 33.3 The term “household furnishings” shall be interpreted to include only items found in the average household and excludes such items as boats, trailers, shop tools, pets and hobby items of appreciable size or content. Any such items shall not be included in the bids described in subparagraph 33.1 above and transportation of any such items shall be the sole responsibility of the employee.
- 33.4 The Company will provide meals (in accordance with the non-bargaining Employee Business Expense practice) and lodging expense for an employee who changes headquarters as a result of a specific Company directive for a period not to exceed 14 days after the initial date that the employee reports to the new headquarters.

ARTICLE 34

JOB CLASSIFICATION AND JOB CONTENT

- 34.1 The assignment of a particular title to a given job or combination of duties is an exclusive prerogative of the Company. The assignment of a particular title to an employee does not mean that he/she shall perform only the kind of work coming under that title classification, nor that certain kinds of work shall be performed exclusively by certain classifications of employees. An employee shall be expected to perform such duties as are covered by his/her title classification, plus other duties as may be assigned by the immediate supervisor.
- 34.2 Employees who are assigned to a higher classification shall be paid \$.50 for all time worked in such higher classification. An employee transferred to another classification on a temporary or intermittent basis for training purposes will be paid at the rate applicable to his/her regular classification. An employee who works out of classification for an average of twenty (20) or more hours work per week for the six-month period preceding the computation date will be paid eligible short-term sick leave benefits, vacation and holiday benefits at the applicable rate. Such benefit payments will be prorated on the basis of hours worked during the computation period and paid lump-sum at the end of the period. Eligibility for such benefits will be computed annually.
- 34.3 An employee reclassified to a wage schedule which has a higher top wage than does that employee's present wage schedule shall receive the wages on that schedule which are closest to and next above the wages being received by that employee on the wage schedule from which he or she was reclassified. For each full 1,040 hours that the reclassified employee has worked in the higher wage schedule during

the preceding two (2) years, he/she shall be entitled, on request, to be advanced one (1) step on that wage schedule effective on the date of reclassification. An employee previously demoted for reasons other than performance, who later is reclassified to the same or a higher wage schedule than previously held, will be treated as though still on the schedule and wage step held at time of demotion if that would result in a higher wage than otherwise under the operation of this Article.

- 34.4 An employee reclassified to a wage schedule which has a lower top wage than does that employee's present wage schedule shall receive the wages on that schedule which are closest to but not higher than the wages being received on the wage schedule from which he or she was reclassified.
- 34.5 When an employee as the result of a surplus situation is reclassified to a lower pay schedule, that employee will have no reduction in wage rate for the first four (4) weeks after reclassification; a reduction of one-third the difference between the old and new schedule rates for the next four (4) weeks; a reduction of two-thirds the difference between the old and new schedule rates for the next five (5) weeks and the wage rate of the new schedule thereafter.

ARTICLE 35

WAGES

- 35.1 Straight-time hourly wage rates applicable to employees covered by this Contract shall be as set forth in Wage Schedules 1 through 11 attached hereto and made a part hereof.
- 35.2 Wage differentials shall be paid as set forth in "Wage Differentials" attached hereto and made a part hereof.

- 35.3 An employee who, on the effective date of this Agreement, is paid wages at a rate in excess of that otherwise applicable to said employee according to the attached Wage Schedules 1 through 11 shall continue to be paid at the same rate without further increases until the wage set forth in the applicable Wage Schedule corresponds to that being paid on the effective date. At such time the employee shall participate in normal wage progression according to the appropriate wage schedule.

ARTICLE 36

DEFINITIONS

- 36.1 For the purpose of the Agreement the following work status definitions shall apply:
- 36.1.1 A full-time employee is one who is regularly scheduled to work at least five full shifts or tours, or their equivalent, each week.
- 36.1.2 A part-time employee is one who, pursuant to agreement at the time of hiring such employee or as subsequently agreed upon request by the employee, is regularly scheduled to work less than a normal full-time daily or weekly assignment.
- 36.1.2.1 An involuntary part-time employee is one that has been surplusd and is regularly scheduled to work less than a normal full-time daily or weekly assignment.
- 36.1.2.2 Part-time employees will be given an opportunity for regular full-time work in the employee's job classification, wherein the Company's judgment the employee is qualified for full-time work,

before new full-time employees are hired. Where, in the Company's judgment, the relative qualifications, aptitude and ability to perform the full-time work are equal as between two (2) or more part-time employees, seniority shall control.

- 36.2 A temporary employee is one who is hired for a specific project or a limited period pursuant to agreement at the time of hiring such employee that the employment will terminate upon project completion or a specific time not normally to exceed one (1) year.
- 36.3 An occasional employee is one whose employment is either (1) intermittent for periods of three (3) weeks or less regardless of the length of the daily or weekly assignment, or (2) for a single period of three (3) weeks or less.
- 36.4 The word "headquarters" is defined as the location shown on the vacancy notice in the case of jobs posted in accordance with Article 15.4 or the location so designated to the employee and entered in his/her Employee Data (Information) Record at the time of hire or of transfer in the case of jobs not filled under Article 15.

ARTICLE 37

SHORT TERM DISABILITY

- 37.1 With necessary medical certification, the STD benefit plan will provide benefits beginning on the **sixth** scheduled work day absent for any qualifying disabilities which causes the employee to miss **five** (5) or more consecutive days of work. The weekly indemnity schedule is as follows:

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Length of Service	Weekly/Maximum Coverage
12 months but less than 5 yrs.	Full pay for 4 weeks, then 60% for 9 weeks
5 yrs. but less than 10 yrs.	Full pay for 13 weeks, then 60% for 13 weeks
10 yrs. but less than 15 yrs.	Full pay for 20 weeks, then 60% for 6 weeks
15 yrs. or more	Full pay for 26 weeks

- 37.2 Successive disabilities due to the same cause that are separated by 30 calendar days or less of active full-time employment will be considered one disability. Benefits reset on or after 182 calendar days of active full-time employment.
- 37.3 Vacation and floating holiday hours are provided for all incidental/STD wait day absences from work. The employee must use all available vacation and floating holiday hours before hours can be taken unpaid, except when the absence is Workers Compensation related. In this case, the employee will have the opportunity to elect whether to take vacation and/or floating holiday hours or an unpaid absence. In all other situations, the employee will not have the opportunity to choose. Hours used for incidental and/or waiting periods shall be charged to the floating holiday bucket first, if available, then to vacation when the floating holiday bucket is exhausted.
- 37.4 Should an employee exhaust his/her STD benefits after 26 weeks and have applied for Long Term Disability benefits, he/she shall be placed on an unpaid Leave of Absence until his/her application for Long Term Disability benefits has been approved or denied. Should an employee on STD have less than 26 weeks' benefit they shall be placed on an unpaid Leave of Absence not to exceed a total of 26 weeks inclusive.
- 37.5 Employees must return Short Term Disability forms within fifteen (15) days from the employee's first day of absence.

ARTICLE 38

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WORKER'S COMPENSATION

- 38.1 Employee STD benefits are coordinated with Workers' Compensation benefits for wage replacement. Employees receive the maximum payment available under either this plan or the Workers' Compensation state statute, but not the total sum of both benefits.
- 38.2 Once the employee has met the state waiting period of Workers' Compensation, the Company's designated Third Party Administrator (TPA) will issue a check for the Workers' Compensation benefit, which is the temporary total disability for temporary partial disability or temporary partial disability (TTD or TPD). Once the employee has met the STD waiting period, they may also start receiving a check from Sprint for the difference between the TTD amount up to a maximum of 85% of their gross weekly salary.
- 38.3 If it is determined that the employees STD benefit of 60% is less than the Workers' Compensation benefit from the insurance company, their Sprint checks will cease and they will only receive a check from the TPA. During this time, FlexCare benefits are maintained and benefit deductions will suspend. Upon return to work, the suspended deductions will automatically be taken out of the employee's first paycheck on a pre-tax basis. If for some reason the employee does not return to work, they will be required to reimburse Sprint for the full cost of health care premiums and for co-payments for all other FlexCare benefits paid on the employees behalf while on leave. Special arrangements must be made for payment of savings plan loans for stock payments with the benefits department.

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- 38.4 Employees have the option of using vacation and/or floating holiday time prior to Workers' Compensation eligibility. If the employee opts to use available vacation and/or floating holiday time, it is not reinstated with the eligibility of Workers' Compensation benefit. R
- 38.5 When an employee is returned to work after being treated by a physician during his/her normal shift he/she shall be paid Workers' Compensation time as follows:
- 1) The medical appointment must have supervisory approval.
 - 2) No overtime will be paid if the medical appointment extends past the employee's regular schedule
 - 3) Travel and medical treatment time within the regularly scheduled shift will be paid at the straight time rate of pay and considered as "time worked" in the computation of weekly overtime. R

ARTICLE 39

EXCUSED WORKDAYS

- 39.1 Each employee who has at least one (1) year of Net Credited Service at the beginning of the year may select three (3) excused workdays per calendar year. One of these days may be taken in increments of one (1) or more hours at a time. R
- 39.2 Excused workdays shall be unpaid and may not be carried over from one year to another. No payment will be made in lieu of excused workdays which are not taken.
- 39.3 The Company will determine the days available and the number of employees who may be off at any time. A schedule will be posted for each work group, together with or as part of the vacation schedule.
- 39.4 Employees may select excused workdays prior to March 1 by agreement with the supervisor. Excused workdays subsequent to March 1 should be scheduled as far ahead as practicable. Employee choice of excused workdays shall be on a first-come, first serve basis, subject to the Company's determination of service requirements and to the priority R

for scheduled vacations and floating holidays. Seniority shall control only if two (2) or more requests are made at the same time. Requests for excused workdays should be made as early as possible, but must be received no later than the Monday preceding the week in which the day off is requested. The supervisor may consider requests made on shorter notice. The supervisor will determine whether to grant the request as soon as practicable in light of his/her determination of force requirements and work schedules. Employees shall be permitted to reschedule excused workdays if the day desired can reasonably be made available without additional cost to the Company. The excused workday shall be rescheduled if an employee is required to work on a previously scheduled excused workday.

- 39.5 Time worked by an employee on a scheduled excused workday shall be considered time worked on a regularly scheduled workday and shall not be subject to paragraph 24.2, subparagraph 24.2.3.

ARTICLE 40

DURATION OF AGREEMENT AND CLOSURE

- 40.1 For the duration of this Agreement all subjects which are covered by this Agreement or which were or might have been raised in collective bargaining are closed to further bargaining except by mutual consent.
- 40.1.1 A Bargaining Committee Advisory Council (BCAC) was formed to deal with issues that were raised during collective bargaining, or may come up during the period of time covered under this contract. The Council core team shall be composed of two (2) members of the bargaining committee, one union member and one management member. Two (2) additional members will be agreed upon by the Council.

40.2 This Agreement shall be effective from November 1, 2004, up to and including October 31, 2007, and shall continue in full force and effect thereafter unless terminated by written notice from either party to the other, expressly stating its intention to terminate this Agreement, in which case this Agreement shall terminate 60 days following the receipt of such notice. Within 30 days of receipt of such notice, unless otherwise mutually agreed, the Union and the Company shall commence collective bargaining with respect to a new Agreement. In the event a new Agreement is not reached before this Agreement is terminated as the result of such notice, this Agreement may be extended beyond such termination date by mutual agreement.

ARTICLE 41

MISCELLANEOUS

41.1 Savings Clause – If any provision of this Agreement is declared invalid by a court or competent jurisdiction or appropriate regulatory agency, only such specific provision shall be affected, and the remainder of this Agreement shall remain in effect for the term hereof.

ARTICLE 42

PENSION AGREEMENT

42.1 The Company has adopted the Sprint Retirement Pension Plan (the “Retirement Pension Plan”) and agrees to include employees covered by this Agreement as members of such Retirement Pension Plan in accordance with the Pension Agreement, which by reference thereto is incorporated herein and made part of this Agreement, said Pension Agreement shall be continued

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

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ARTICLE 43

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FLEXCARE PLAN

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- 43.1 Effective November 1, 2004, and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees subject to this Agreement in the FlexCare Plan as it is applicable to non-represented employees of the Company. The components of the FlexCare Plan available to employees subject to this Agreement include the following benefit options: Medical, Prescription Drug, Dental, Vision Care, Health Care Reimbursement Account, Dependent Day care Reimbursement Account, Employee Life Insurance, Dependent Life Insurance and Accidental Death and Dismemberment Insurance. **Supplemental Long-term Disability coverage will be offered under the FlexCare Plan, effective 1-1-06.** The Company agrees to provide eligible employees with Basic Long-Term Disability coverage.

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The annual price tags for the Medical, Prescription Drug, and Dental Coverage options under FlexCare will be the same as those applicable to non-represented employees of the Company. On an annual basis, employees will be credited with benefit dollars the same as those applicable to non-represented employees of the Company. The Company, at its sole discretion, shall designate the insurance carrier(s) and the agent(s) for processing claims and other transactions for the FlexCare Plan and the individual components thereof. The Company may change the insurance carrier(s) and/or the claims administrator(s) at any time provided that the Company first provides notice to the Bargaining Unit thereof.

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As provided in the various Summary Plan Descriptions, which were presented to the Bargaining Unit on September 9, 2004, the Company reserves the right to amend or terminate any one of the various components of the FlexCare Plan at any time, including changing the deductible, co-payment, and maximum out-of-pocket amounts for certain health care options so long as the changes are uniformly applied to all eligible employees, both non-represented and bargaining unit employees.

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ARTICLE 44

VOLUNTARY BENEFITS

- 44.1 Effective November 1, 2004, and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees in the Voluntary Benefits program as it is applicable to non-represented employees of the Company. The components of the Voluntary Benefits program available to employees may include, but not limited to, Automobile Insurance, Homeowners Insurance, Long Term Care Insurance, Pet Insurance, Universal Life Insurance coverage and Legal Services.

- 44.2 It is understood that employees will be responsible for the entire cost for each component of the Voluntary Benefits program. At its sole discretion, the Company may permit employees to have the required costs withheld through payroll deduction.
- 44.3 In addition, at its sole discretion, the Company shall designate the insurance carrier(s) and/or the agents(s) for the various components of the Voluntary Benefits program. The Company may change the insurance carrier(s) and/or the agent(s) at any time provided sufficient notice is given. The Company will provide the insurance carrier(s) and/or the agent(s) with all applicable employee information needed to offer the program. The Company also reserves the right to modify or terminate any one of the various components of the Voluntary Benefits program at any time so long as the changes are uniformly applied to all eligible employees, both non-represented and bargaining unit employees.

ARTICLE 45

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FLEXTIME

- 45.1 With prior approval immediate supervision, regular employees will be allowed flexibility in the starting and quitting times of their regularly scheduled eight (8) hour shifts. The purpose of the program is to enable employee to attend to family, medical, community, and other need which may occasionally arise by reporting to work late than scheduled or leaving work earlier than scheduled, and to make up the scheduled time not worked.
- 45.2 The program will be administered subject to service requirements of the Company and the following conditions
1. An employee who works less than a regular scheduled shift will be paid only for the time actually worked on that shift.

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2. Make-up hours must be worked within the work week in which a flex schedule is granted.
3. Not more than three (3) flex hours will be allowed per pay period.
4. Make-up hours available but not worked within the work week will be treated as an unpaid absence.
5. Employees may not use **vacation and/or floating holidays** as make-up time.
6. Make-up hours will be paid at straight time regardless of the shift or day on which they are worked, will not be included in the computation of daily, weekly, sixth or seventh day overtime or overtime paid for work performed outside the employees regular schedule, and will not entitle the employee to any shift differential, meal allowance, or other benefit to which the employee otherwise would not be entitled.
- 45.3 No grievance will be filed asserting that the program violates any provisions of the Labor Agreement which may conflict or be inconsistent with the program.

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ARTICLE 46

EMPLOYEE IDENTIFICATION

- 46.1 Due to the competitive nature of our business, the Company and the Union agree that for the mutual success of both and for name recognition in the marketplace, employees assigned to work in visible customer contact functions, will wear picture identification cards.

ARTICLE 47

CONCESSION TELEPHONE SERVICE

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- 47.1 Subject to Company policy, regular employees (full and part-time) with six (6) or more months of service are eligible for a **Sprint telecom concession**.
- 47.2 It is recognized that the Company has the exclusive right to amend, modify wholly or in part this plan. The Company agrees, however, that any changes to the concession plan for bargaining unit employees will be equivalent to the **Sprint services** that is provided to non-bargaining employees at the same location.

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ARTICLE 48

FEDERAL AND STATE LAWS

- 48.1 Should any provision of this Agreement be declared illegal by any court of final jurisdiction, such provision shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

ARTICLE 49

PROFESSIONAL WEAR

- 49.1 At the sole discretion of the Company, uniforms will be provided for those classifications which the Company deems appropriate. The Company will pay 100% of the cost.

- 49.2 Colors, style, and material blend of clothing will be determined by the Company. The Company logo will be required on the shirts, hats, and/or jackets.
- 49.3 Company uniforms which have been in the care of an employee who is terminating from the Company must be returned on the employee's last working day. Should the employee fail to do so, he/she will be responsible for the full cost of the uniforms issued to them.
- 49.4 Replacement of uniform garments damaged through normal wear on the job will be the responsibility of the Company. The damaged or worn garment must be exchanged for the replacement garment. Employees will be responsible for the full Company cost of replacing uniform garment should they be lost, stolen, or damaged through gross neglect.
- 49.5 Employees will be required to wear uniforms that are, in the Company's judgment, properly maintained and presentable. The wearing of uniforms will be mandatory during all work hours.
- 49.6 The Company will furnish an appropriate number of uniforms pants and shirts. Additional garments may be furnished by the Company if approved by supervision.
- 49.7 Regular and all appropriate maintenance of an employee's Company clothing is the responsibility of the employee.
- 49.8 Company uniforms shall be considered voluntary during the first year of the contract. Effective January 1, 2004, uniforms shall become mandatory for those classifications which the Company deems appropriate.

ARTICLE 50

SAVINGS PLAN AGREEMENT

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

50.2.1 The Company agrees to provide a means for employees to save for their retirement on a tax-preferred basis through the Sprint Retirement Savings Plan for Bargaining Unit Employees (the "Retirement Savings Plan"). Employee and Company contributions to said Retirement Savings Plan are specified in this Agreement. All terms defined in the Retirement Savings Plan shall have the meaning specified therein unless the context of this Retirement Savings Plan Agreement clearly indicates otherwise. Participation shall be in accordance with Article 2, Participation, of the Retirement Savings Plan.

50.3 Employee Contributions

50.3.1 Basic Contributions

50.3.1.2 Each participant shall be allowed to have his/her wage reduced bi-weekly up to the appropriate maximum bi-weekly amount specified in Section 7. Such bi-weekly wage reduction shall be in multiples of \$2.00 and shall be contributed to the participant's account. Such bi-weekly wage reduction shall be known as "Basic Contributions".

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

50.3.1 Supplemental Contributions

50.3.2.1 Each participant who has had his/her wage reduced by the appropriate maximum amount in Section 2 shall be allowed to have his/her wage reduced in multiples of \$2.00, which amount shall not exceed the amount specified in Section 7. Such amount shall be known as "Supplemental Contributions".

50.3.3 Catch-Up Contributions

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50.3.3.1 Effective November 1, 2004, each eligible participant shall be permitted to make Catch-up Contributions as defined in the plan document. Upon attainment of age 50, a participant may contribute an additional amount per year to the extent provided by Section 414(v) of the Internal Revenue Code and under procedures established by the Sprint Savings Plan Committee.

50.4 Company Contributions

50.4.1 The Company may contribute the Company matching contributions equal to the same percentage of the participant's Basic Contribution as applies to non-represented employees.

50.4.2 The Company may provide an increased Company contribution based on the same performance measurement standard that is used in the Retirement Savings Plan for non-represented employees.

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50.5 Investment Options

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

50.5.2 The Company matching contribution for each participant shall be invested as specified in the plan document for the Retirement Savings Plan. R

50.5.3 The Company shall designate the investment vehicle for each investment fund and can change any investment vehicle at any time provided that benefits are not diminished or eliminated. R

50.6 Automated Services


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

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


50.7 Administration of the Retirement Savings Plan

50.7.1 At its sole discretion, the Company shall designate the agent for maintaining participant records and processing transactions for the Retirement Savings Plan. The Company may change the designated agent at any time provided that benefits are not diminished or eliminated.

UNITED TELEPHONE COMPANY OF THE NORTHWEST

By: 
Corwin Johnson
Employee Relations Manager

COMMUNICATION WORKERS OF AMERICA

By: 
Linda Rasmussen
CWA Representative

WAGE SCHEDULES

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Schedule 1		Effective	Effective	Effective
Business office clerk		11/01/04	11/01/05	11/01/06
(UN111)				
	Start	7.15	7.29	7.44
	Step 2	7.32	7.47	7.62
	Step3	7.97	8.13	8.29
	Step4	8.66	8.83	9.01
	Step5	9.41	9.60	9.79
	Step6	10.24	10.44	10.65
	Step7	11.14	11.36	11.59
	Step8	12.12	12.36	12.61
	Step9	13.18	13.44	13.71
	Top	14.34	14.63	14.92

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

Schedule 2		Effective	Effective	Effective
Repair Associate		11/01/04	11/01/05	11/01/06
(CL002)				
	Start	8.25	8.25	8.25
	Top	12.00	12.00	12.00

Note: Establish a new pay range for Repair Associates of Min. \$8.25 to a Max. \$12.00, new range to become effective upon the date of the new Labor Agreement. Employees hired after the date of the new agreement will receive annual wage increases of 2% from the date of their last wage treatment.

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WAGE SCHEDULES

		Effective 11/01/04	Effective 11/01/05	Effective 11/01/06
Schedule 2A				
Repair Associate				
(CL002)				
	Start	8.00	8.00	8.00
	Top	14.36	14.36	14.36
		Effective 11/01/04	Effective 11/01/05	Effective 11/01/06
Schedule 2B				
Repair Associate				
(CL002)				
	Start	7.15	7.15	7.15
	Step 2	7.25	7.25	7.25
	Step3	7.32	7.32	7.32
	Step4	7.90	7.90	7.90
	Step5	8.62	8.62	8.62
	Step6	9.48	9.48	9.48
	Step7	10.48	10.48	10.48
	Step8	11.63	11.63	11.63
	Step9	12.92	12.92	12.92
	Top	14.36	14.36	14.36

Current employees at top rate of \$14.36 will remain frozen. Employees currently in progression in Schedule 2 will progress to the next two (2) steps in progression, and then will receive increases of 2% annually from the date of their last wage treatment, until they reach \$14.36.

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WAGE SCHEDULES

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Schedule 3 (3)		Effective	Effective	Effective
Builder Service		11/01/04	11/01/05	11/01/06
Worker				
(UN191)				
	Start	7.18	7.32	7.47
	Step 2	7.76	7.92	8.08
	Step3	8.51	8.68	8.85
	Step4	9.32	9.51	9.70
	Step5	10.21	10.41	10.62
	Step6	11.19	11.41	11.64
	Step7	12.26	12.51	12.76
	Step8	13.43	13.70	13.97
	Step9	14.72	15.01	15.31
	Top	16.11	16.43	16.76

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

Schedule 4 (5)		Effective	Effective	Effective
Plant Clerk		11/01/04	11/01/05	11/01/06
(CL001)				
Bldg. Ops				
Mechanic				
(CL932)				
	Start	7.28	7.43	7.58
	Step 2	7.98	8.14	8.30
	Step3	8.74	8.91	9.09
	Step4	9.58	9.77	9.97
	Step5	10.50	10.71	10.92
	Step6	11.50	11.73	11.96
	Step7	12.60	12.85	13.11
	Step8	13.80	14.08	14.36
	Step9	15.12	15.42	15.73
	Top	16.55	16.88	17.22

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

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WAGE SCHEDULES

		Effective 11/01/04	Effective 11/01/05	Effective 11/01/06
Schedule 5 (7)				
Builder Service				
Coordinator				
(UN102)				
Start	7.47	7.62	7.77	
Step 2	8.18	8.34	8.51	
Step3	8.97	9.15	9.33	
Step4	9.82	10.02	10.22	
Step5	10.76	10.98	11.20	
Step6	11.79	12.03	12.27	
Step7	12.91	13.17	13.43	
Step8	14.15	14.43	14.72	
Step9	15.50	15.81	16.13	
Top	16.97	17.31	17.66	

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

		Effective 11/01/04	Effective 11/01/05	Effective 11/01/06
Schedule 6 (9)				
Coin Collector				
Technician				
(UN146A)				
Start	8.58	8.75	8.93	
Step 2	9.40	9.59	9.78	
Step3	10.30	10.51	10.72	
Step4	11.29	11.52	11.75	
Step5	12.37	12.62	12.87	
Step6	13.56	13.83	14.11	
Step7	14.85	15.15	15.45	
Step8	16.28	16.61	16.94	
Step9	17.84	18.20	18.56	
Top	19.55	19.94	20.34	

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

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WAGE SCHEDULES

		Effective	Effective	Effective
		11/01/04	11/01/05	11/01/06
Schedule 7 (10)				
Service Technician				
(UN137)	Start	10.15	10.35	10.56
Line Technician				
(UN138)	Step 2	11.13	11.35	11.58
	Step3	12.20	12.44	12.69
	Step4	13.37	13.64	13.91
	Step5	14.66	14.95	15.25
	Step6	16.07	16.39	16.72
	Step7	17.61	17.96	18.32
	Step8	19.30	19.69	20.08
	Step9	21.15	21.57	22.00
	Top	23.17	23.63	24.10

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

		Effective	Effective	Effective
		11/01/04	11/01/05	11/01/06
Schedule 8 (11)				
CO Technician				
(OR – CR001,				
WA – CR901)	Start	10.43	10.64	10.85
Business Service				
Technician (CR003)	Step 2	11.43	11.66	11.89
	Step3	12.54	12.79	13.05
Cable Splicer				
(UN142)	Step4	13.74	14.01	14.29
	Step5	15.06	15.36	15.67
Facility Technician				
(UN131)	Step6	16.50	16.83	17.17
	Step7	18.09	18.45	18.82
COE Installer A				
(UN134)	Step8	19.84	20.24	20.64
	Step9	21.75	22.19	22.63
Facility Analyst				
Specialist (UN149)	Top	23.84	24.32	24.81

Note: Rates shown are for employees working five full shifts per week or their equivalent. Employees working less than five full shifts or their equivalent shall be paid on a pro-rata basis in accordance with the actual hours worked.

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WAGE DIFFERENTIALS

- 1.1 An evening and night differential of \$1.00 per hour will be paid to an employee, in addition to his/her basic straight-time wage, for working a shift any part of which falls after 7:00 p.m. or before 5:00 a.m. in accordance with the following schedule: (The differential will be paid only for the hours of 7:00 p.m. and 5:00 a.m.). For the Repair Center the differential of \$1.00 per hour will be paid. R
- 1.2 Any employee assigned an In-Charge, Floor Coach or Lead title by the Company will receive \$0.75 for each hour worked, including overtime hours, differential while performing that function. Upon discontinuance or reassignment of the title the employee formerly holding the In-Charge, Floor Coach or Lead title shall revert to the pay and job title of his/her new primary work assignment and the normal progression schedule for that assignment, without a differential payment based on the employee's former title. R
- 1.3 Permanently assigned "Portland Market" Business Service Technician's will be paid a \$2.00 "Portland Differential" for each hour that they would normally be paid – the exception to this would be if these technician's were assigned to work outside the "Portland Market". Business Service Technician's temporarily assigned to the "Portland Market" will also be paid the "Portland Differential". "Portland Market" is defined as the Portland metro area and the I-5 corridor from Eugene, Oregon to Vancouver, Washington.

PENSION PLAN TABLES
United Telephone Company of the Northwest - CWA 7970
PENSION PLAN FLAT DOLLAR BENEFIT UNITS
MONTHLY BENEFIT PER YEAR OF SERVICE

Job Classification (1)	Wage Schedule	65-70	64	63	62	61	60	59	58	57	56	55
		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
<u>November 1, 2004 – October 31, 2005</u>												
Schedule 1	1	30.80	29.30	27.70	26.20	24.60	23.10	21.60	20.00	18.50	16.90	15.40
Schedule 2	6	32.00	30.40	28.80	27.20	25.60	24.00	22.40	20.80	19.20	17.60	16.00
Schedule 2A	6	36.30	34.50	32.70	30.90	29.00	27.20	25.40	23.60	21.80	20.00	18.20
Schedule 2B	6	36.30	34.50	32.70	30.90	29.00	27.20	25.40	23.60	21.80	20.00	18.20
Schedule 3	3	34.60	32.90	31.10	29.40	27.70	26.00	24.20	22.50	20.80	19.00	17.30
Schedule 4	5	35.60	33.80	32.00	30.30	28.50	26.70	24.90	23.10	21.40	19.60	17.80
Schedule 5	7	36.50	34.70	32.90	31.00	29.20	27.40	25.60	23.70	21.90	20.10	18.30
Schedule 6	9	42.00	39.90	37.80	35.70	33.60	31.50	29.40	27.30	25.20	23.10	21.00
Schedule 7	10	49.80	47.30	44.80	42.30	39.80	37.40	34.90	32.40	29.90	27.40	24.90
Schedule 8	11	51.20	48.60	46.10	43.50	41.00	38.40	35.80	33.30	30.70	28.20	25.60

PENSION PLAN TABLES
United Telephone Company of the Northwest - CWA 7970
PENSION PLAN FLAT DOLLAR BENEFIT UNITS
MONTHLY BENEFIT PER YEAR OF SERVICE

Job Classification (1)	Wage Schedule	65-70	64	63	62	61	60	59	58	57	56	55
		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
<u>November 1, 2005 – October 31, 2006</u>												
Schedule 1	1	31.60	30.00	28.40	26.90	25.30	23.70	22.10	20.50	19.00	17.40	15.80
Schedule 2	6	32.00	30.40	28.80	27.20	25.60	24.00	22.40	20.80	19.20	17.60	16.00
Schedule 2A	6	36.90	35.10	33.20	31.40	29.50	27.70	25.80	24.00	22.10	20.30	18.50
Schedule 2B	6	36.90	35.10	33.20	31.40	29.50	27.70	25.80	24.00	22.10	20.30	18.50
Schedule 3	3	35.50	33.70	32.00	30.20	28.40	26.60	24.90	23.10	21.30	19.50	17.80
Schedule 4	5	36.50	34.70	32.90	31.00	29.20	27.40	25.60	23.70	21.90	20.10	18.30
Schedule 5	7	37.40	35.50	33.70	31.80	29.90	28.10	26.20	24.30	22.40	20.60	18.70
Schedule 6	9	43.10	40.90	38.80	36.60	34.50	32.30	30.20	28.00	25.90	23.70	21.60
Schedule 7	10	51.10	48.50	46.00	43.40	40.90	38.30	35.80	33.20	30.70	28.10	25.60
Schedule 8	11	52.50	49.90	47.30	44.60	42.00	39.40	36.80	34.10	31.50	28.90	26.30

PENSION PLAN TABLES
United Telephone Company of the Northwest - CWA 7970
PENSION PLAN FLAT DOLLAR BENEFIT UNITS
MONTHLY BENEFIT PER YEAR OF SERVICE

Job Classification (1)	Wage Schedule	65-70	64	63	62	61	60	59	58	57	56	55
		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
<u>November 1, 2006 – October 31, 2007</u>												
Schedule 1	1	32.30	30.70	29.10	27.50	25.80	24.20	22.60	21.00	19.40	17.80	16.20
Schedule 2	6	32.00	30.40	28.80	27.20	25.60	24.00	22.40	20.80	19.20	17.60	16.00
Schedule 2A	6	37.40	35.50	33.70	31.80	29.90	28.10	26.20	24.30	22.40	20.60	18.70
Schedule 2B	6	37.40	35.50	33.70	31.80	29.90	28.10	26.20	24.30	22.40	20.60	18.70
Schedule 3	3	36.40	34.60	32.80	30.90	29.10	27.30	25.50	23.70	21.80	20.00	18.20
Schedule 4	5	37.30	35.40	33.60	31.70	29.80	28.00	26.10	24.20	22.40	20.50	18.70
Schedule 5	7	38.30	36.40	34.50	32.60	30.60	28.70	26.80	24.90	23.00	21.10	19.20
Schedule 6	9	44.10	41.90	39.70	37.50	35.30	33.10	30.90	28.70	26.50	24.30	22.10
Schedule 7	10	52.30	49.70	47.10	44.50	41.80	39.20	36.60	34.00	31.40	28.80	26.20
Schedule 8	11	53.80	51.10	48.40	45.70	43.00	40.40	37.70	35.00	32.30	29.60	26.90

SAVINGS TABLES
MAXIMUM EMPLOYEE BI-WEEKLY CONTRIBUTION

Schedule/Wage sch.	Previous		2002-2003		2003-2004	
	Basic	Supp.	Basic	Supp.	Basic	Supp.
1/1 Bus. Office Clerk	64	128	66	262	68	270
2/6 Repair Associate	76	150	78	310	80	320
4/3 Bldg. Service Worker	70	142	72	292	76	300
5/5 Bldg. Ops Mechanic / Plant Clerk	74	146	76	302	78	312
6/7 Bus. Service Coordinator	74	150	78	310	80	320
7/9 Storeroom Worker / Coin Collector Tech	86	174	90	358	92	368
8/10 Service Tech. / Line Tech.	102	206	106	424	110	436
9/11 CO Tech. /Bus. Serv. Tech. Cable Splicer/Facility Tech COE Installer A	106	212	108	436	112	448