

CONTRACT
SPRINT
AND
LOCAL UNION 1649
INTERNATIONAL BROTHERHOOD
OF
ELECTRICAL WORKERS
AFL-CIO & CLC

November 1, 2004
through
October 31, 2007

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DEFINITIONS

1. Able and Fit The employee meets all the minimum requirements for entering the job and is physically able to perform the job.

2. Basic Wage Rate Rate of pay exclusive of all differentials and extra payments.

3. Calendar Week A seven day period beginning 12:01 A.M. Sunday and continuing until 12:00 midnight Saturday.

4. Classification The classifications (or job titles) are listed in Appendix A of the Agreement. Currently, and without restricting any rights provided elsewhere in the Agreement, the following job classifications are included:

Job-Classifications

Assignment Person
Business Services Technician
Cable Splicer
Public Access Technician
*C.O. Installer-Repairperson
Combination Cable and Installer-Repairworker
Combination Cable Splicer/Lineworker
C.O. Technician
Customer Contact Clerk
Frameperson
House Services Person
Installer-Repairworker
Lineperson
Plant Clerk

* NOTE: These employees are assigned the function of Central Office Installation.

5. Continuous Service An employee's total length of continuous United System service calculated from his/her last date of employment. Former employees re-employed by the Company shall receive a service credit equal to the terms of their prior United System employment, upon the completion of five (5) years of continuous service with the Company, computed from date of most recent re-employment. Such prior employment continuous service credit shall be equal to all previous periods of continuous employment of greater than six (6) month's duration.

6. Emergency An unforeseen combination of circumstances which calls for immediate action; for example, a serious interruption of service.

7. Fully Employed As used in Section 14.05, Overtime, Article 14, means working forty (40) hours per week plus required overtime within the work group involved at that exchange location.
8. Gender The use of masculine or feminine gender in this Agreement, shall be construed as including both genders and not as a sex limitation unless there is a bona fide occupational qualification which dictates the gender.
9. Headquarters An exchange, location or town designated by the Company as being the place of employment for a particular employee.
10. In-Charge Differential Payments, over and above the basic rates, made to hourly rated, non-supervisory employees on productive work who coordinate and are responsible for the work activities at an exchange location and act on behalf of Company Management in that location.
11. Inclement Weather Weather that is severe, harsh, and/or stormy.
12. Job Changes
- A. Promotion: A change from one job classification to another with a higher top rate of pay.
 - B. Transfer: A change in job location in the same job classification only.
 - C. Reclassification: Any job change other than a promotion or transfer.
13. Misdistribution A misdistribution occurs when the employees in a job classification and reporting location are all needed (as determined by the Company) but not all of the employees in that job classification and reporting location are assigned to the work group where they are required.
14. Occasional Employee An employee during hours worked only and who works intermittently when needed. Such employee is not entitled to paid vacation, holidays, sick leave, and does not participate in Group Hospital, Dental Assistance and Life Insurance Plans.
15. Overtime Rate One and one-half (1.5) times the regular rate of pay.
16. Part-Time Employee An employee in any department who is scheduled to work less than the number of hours in the normal work week. Part-time employee benefits, except pensions, Group Health Insurance, Dental Assistance, and Life Insurance under this Agreement will be paid pro rata based on the average number of scheduled hours as compared to a full work week of forty (40) hours.

17. Premium Pay Pay for non-overtime work, at hourly rates equal to the overtime rates; for example, pay for Sunday work.
18. Redeployment Movement of employees during the course of a work-day, from their normal work group area to another work group area. This should be done equally across the affected work group.
19. Regular Employee An employee in any department engaged to work a full-time or normal work week.
20. Regular Rate of Pay Basic Wage Rate plus any differential payment.
21. Reporting Location The designated place at which employees will be required to report for work. This may be an office, garage, storeroom or place of motor vehicle storage.
22. Temporary Assignment An assignment, (exclusive of formal training or the redeployment of outside technicians during the course of a work-day) of an employee to the work of a higher or lower classification or to work in a work group other than the employee's regular work group for at least two (2) accumulated hours on any one day. Such assignment shall not exceed ninety (90) calendar days unless mutually extended for a longer period.
23. Temporary Employee Either a regular or part-time employee hired for a period not to exceed six (6) months. Such employee is not entitled to paid vacation, holidays, sick leave, and does not participate in Group Hospital, Dental Assistance and Life Insurance Plans.
24. Tour Any eight (8) hours of assigned duty.
25. Tour Differential Payments, over and above the basic rates, made to hourly rated employees whose work tours do not fall wholly within the day period, 6:30 A.M. to 7:00 P.M.
26. Trick An unbroken work period. Two tricks constitute a tour.
27. Work Group A group of employees who normally inter-change on work assignments and relieve each other.
28. Working Leader The term "Working Leader" as used herein refers to an assignment on which the employee has the responsibility of directing the work of a group of employees and is required to perform some of the same work as that of the group directed.

PREAMBLE

THIS AGREEMENT, made on the 1st day of November, 2004, by and between UNITED TELEPHONE COMPANY OF THE CAROLINAS, South Carolina Corporation, a subsidiary of Sprint Mid-Atlantic Telecom, hereinafter referred to as the "COMPANY", and **LOCAL UNION 1649** of the **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO & CLC**, hereinafter referred to as the "UNION".

ARTICLE 1

RECOGNITION

1.01 The Company recognizes the Union as the sole and exclusive bargaining agent with respect to rates of pay, hours of work and other conditions of employment for all employees in its Operations departments at Beaufort, Laurel Bay, St. Helena, Ridgeland, Hampton, Estill, Holly Hill, Branchville, Eutawville, Lowcountry, South Carolina exchanges, excluding all secretaries, professional employees, technical employees, guards, foremen and supervisors as defined in the National Labor Relations Act, as amended as well as all employees in the Engineering Section of the Customer Services Department.

ARTICLE 2

AUTHORIZED PAYROLL DEDUCTIONS

2.01 **UNION DUES DEDUCTION** The Company agrees to honor assignments of wages given by any of its employees covered by this Agreement, and filed by the Union with the Company, provided, however, that such assignment be in the form of a written authorization filed by the employee in the following form:

“I hereby authorize and direct _____ to deduct from my pay, Union Membership initiation fee, dues and assessments in the amounts fixed in accordance with By-Laws of Local Union _____ and the Constitution of the International Brotherhood of Electrical Workers and pay same Local Union in accordance with the terms of the bargaining agreement between the employers and the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said Agreement whichever occurs sooner and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked by written notice to you and the Union ten (10) days prior to the expiration of each one year period, or of each applicable bargaining agreement between the Employer and the Union, whichever occurs sooner.”

SIGNATURE _____ Date _____ Dept. _____

2.02 **IBEW 1649 SUPPLEMENTAL DEDUCTION** The Company agrees to honor assignments of wages given by any of its employees covered by this Agreement, and filed by the Union with the Company for supplemental union activity funds, provided, however, such authorization will be made in writing on a form provided by the Union and acceptable to the Company. The parties agree to enter into a mutually agreeable Joinder Agreement, including a “hold harmless” clause prior to the implementation of this Section.

The Union agrees to reimburse the Company for expenses associated with this Section by payment of twenty-five cents (\$.25) per calendar month. This reimbursement shall be deducted by the Company from the amount collected prior to remittance to the Union.

2.03 Payroll deductions under this Article shall be made on the first two pay periods ending in each calendar month, beginning with the first such pay period ending subsequent to the effective date of this Agreement, provided, however, no initial wage deduction shall be made as to any employee whose authorization is not filed with the Company sufficiently in advance to be taken into account in preparing the then current payroll. All payroll deductions will be made in arrears, not in advance.

2.04 The Company agrees to remit all such payroll deductions to the Financial Secretary of the Local Union on a monthly basis at an address to be furnished in writing to the Company. The Company will furnish the Union Local each month a listing showing the names of employees from whom deductions were made.

2.05 The Union guarantees the genuineness of all signatures on all payroll deduction authorizations furnished to the Company hereunder.

2.06 The Union agrees to indemnify, defend and save harmless the Company from any and all loss or liability by reason of any amounts deducted and remitted to the Union under the provisions of this Article.

ARTICLE 3

UNION REPRESENTATION

3.01 For the purpose of representation within the Company, the Union shall be entitled to appoint one (1) employee as Union Delegate and one (1) employee as alternate Union Delegate each in the Customer Services and Distribution departments covered by this Agreement. The Union will promptly notify the Company, in writing, of their names and from time to time, of any changes in names. Said Union Delegates and/or alternate Union Delegates shall restrict their activities to the handling of grievances and other legitimate Union business.

3.02 The Union shall also appoint a Grievance Committee of not more than three (3) members from among its own officers and/or employees in the bargaining unit at the exchanges covered by this Agreement. The Union will promptly notify the Company, in writing, of their names and from time to time, of any changes in names.

3.03 The Company understands that the presence of such Delegates, alternate Delegates and Grievance Committee members is a function of the Union.

3.04 The Union, its agents or employees, will not solicit members, engage in organizational work or any other Union activities, during the working time of employees, except during employee relief periods. This language does not limit normal conversation that does or does not pertain to the Union so long as it does not interfere with the employee/s in the performance of his/her regular duties.

3.05 The authorized, non-employee representatives of the Union for the performance of official Union duties, and subject to prior permission from the Company, shall be permitted to enter the premises of the Company at any reasonable time during working hours. Said Business Representative shall not interfere with the normal work duties of employees or the operation of the exchange.

3.06 Delegates, alternate Delegates and Grievance Committee members shall not absent themselves from work without the prior express permission of their immediate supervisor.

3.07 The Company, as the occasion requires, will designate a representative or representatives of the Company to meet with the Union Grievance Committee, as hereinafter provided.

3.08 In the event an employee covered by this Agreement is to be suspended or discharged, a Union representative will be notified immediately.

ARTICLE 4

COOPERATION

4.01 The Company subscribes to the principle that a well-informed Union leadership promotes harmony and efficiency in Union-Management relations. The Company agrees to notify the Union of any proposed changes affecting rates of pay, hours of work and other conditions of employment. It is understood that the Company has the sole right to institute all such changes as it may consider necessary, subject to the terms of this Agreement.

4.02 The Union agrees to cooperate with the Company at all times in maintaining a high degree of service to its customers and through conscientious endeavor and application of effort to strive for the lowest possible costs.

ARTICLE 5

MANAGEMENT RIGHTS

5.01 It is understood and agreed that the Company has all customary and usual rights, powers, functions and authority of management.

5.02 Subject to the terms and conditions of this Agreement, the management, direction, supervision and control of the Company's business operations, working force and plant are exclusively vested in the Company. Without limiting the generality of the foregoing, the Union recognizes that,

subject to the express provisions of this Agreement, the right to plan, direct and control the Company's business operations and working force; to hire, suspend, transfer, layoff, and for just cause, to discipline or discharge employees; to determine the means and methods by which work is to be performed; to determine job classifications and standards of performance, to introduce or discontinue any production methods or facilities, including the right to contract out work performed by employees covered by this Agreement, the right to add incentive programs, and the right to require employees to observe Company rules and regulations not inconsistent with this Agreement, are all vested exclusively in the Company.

5.03 It is further understood and agreed that all rights heretofore exercised by, or inherent in the Company, not expressly contracted away by the terms of this Agreement, are retained solely by the Company; and that should the Company fail to exercise any of said rights, or exercise them in a particular manner, it shall not be deemed to have waived said rights or be precluded thereafter from exercising them in some way or manner.

5.04 1. At the discretion of management, due to service requirements, represented employees may be required to work at other Company locations outside the bargaining unit. Similarly, other bargaining and/or non-bargaining unit Sprint employees may be required to work at Company locations performing bargaining unit work on a temporary basis or occasional basis. This section does not apply to the restoration of service due to storm trouble or loss of service in the central office whereby employees shall work as directed.

2. The parties agree that the assignment of bargaining unit work to non-unit employees and the assignment of non-bargaining unit work to bargaining unit employees as permitted under this Agreement is not intended in any way to affect the separate community of interest shared by each group of Sprint employees, nor to result in an accretion of one group of employees into another up to 60 calendar days of non-bargaining employees performing bargaining unit work. At the end of 60 days this employee shall not be reassigned into the jurisdiction of Local 1649 for 60 days unless mutually agreed.

3. The parties agree that during the life of this Agreement, no regular full time employee covered by this Agreement shall be laid off as a result of any transfer of work except as stated in Section 5.05. Further, no lay off or reduction in hours of work will occur during the life of this Agreement while employees outside this bargaining unit are performing bargaining unit work referred to in Section 5.04 1.

5.05 The Company shall have the right to transfer work outside the jurisdiction of IBEW Local 1649. In such cases the Company shall advise the Union sixty days in advance of its intention to transfer work prior to implementing such changes. If the work is transferred to a Company location outside of the jurisdiction of the Union, the Company agrees if vacancies exist at the new location, willing employees may follow the work; provided such transfers do not violate the work rules of bargaining units that may represent the work at the new location.

ARTICLE 6

NON-DISCRIMINATION

6.01 The Company agrees not to discriminate against, interfere with, restrain or coerce employees because of membership or lawful activity in the Union. The Union agrees not to intimidate or otherwise coerce any employee because of non-membership in the Union or for the purpose of inducing such employee to become a member of the Union.

6.02 The Company and Union mutually agree that they will not discriminate against such employees or applicants for employment because of race, age, color, religion, creed, sex, national origin or disability.

6.03 The use of the masculine or feminine gender, in this Agreement, shall be construed as including both genders and not as a sex limitation, unless there is a bona fide occupational qualification which dictates the gender.

6.04 The Company will advise all new employees that there is a Collective Bargaining Agreement in existence.

6.05 Complaints alleging discrimination against an individual because of his/her race, creed, color, religion, sex, age, national origin or disability will be subject to the grievance and arbitration procedure of this Collective Bargaining Agreement.

6.06 The Company and the Union will comply with the Americans with Disabilities Act to ensure fair and equitable treatment of applicants and employees with disabilities. The parties herein will further ensure that reasonable accommodations are afforded to disabled applicants and employees on a case by case basis.

ARTICLE 7

GRIEVANCE PROCEDURE

7.01 A grievance shall be termed to be a complaint, not excluded from the grievance and/or arbitration procedure, filed by an employee against the Company, involving the interpretation of the true intent and meaning of, or the alleged violation of this Agreement.

7.02 Any individual employee or group of employees shall have the right to present and adjust directly with the Company any grievance as guaranteed in Section 9 of the National Labor Relations Act, as amended.

7.03 Except as otherwise provided in this Agreement, no grievance shall be entertained by the Company except in the following order and manner, and within the following time limits:

STEP 1: An aggrieved employee and/or his representative shall first present his grievance orally to his immediate supervisor within seven (7) calendar days from the occurrence of the event giving rise to the

grievance. Said immediate supervisor shall have seven (7) calendar days in which to answer, adjust or settle said grievance.

STEP 2: If said grievance is not settled as provided in Step 1 above, the aggrieved employee and/or his representative shall reduce the grievance to writing on a form provided by the Company, identifying the grievance, setting forth the facts giving rise to the grievance, and the remedy requested. The written grievance must be presented to the district manager, department head or their authorized representative within ten (10) calendar days after receipt of the supervisor's answer in Step 1. This grievance shall then be taken up at a meeting between the Grievance Committee and appropriate representatives of Management, to be convened within ten (10) calendar days of the Company's receipt of said grievance. Thereafter, the parties at this step shall attempt to settle the grievance within ten (10) calendar days; and any grievance that cannot satisfactorily be disposed of by the Company and the Union in the manner hereinbefore provided may be submitted, at the Union's request, to a Board of Arbitration, as hereinafter provided. An International Representative of the I.B.E.W. may be present at this step of the grievance procedure.

7.04 Failure of either party to take any of the successive steps within the time limits set out in this Article, unless said time limit is extended in writing by the parties hereto, shall constitute an abandonment of the grievance, and it shall be termed settled on the basis of the other party's answer in the preceding step of the grievance procedure.

7.05 a) A decision reached at any step of the grievance procedure as hereinabove provided, shall be final and binding upon all parties, provided such decision is not a violation of this Agreement.

b) No decision reached at any step of the grievance procedure as hereinabove provided shall be precedent-setting.

7.06 Union employee Delegates, and the Grievance Committee, with the approval of the Management, may be permitted to confer during working hours with Management representatives on grievance matters, without loss of pay for the grievant and/or the Union Steward. Not more than three (3) members of the Local Union shall be compensated at their regular rate of pay, for time spent conferring during working hours with Management Representatives on grievance matters at Step 2 of the Grievance Procedure, only. However, only one (1) employee will be paid for time spent in traveling. No employee will be paid for grievance procedures administered during non-scheduled work hours. This clause does not cover contract negotiations or government agency proceedings.

7.07 Once a grievance has been presented in writing (orally if presented by a Union representative), representatives of the Company shall not discuss the grievance with the aggrieved employee/s without affording the appropriate Union representative an opportunity to be present.

7.08 The Union may reject a Company answer at any level of the grievance procedure or first step of arbitration. Any such rejection shall close the grievance without prejudice to the Union's contentions regarding the merits of the grievance. While the rejected grievance may not be later reinstated, should the substance of that grievance become the basis of future disciplinary action or contract interpretation, the Union may present information regarding the merits of the rejected grievance in the context of the new grievance situation. In the event a rejected grievance is submitted

as evidence at arbitration, the arbitrator shall have no authority to award monetary relief or damages for the rejected grievance(s).

ARTICLE 8

ARBITRATION

8.01 Only those disputes involving the interpretation or violation of the express provisions of this Agreement shall be subject to arbitration, unless expressly excluded elsewhere in this Agreement.

Within sixty (60) calendar days following the ratification of this Agreement, the parties shall notify each other, in writing, of the name and address of its one (1) arbitrator to be appointed to the Arbitration Board.

Either party may change their designated Arbitrator by written notification to the other party at any time during the term of this Agreement.

a) Any grievance, not expressly excluded from arbitration, may be taken to arbitration provided it claims a violation of an express provision of the Agreement and has been properly processed through the grievance procedure as provided in Article 7, GRIEVANCE PROCEDURE.

b) Demand for arbitration must be made, in writing, by the Union and served on the Company within ten (10) calendar days after the receipt of the Company's written answer at Step 2 of the grievance procedure.

c) The Party Arbitrators shall, within fifteen (15) calendar days after the grievance has been submitted to the Arbitration Board, mutually agree on a date for a meeting of the Arbitration Board.

d) If, following the meeting of the Arbitration Board, the Grievance has not been settled, then the Company shall reduce its answer to writing and submit it to the Union's Arbitrator within fifteen (15) calendar days following the last day of the meeting.

e) The Union shall respond, in writing, to the Company's Answer at the First Step of Arbitration within fifteen (15) calendar days from the receipt of the answer.

f) The meeting of the Arbitration Board, at any step of the procedure, shall not be on the Company's time.

8.02 **Grievance Mediation** – By mutual consent grievances may proceed to mediation prior to impartial arbitration. The mediator's recommendations are not binding upon either party.

8.03 a) In the event the grievance is not resolved as provided in the previous Sections, the arbitrator appointed by each party shall mutually agree in writing upon an impartial third member of

the Board to settle such dispute. The selection of the third impartial Arbitrator shall begin within sixty (60) calendar days from the date of the Union's appeal.

b) In the event said members of the Board cannot agree on a third arbitrator, then the Company and the Union shall jointly request the Federal Mediation and Conciliation Service to submit a list of seven (7) arbitrators. The arbitrators appointed by each party shall alternate striking one name at a time from the list, with the remaining name becoming the third impartial arbitrator to join the Arbitration Board and in association therewith, to hear and determine the matter in accordance with its Industrial Arbitration Rules then in effect. Said third arbitrator shall act as Chairman of the Board. In addition, the parties by mutual agreement may submit a dispute under the Expedited Arbitration Procedure as contained in the rules of the American Arbitration Association.

8.04 a) Any decision of the Arbitration Board (Section 8.01 or 8.03, as applicable) shall be final and binding upon the parties hereto on disputes that are the proper subject of arbitration.

The party Arbitrators shall decide if the settlement is precedent setting.

b) The time limits established in this Article may be extended by mutual agreement of settled party Arbitrators.

Failure to take any of the successive steps within the time specified, or as said time may be mutually extended, shall constitute an abandonment of the grievance. It shall be deemed settled on the basis of the other party's Answer in the preceding step of the grievance or Arbitration procedure.

8.05 The Arbitration Board appointed shall conduct a hearing and render its decision in writing with all reasonable promptness, and shall be bound by all the terms of this Agreement and shall have no power or authority to change the Agreement in any particular, or to add to or take away from its terms or to make a new Agreement for the parties.

8.06 The Union and the Company shall each pay any and all expenses of their respective witnesses or party arbitrators, which either may elect to use in connection with any arbitration. Employees losing time as a result of participation in proceedings under this Article shall be made whole by the party of whose behalf they appear.

8.07 The compensation and expenses of the impartial arbitrator including cost for the arbitration room, shall be borne equally by the Union and the Company.

ARTICLE 9

LOCKOUTS AND STRIKES

9.01 The Union agrees that during the term of this Agreement, it will not strike, and the Company agrees that there will be no lockouts.

9.02 The Union and its members agree that they will not cause, permit, sanction or participate in any strike, including sympathy strikes, intentional slow-down in the rate of production, suspension of work, work stoppage, labor holiday, continuous meeting, concerted mass sickness or absence, or any other cessation or interruption of work of any kind during the term of this Agreement.

9.03 Any strikes, including sympathy strikes, picketing, intentional slow-down in the rate of production, suspension of work, work stoppage, labor holiday, continuous meeting, concerted mass sickness or absence, or other cessation or interruptions of work not expressly authorized in writing by the Union, a copy of which authorization shall be served upon the company prior to the initiation of any of the above enumerated actions, shall be deemed as unauthorized, in which event there shall be no liability on the part of the Union.

9.04 Any employee, or group of employees, who promotes, advocates, leads, encourages or participates in any unauthorized work stoppage or interruption of normal operations, as set forth in Section 9.02 of this Article, shall be subject to disciplinary action, including discharge by the Company, without recourse to the grievance procedure or arbitration.

9.05 Nothing in this Agreement shall prevent the Company or the Union from obtaining relief through the Courts on lockouts or strikes.

ARTICLE 10

PICKET LINES

10.01 Recognizing the obligations of the Company and its employees to render service to the public under the law of the State of South Carolina and the franchise granted thereunder, the parties agree that the presence of a picket line on or adjacent to the premises of any customer of the Company shall not remove the obligation to render service to such customer.

10.02 It is further agreed, however, that employees are not required to cross a picket line, if after a reasonable effort to gain entry to the customer's premises, it appears to the employee that such entry may result in physical violence or injury to him. In such event, the employee shall immediately notify his supervisor, and supervisors may perform all such bargaining unit work without violating any of the terms or provisions of this Agreement. Failure to gain entry to the customer's premises under the circumstances herein before described shall not be cause for discharge or disciplinary action.

10.03 The Union and its members agree not to refuse to cross any picket lines at the Company's plant during the terms of this Agreement, except such picket lines as may be established by the Union in keeping with the provisions of this Agreement; however, employees may, to prevent violence or injury, refuse to cross any picket lines and such refusal shall not be deemed to be a violation of this Agreement nor shall it be cause for discharge or disciplinary action.

ARTICLE 11

SENIORITY

11.01 Seniority under this Agreement shall be defined as length of a regular full-time or regular part-time employee's continuous service in the bargaining unit with the Company at its Beaufort, Laurel Bay, Ridgeland, Hampton, Estill, Holly Hill, Branchville, St. Helena, Eutawville, and Lowcountry, South Carolina Operations. Company seniority shall also include the employee's continuous service with the Company's predecessor, United Telephone Company of the Carolinas.

11.02 Except as otherwise provided in this Agreement, the promotion, transfer, or reclassification to permanent job openings shall be based upon seniority, ability and qualifications. Where qualifications and ability to efficiently perform the job are substantially equal, seniority shall prevail.

11.03 All new employees shall be probationary for the first six (6) months of their continuous employment with the Company and shall be deemed to be without seniority rights. With the mutual consent of the Company and the Union, this time period can be lengthened. During this probationary period, such employees may be separated by the Company for any cause, without recourse to the grievance procedure set out herein.

11.04 Upon completion of five (5) years' continuous service, former employees re-employed by the Company shall receive a seniority credit equal to all periods of prior employment in excess of six (6) months, computed from the date of most recent employment.

11.05 Managing workforce reductions - The Company agrees to make every reasonable effort to avoid laying off employees. However, when the company determines there is a need to reduce labor the Company will meet with the Union to discuss the best solution to the instant circumstance, however, the Company will decide which of the following options it will use:

1. A Short Work-week – to avoid a lay-off the Company may establish a short work week of no less than thirty-two (32) hours. If the short work-week is implemented, short work week assignments will be assigned in the inverse order of seniority, within the classification. Employees assigned a short work-week are considered fully employed and retain all benefits outlined in the agreement. Should the Company determine it is necessary to reduce the work-week of any employee, it will review with the union its reasons for the reduction in hours.
2. Temporary Layoff – the Company may temporarily lay off employees in the inverse order of their seniority within the affected job classification and for a period not to exceed 60 days. Employees who are temporarily laid off will continue to accrue but do not have immediate access to severance pay, supplemental income protection, vested vacation or holiday benefits. Employees on temporary lay off are not eligible to replace junior employees as described in Article 11:05, 3, below. Employees on temporary layoff will continue in the company Flex benefit plan paying only the employee contribution to continue benefits.

3. Permanent Layoffs – To facilitate specific service needs, the company may identify, protect and exempt 10% of any classification population from the following procedure:

a) Newly hired probationary, temporary and occasional employees in the affected job classification shall be the first to be laid off.

b) Regular employees will then be laid off in the inverse order of their seniority within the affected job classification and within the reporting location wherein the force adjustment is to be made. However, due consideration shall be given to an employee's qualifications, ability, availability and active disciplinary record.

c) Any employee subject to such layoff may displace a junior employee in any job classification for which he/she is qualified and which would not result in a promotion.

NOTE: If any employee is not placed under the provisions of (c) above, the employee may displace any newly hired probationary, temporary or occasional employee in any equal or lower job classification that the employee is able and fit to perform. In the event the employee displaces a temporary employee, he/she shall maintain his or her regular employment status for the duration of the assignment.

d) On recall, the Company shall offer eligible laid off employee(s) in order of seniority, the opportunity to fill vacancies. The employee(s) will be notified by certified letter, sent to the last address furnished the Company by the employee, of the offer. A laid off employee who wishes to accept an offer of recall shall notify the Company of such intention immediately, but not later than ten (10) calendar days after the mailing of said letter. The senior employee(s) accepting the offer shall be notified by the Company when and where to report to work. Failure to notify the Company as specified in the notice or to report for work, if so notified, shall result in the employee's termination unless the employee presents an excuse acceptable to the Company. The priority for recall is established in Section 11.08.

e) In the event an employee on layoff status is not recalled within eighteen (18) months from the date of his layoff, the employment status of such employee shall be considered terminated.

11.06 For purposes of determining seniority, in the event of a reduction in force, full-time employment shall constitute one hundred percent (100%) and part-time employment shall constitute fifty percent (50%) of months of service, regardless of the daily or weekly hours worked with all full-time and/or part-time service being given proper weight, i.e., a clerk with twenty-four (24) months service as a part-time clerk shall have the same seniority as a clerk with twelve (12) months service as a full-time clerk; a clerk with twelve (12) months service as a full-time clerk and twenty-four (24) months service as a part-time clerk shall have the same seniority as a clerk with twenty-four months as a full-time clerk or the same seniority as a clerk having forty-eight (48) months service as a part-time clerk.

11.07 Employees returning from absence due to sickness or occupational accident, shall be returned to their former position, provided they are physically able and qualified to perform the duties. Any such returning employee shall retain and accumulate seniority during the period of absence.

11.08 All permanent vacancies within the Bargaining Unit will be filled in accordance with the following agreed upon priorities and in the sequence listed:

1. Article 30, Section 30.03
2. Article 20, Section 20.03
3. Article 20, Section 20.06
4. Article 20, Section 20.04
5. Article 11, Section 11.09
6. Article 11, Section 11.05 (d)
7. Article 24, Section 24.04 (a)
8. If the vacancy has not been filled by any previous procedures, then it may be filled at the discretion of the Company.

11.09 The Company will determine the methods and procedures used for posting jobs. Such notice shall include the title and location of the job, the closing date for submission of interest and the process for submitting interest. Only those job vacancies which the Company has declared to be a job vacancy will be available for employee bids. The Company will notify the Union of any job vacancies. Employees must submit interest through the methods and procedures determined by the Company within the timeframe indicated on the posting.

(a) Bids on posted jobs received from employees will be considered on the basis of qualifications, ability, seniority, and the profitability of such a move. All bidders shall be notified of the reasons for his/her acceptance or rejection within thirty (30) calendar days. When a vacancy occurs the Area Manager will ensure supervision notifies the represented work force and will also notify the Union President. Interested employees may submit a printed copy of a job interest request (JIR) to the Area Manager and the Union President. These requests will be considered prior to posting a job vacancy and will be awarded based on qualifications, ability, profitability and seniority.

(b) New employees who are still in their probationary period are not eligible to submit bids on posted jobs; however, such bids will be considered only if the job is not filled by paragraph (a) above. Employees who have bid successfully shall not be permitted to bid into another job for a period of twelve (12) months unless physical conditions prohibit satisfactory performance of their job duties, or unless otherwise mutually agreed by the parties.

(c) When an employee is promoted/reclassified under the provisions of this Section, he/she shall be on probation for a period of six (6) months from the date he/she enters the job. With the mutual consent of the Company and the Union this time period can be shortened or lengthened.

During this time, the employee may receive training commensurate with the new job responsibilities that must be satisfactorily completed. If he/she does not pass such requirements, or is otherwise determined to be unqualified, he/she shall be reinstated in his/her former position (without loss of seniority or other rights). If the former job no longer exists, the provisions of Article 11, SENIORITY, Section 11.05, will then be followed.

(d) An employee promoted through the bidding procedure shall, upon entering the new job receive the pay of the lowest rated interval of the higher scale which gives him an increase, retaining all time in his old scale interval, and thereafter shall progress according to the regular intervals of the said higher scale. An employee reclassified to a lower rated job shall go to his/her corresponding step in the new scale.

11.10 Further, in connection with layoffs because of lack of work, and re-employment:

(a) While deductions shall be made in the continuous service record for layoffs and leaves of absence, an employee's continuous service will be considered "bridged" except where an employee (1) has voluntarily left the Company, or (2) was discharged, or (3) was laid off for a continuous period of thirty-six (36) months or more.

(b) Refusal to return to work after due notice from the Company to the last known address, or failure to answer the Company's notification as provided in Section 11.05 (d) shall result in the forfeiture of all seniority rights.

11.11 When scheduling formal training the Company will first consider all qualified employees performing the work requiring the training, in the job classification in the work group to which training is to be given notwithstanding the Company's right to utilize the work force in the most economical manner. The company will select employees based on qualifications, business needs, seniority and any other relevant factors. This does not apply to the training of probationary employees.

ARTICLE 12

HOURS OF WORK

12.01 This Article is intended to define the normal hours of work, and is not to be construed as a guarantee of hours of work per day or per week.

12.02 Normal working hours shall be eight (8) hours per day and forty (40) hours per week, consisting of five (5) eight (8) hour days per calendar week unless mutually agreed upon by the Company and the employee.

12.03 Normal working hours shall begin and end at the designated exchange or normal place of regular assignment of the Company. The place for starting and stopping the day's work for drivers of motor vehicles will be the garage or designated parking areas for Company vehicles.

12.04 Employees shall be at their designated places, ready to work at their regular scheduled starting time. Employees shall not quit working until their designated quitting time. Any violation of this clause shall be just cause for discipline by the Company.

12.05 All employees shall be allowed one (1) fifteen (15) minute break for each full trick, without loss of pay, which break shall be taken as near the middle of each trick as the work load will permit. The lunch periods of all employees shall not be a part of the work-day and shall not be paid for. Lunch period will not exceed one (1) hour, including travel time, if any.

12.06 Any employee who works sixteen (16) continuous hours, whether scheduled or unscheduled, and continues working shall be paid at the double time rate beginning with and including the seventeenth hour and each hour thereafter until released.

12.07 When an employee works overtime of eight (8) hours or more the rate of pay shall not be reduced unless relief of one (1) tour is allowed. (The employee must ask for the relief.) If relief is offered by the Company and refused by employee the hourly rate reverts to appropriate rate of pay. If employee elects to continue working his regular schedule, such continuation does not qualify the employee for the provisions of Article 12, HOURS OF WORK, Section 12.06.

ARTICLE 13

SCHEDULES

13.01 The Company shall not be restricted in establishing work schedules, individual schedules, and department schedules. When necessary to meet changes in service needs, the company shall have the right to change schedules without penalty provided employees are given 48 hours advance notice.

13.02 Individual work group schedules shall be posted, in the order of the employees' seniority, no later than noon on Thursday for the following week. Employees so scheduled shall not be required to swap tours for the convenience of another employee. When an employee is required by the Company to work hours outside such posted schedule (as defined by 13.01 above), such hours shall be paid at one and one-half (1 1/2) times the regular rate of pay.

13.03 An employee may request and be granted by mutual agreement between the immediate supervisor and the employee or employees involved, an exchange of assigned tours of work and days off when such exchange can be made without overtime or premium payment resulting. Such reassignment will then become a scheduled work-day.

13.04 Employees will be permitted to select tours in the order of their seniority in their work group, provided they are qualified. However, except for the provisions in Article 11, SENIORITY, Section 11.05 (c), employees entering the work group subsequent to selection of tours shall be assigned work schedules by the Company until the next regular selection of tours.

13.05 Selection of tours for the following week must be made by 5:00 P.M. on Wednesday in order to facilitate preparation and posting of schedule by Thursday noon. Tour assignments may be

made by the Company for any employee who fails to notify his supervisor of his preferred tour by 5:00 P.M. Wednesday. Tour selection sheet will be posted by Tuesday noon of each week.

13.06 Where no changes are required in a posted schedule, it shall be considered as the current weekly schedule until a revised schedule is posted.

13.07 Nothing in the above restricts or prohibits the Company from assigning a tour or tours where the selection of tours results in the scheduling of an unqualified employee without proper assistance or supervision.

13.08 Nothing in the above authorizes the employee to select tours for the purpose of receiving a higher rate of pay for non-worked tours.

ARTICLE 14

OVERTIME

14.01 Overtime pay at the rate of one and one-half (1 1/2) times an employee's regular rate of pay will be paid for:

(a) All hours worked in excess of eight (8) hours in any one (1) day;

(b) All hours worked in excess of forty (40) hours in any work week; and

(c) Effective November 1, 2005, all hours worked on Sunday shall be compensated at the rate of one and one-half (1 1/2) times the regular rate of pay. Effective November 1, 2006, All hours worked on Sunday shall be compensated at the straight time rate of pay and hours worked shall be included in the computation of the forty (40) hour work week. Call out on Sunday will be paid in accordance with Section 16.01.

14.02 There shall be no pyramiding of premium pay.

14.03 When it is necessary for an employee to work 2 1/2 hours after regular quitting time, the employee will be reimbursed for the reasonable cost of the meal in accordance with the Employee Travel and Entertainment Reimbursement Financial Practice.

14.04 Management will attempt to administer the equal distribution of overtime. If the employee feels this is not being done, the Local President may review the overtime results with local management, and if not resolved, the grievance procedure will apply.

14.05 No overtime work of the nature normally performed by employees covered under this Agreement shall be given to any contractor or subcontractor of the Company, unless all employees covered by this Agreement are fully employed. Part-time employees may be used to work overtime pro rata on the same basis as it can be worked by regular employees.

14.06 Employees shall not be laid off their regular schedule to offset overtime worked or to be worked.

14.07 An employee shall be expected to work any reasonable overtime requested by the Company. In the event all senior employees refuse a given overtime assignment, the Company may require the employee or employees in the job classification normally performing the work, in the reverse order of their position on the schedule for that particular day, to work the overtime assignment. Employees will not be required to work more than two consecutive non-premium scheduled days off.

ARTICLE 15

WAGES

15.01 The wage rates set out in the schedules attached and made a part of by reference shall be the applicable wage rates for the indicated job classifications, effective at the beginning of the payroll period closest to November 1 of each year of this Agreement, except that, any wage increase will be effective beginning with the payroll period closest to the date of ratification and execution of the Agreement, by the Union if ratification and execution is later than October 31.

15.02 Where a new job is created or a material change in the nature of a job effected, the Union shall have the right to initiate negotiations concerning the applicable wage rate within thirty (30) days from receipt of notice by the Company. Wage rates established under the provisions of this Section are not subject to arbitration.

15.03 There shall be four (4) distinct types of employees:

- (a) Regular
- (b) Regular Part-Time
- (c) Occasional
- (d) Temporary

15.04 Any employee engaged or re-engaged as a regular employee may be employed at, and progress from, such a rate in excess of the established starting rate as may be commensurate with his previous training, employment, and experience, in the sole judgement of the Company.

15.05 Any wage increase made in accordance with steps of the wage progression schedule attached shall be effective on the first day of the following pay period.

15.06 No increase shall be made in an employee's rate of pay when on leave of absence, Short Term Disability or Workers Compensation. The leave of absence shall delay any wage progression steps for such employee for the term of the leave so granted.

ARTICLE 16

REPORTING AND CALLOUT

16.01 When employees are called back to work after having been released from the regular day's work, they shall receive the established overtime rate(s) of pay, but in no case shall they receive less than three (3) hours' pay at the overtime rate: time to start when employees reach their reporting location and to continue until the job has been completed, except when the employees' next regular workday intervenes during such callout and in such event the overtime rate shall terminate at the beginning of the employee's regular working day.

a) If the call out begins less than three (3) hours prior to the beginning of the employee's regular work-day, non-productive time shall be reported to allow the three (3) hour minimum guarantee.

b) Both the productive and non productive time for call outs shall carry all appropriate differentials for the duration of the callout.

c) All call-out work performed on a Sunday will be paid at two-times an employee's base rate of pay.

16.02 If an employee is called out more than once within a four (4) hour period in relation to the same trouble, it will be treated as one (1) callout.

16.03 The parties to this Agreement hereby agree that in cases of emergency overtime where circumstances demand that service interruptions be cleared and hazardous conditions are a factor, the supervisor in charge, after consulting with the employee called, shall exercise his best judgement in determining whether or not the situation demands that more than one (1) man is required to safely perform the emergency work.

16.04 An employee shall not be paid for callout time if he refuses to accept and perform any work assigned to him in his job classification.

ARTICLE 17

DIFFERENTIALS

17.01 Employees, designated as working leader, acting in the capacity of foremen or supervisors, by direction of management, shall be paid, in addition to their base rate, a differential of fifty-five cents (\$.55) per hour for all hours worked in excess of one (1) hour in such capacity. This does not apply to training.

17.02 Employees working scheduled hours which start or end between the hours of 7:00 o'clock P.M., and 6:30 o'clock A.M., shall be paid a differential of fifty cents (\$.50) per hour.

ARTICLE 18

TRAVEL EXPENSES

18.01 Employees who are attending school or training, or who are temporarily assigned work inside or outside of the operating area of the Company and who must stay overnight, will be reimbursed for the reasonable costs of meals, lodging, and/or transportation. Receipts will be submitted in accordance with the Employee Travel and Entertainment Reimbursement Financial Practice.

18.02 Whenever employees attend school, training or temporary assignment that extends five consecutive weeks, the Company will pay for the cost of transportation home and back for the employees. This cost may not exceed airfare at the commercial coach and excludes meals and lodging. This trip home will occur once during every five-week segment.

18.03 When an employees meal break occurs at dinner time, and the employee is working outside his/her reporting exchange, and his/her work location is over 20 miles from his/her reporting location, then the employee will be reimbursed for a meal in accordance with the Employee Travel and Entertainment Reimbursement Financial Practice.

18.04 Expenses for C.O. Installer-Repairperson,

(a) Employees assigned to the job classification of C.O. Installer-Repairperson, Scale 7, will be paid a subsistence allowance of \$50.00 for each day (\$25.00 for each half day) worked within the area covered by this Agreement in lieu of expenses as outlined in Article 18, TRAVEL EXPENSES.

(b) Additionally, such employee will receive the rate Sprint allows per mile reimbursement to travel by means of personal vehicle when there is a change from one work location to another during the work schedule.

(c) Personal vehicle will be used to transport company material and equipment. Employees must submit evidence that he/she possess the minimum amount of liability insurance as required by state law.

ARTICLE 19

TEMPORARY ASSIGNMENT

19.01 For a period not to exceed ninety (90) calendar days, the Company may temporarily transfer an employee from his regular job to some other job within or without his department to take care of emergency work, vacancies resulting in absence from work or for any reason to avoid impairment of service. The senior qualified employee will be given the first opportunity for transfer, if service requirements permit. If the senior qualified employees refuse the offer the junior qualified employee will be forced to accept the transfer.

19.02 A regular employee assigned to the work of a higher classification shall be paid the rate of the higher classification at the lowest step which represents an increase, for rate purposes for the duration of the temporary assignment.

19.03 A regular employee temporarily assigned to the work of a lower classification shall receive the rate of pay applicable to his regular job.

19.04 It is understood and agreed that foremen and supervisors shall be permitted to perform work normally assigned to employees covered by this Agreement in cases of emergency, testing materials, and services and while instructing and training employees.

ARTICLE 20

TRANSFERS

20.01 An employee who desires to be transferred from one exchange to another or from one work group to another in the same job classification only shall indicate his/her request as provided for in Article 11, SENIORITY, Section 11.09.

20.02 When, as determined by the Company, the current work force is mis-distributed and a job is to be filled by Redistribution from one job classification and reporting location to another among Union represented employees, the job will be offered to qualified employees in their order of Seniority (as per Article 11, SENIORITY, Section 11.01) in the job classification and reporting location from which the redistribution is to be made. In the event no one accepts the job, it shall be filled by redistributing the junior employee in the job classification and reporting location who has sufficient qualifications to perform the job.

The provisions of this Section shall not be utilized if the redistribution would result in either a promotion or assignment to a classification with a lower top rate of pay.

If the new reporting location is over thirty-five miles from the original reporting location, then the employee is not required to accept the transfer. If the employee declines the opportunity to transfer as described above, the provisions of Article 11, SENIORITY, Section 11.05 will be followed.

20.03 In the event it becomes necessary, as determined by the Company, to reduce the work force in a work group, the senior employee/s in the affected work group shall be offered their preference in the order of seniority, the opportunity to transfer/reclassify to any available vacancy among Union represented employees within the Company, which is not a promotion providing, he/she is qualified. The priority for utilizing this Section is established in Article 11, SENIORITY, Section 11.08.

If the employee declines the opportunity to transfer/reclassify, as described above, the provisions of Article 11, SENIORITY, Section 11.05, may be followed.

20.04 In the event it becomes necessary, as determined by the Company, to reduce the work force in a work group, the senior employee/s in the affected work group shall be offered their preference in order of seniority, the opportunity to transfer/reclassify to any available vacancy, which is not a promotion, among Union represented employees within the Company providing he/she is able and fit. The priority for utilizing this Section is established in Article 11, SENIORITY, Section 11.08.

If the employee declines the opportunity to transfer/reclassify, as described above, the provisions of Article 11, SENIORITY, Section 11.05, may be followed.

20.05 In the event an employee is reclassified to a lower rated job, he/she shall be paid the rate of that classification in the following manner:

a) In the event the employee is reclassified to a lower rated job as a result of 20.03, he/she shall be paid the rate of that classification.

b) In the event the employee is reclassified to a lower rated job as a result of 20.04, he/she shall be paid the highest rated step of the lower scale which gives him/her a decrease.

20.06 a) If an employee is transferred/reclassified under the provisions of Sections 20.02, 20.03, 20.04, or is recalled under the provisions of Article 11, SENIORITY, Section 11.05 (d), and who desires to return to his/her former location and/or classification shall make a written request on a form provided by the Company.

b) Consideration to fill a permanent vacancy in a former location shall be given in accordance with the priority established in Article 11, SENIORITY, Section 11.08, and then in the following order:

1) To an employee who desires to return to his/her former location and job classification.

2) To an employee who desires to return to his/her former location and a different job classification providing he/she is qualified.

3) To an employee who desires to return to his/her former location and a different job classification, providing he/she is able and fit.

c) Any employee who is returned to their original job classification, where qualified, under this Section will be placed at the same step of the wage scale at the time of their displacement, surplus or layoff.

20.07 Except as provided herein above, an employee will not be obligated to accept a permanent transfer so long as there is work in his or her present classification in his/her reporting location.

20.08 Any employee who is transferred/reclassified per 20.03 or 20.04 herein shall be on probation for a period of six (6) months from the date of transfer/reclassification. During this time, the

employee will receive training commensurate with the new location responsibilities that must be satisfactorily completed. If he/she does not pass such requirements, or is otherwise determined to be unqualified, he/she will be returned to his/her old location, if available, otherwise to a job commensurate with his/her ability, with preferential consideration for any subsequent vacancy in his/her former job location. If no such job is available, the provisions of Article 11, SENIORITY, Section 11.05 may then be followed.

20.09 Employee Training/Retraining

(a) When technological change requires additional knowledge and/or skill on the part of employees in the same work location and same classification, a sufficient number of employees in that location and classification will be given, in seniority order, provided business needs will permit the opportunity to acquire the necessary knowledge and skill.

(b) When new job(s) in the bargaining unit are created by technological change, the job(s) shall be offered to sufficient number of present employees within the classification, in seniority order, provided business needs will permit who are capable of being trained to perform the new job.

20.10 Employment of Relatives

Related family members may be employed by Sprint as an employee, a contractor or as a temporary employee, as long as the situation does not create potential conflicts of interest, divided loyalties or breach of confidential information.

Persons considered related family members include the following:

Spouse	Stepparent
Parent	Stepbrother
Child	Stepsister
Brother	Stepchild
Sister	Brother-in-law
Aunt	Sister-in-law
Uncle	Son-in-law
Niece	Daughter-in-law
Nephew	Mother-in-law
Grandparent	Father-in-law
Grandchild	Grandparent-in-law

Members of the same household whether or not related, including a significant other

Relatives working in positions where one relative has direct or indirect control or influence over the other may be in conflict with this policy. Any situations that arise as a result of this article shall be discussed with Employee Relations.

ARTICLE 21

PAY DAY AND PAY METHODS

21.01 All employees shall be paid bi-weekly on Fridays. Failure of an employee to forward his daily work report in a timely manner shall disqualify said employee from the rights under this Section.

21.02 All employees will participate in direct deposit as their method of pay. Pay stubs shall be accessed electronically and printed by the employee.

ARTICLE 22

HOLIDAYS

22.01 The Company recognizes the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

22.02 Holiday pay will not be duplicated. Employees covered by this Agreement shall receive up to eight (8) hours pay at the regular rate for each of the holidays enumerated in Section 22.01 hereof when not worked.

22.03 Employees scheduled to work on holidays shall be paid their holiday allowance, and in addition, shall be paid at one and one-half (1 1/2) times their regular rate for time worked, for all hours worked up to eight (8). The requirement to work on holidays will be offered by seniority and will be equalized annually within a calendar year.

22.04 Employees shall be granted a holiday allowance on each of the holidays specified in this Article; provided, however, the holiday allowance shall not be paid when an employee is absent on either of his scheduled workdays immediately preceding or following the holiday, unless specific prior approval for the absence is granted by the Company.

22.05 An otherwise eligible employee who does not report for work on a holiday when requested to do so at least forty-eight (48) hours before the holiday, automatically forfeits his pay for that holiday, unless reasonable excuse is given.

22.06 When any of the holidays specified in this Article fall within an employee's vacation, he may receive holiday pay in addition to the number of paid vacation days to which he is otherwise entitled, or he may receive an additional day of vacation on the first scheduled workday following his vacation.

22.07 For employees not subject to Saturday and/or Sunday schedules, holidays falling on Saturday will be observed on the preceding Friday. Holidays falling on Sunday will be observed on the following Monday.

For those employees subject to Saturday and Sunday coverage and in the event, a holiday falls on such employee's scheduled day off, said day will be designated as the Holiday and the employee will be

scheduled another day off in that week. The employee may select the day provided service requirements permit. However, in the event the holiday in this case falls on Sunday, those employees required to work will receive two (2) times their straight-time rate of pay for all hours worked on the holiday in addition to the holiday allowance,

22.08 If a recognized holiday as defined herein falls in the regularly scheduled workweek, then thirty-two (32) straight-time hours shall constitute the workweek for employees eligible for holiday pay for such week.

22.09 All holidays specified in this Article shall be observed on the day officially proclaimed by the state or national authority.

ARTICLE 23

PAID TIME OFF

23.01 Paid Time Off (PTO) shall be granted to regular employees at their regular rate of pay in accordance with the following schedule:

Length of Service:	Accrued	Current	Total
0 to fewer than 2 years	10 days	6 days (48 hours)	16 days
2 years but fewer than 5 years	10 days	8 days (64 hours)	18 days
5 years but fewer than 15 years	15 days	8 days (64 hours)	23 days
15 years but fewer than 25 years	20 days	8 days (64 hours)	28 days
25 years and over	25 days	8 days (64 hours)	33 days

If an employee's hire date is on or before the 15th of a month, he/she will be credited with eligible hours for that first month. If an employee's hire date is after the 15th of a month, no credit would be given to the employee for the first month. New hires will be pro-rated on a monthly basis based on their hire date.

The PTO year which shall be used in computing the amount of paid time off shall be from January 1st through December 31st of each year in which this Agreement continues in effect, except that in the anniversary year of 2, 5, 15, and 25 years the employee earns PTO at the higher rate for the entire year.

PTO hours are provided for all incidental absences from work. The employee must use all available PTO hours before hours can be taken unpaid, except in situations where FMLA-covered absences to care for covered relatives will exceed five consecutive days. In that case, the employee will have the opportunity to elect whether to take PTO hours or an unpaid absence. In all other situations, the employee will not have the opportunity to choose.

The approval of PTO time (both scheduled and unscheduled) is solely at the company's discretion based on operational needs of the business.

23.02 In no instance shall PTO time be allowed to accumulate from year to year, except as provided in Section 23.04 below.

23.03 Scheduling of PTO shall take into account both the service requirements and employee's preferences according to the seniority of the employees. Seniority in this regard is as defined in Article 11, SENIORITY, Section 11.01. Employees may select all their PTO at one time in the order of seniority. PTO shall usually start on the first day of the calendar week. An employee may be allowed to observe the start of his/her scheduled PTO on any regular non-scheduled workday based on service requirements. Scheduled PTO days will be in accordance with the chart below:

Scheduled PTO days will be in accordance with the chart below:

<u>Length of Service</u>	<u>Number of PTO days to be scheduled:</u>
0 to fewer than 2 years	up to 10 days
2 years but fewer than 5 years	up to 10 days
5 years but fewer than 15 years	up to 15 days
15 years but fewer than 25 years	up to 20 days
25 years and over	up to 25 days

Thereafter, PTO time may be selected from those periods still available, on a first come, first serve basis, service needs permitting.

Scheduled PTO are those hours requested by the employee and approved by management. Scheduled PTO hours are included as part of the standard work week for overtime purposes.

Unscheduled PTO are those hours requested by the employee and not approved by management. Unscheduled PTO hours are not included as part of the standard work week for overtime purposes.

23.04 When service requirements do not permit, an employee may be required to postpone or even cancel any portion of his or her scheduled PTO for the current year. In the event that cancellation by the Company of an earned accrued PTO is necessary and no alternate date is agreed upon, the employee will be given the choice of carrying a maximum of 40 hours over to the next calendar year only, or will be paid the equivalent of his earned accrued vacation time within the next pay period. Any accrued PTO carried over must be used by March 31 of the following calendar year.

This includes employees on Short Term Disability and/or Worker's Compensation. Carried over PTO must be scheduled after the regular PTO schedule for the following year. Employees are encouraged to schedule and take all PTO within the calendar year. Employees may not receive pay in lieu of PTO.

23.05 PTO hours may be granted on hourly, half-day, days, week, or weeks at a time, service needs permitting.

23.06 Any other provision of this Agreement, notwithstanding, an employee returning from layoff status will not be eligible for PTO in the calendar year in which he/she returns unless the employee will accrue six (6) months of continuous service in the current calendar year.

23.07 In the event a newly hired employee is permitted to take PTO time prior to accruing it, and then resigns from the Company, this time will be deducted from the final pay check.

23.08 All unused accrued PTO hours will be paid out at termination or upon retirement.

In the event of the death of an employee, all unused accrued PTO time shall be paid to the estate.

ARTICLE 24

LEAVES OF ABSENCE

24.01 In the case of death in the family of a regular full time employee with 90 days of continuous service, excused time off, with pay for scheduled time, will be granted as follows:

- Up to five days of paid leave for a death in the immediate family, defined as:

- Spouse
- Parents (including step-parents)
- Child (including step-children)
- Sibling (including stepbrother or stepsister)

- Up to three days for other covered relatives defined as:

- Aunt
- Uncle
- Niece
- Nephew
- Grandparent
- Grandchild
- In-law (including mother, father, son, daughter, brother, sister, grandparents)

Such time off will begin on the day of the death to and including the day after the funeral.

Employee(s) will be excused, without pay, for a reasonable amount of scheduled time while serving as a pall-bearer in a funeral. The Company may limit the number of employees from any one work group who may be excused.

24.02 The Company shall be given reasonable notice prior to intended absence or funeral leave. In no case will payment be granted in lieu of time off, nor will payment be made if death and funeral occur during nonwork time. If a death or funeral of a member of the employee's immediate family occurs during the employee's vacation, the employee will be allowed to use funeral leave and reschedule the remainder of his/her vacation if time and service requirements permits.

24.03 Leaves of absence, without pay, not to exceed six (6) months, may be granted to regular or part-time employees by the Company for good and compelling reason, upon receipt of a written request for such leave. Each such request will be considered on an individual basis, and will be approved or disapproved upon the merits of the request. Any request for an extension of a leave of absence shall be presented in writing by the employee at least fifteen (15) calendar days in advance of the expiration date of the original leave of absence and may or may not be granted at the discretion of the Company.

24.04 (a) A leave of absence shall not carry a guarantee of re-employment, but the employee concerned, desiring to return from leave, shall be given opportunity for re-employment with the priority established in Article 11, SENIORITY, Section 11.08 provided the returning employee is qualified.

(b) Any employee on leave of absence as provided in this Article who accepts employment with any other business on a full-time basis without permission of the Company shall be considered to have quit.

(c) Any employee returning from a leave of absence may be required by the Company to furnish a doctor's certification that he is able to resume his normal duties on a full-time basis. Such employee must be able to perform his normal duties in a manner satisfactory to the Company.

24.05 In the event any employee is elected or appointed to any office in the Union which requires his full time, such employee shall be granted a leave of absence, without pay, not to exceed one (1) year or his elective term of office, without loss of seniority rights; provided, however, the Company shall not be required to grant such leave so as to excuse more than three (3) employees during all or any part of the same period of time.

24.06 Time spent on leave of absence, in excess of the first thirty (30) days of any such leave, shall be deducted from employee's continuous service time in determining all Company benefits.

24.07 Employees shall make every effort to vote on their own time, however, employees will be granted time off from their duties and paid for work time actually lost to vote during primary or general elections, (maximum of two (2) hours) provided the employee is registered to vote and time off is essential to provide sufficient voting time.

24.08 Notwithstanding anything to the contrary, where any one Clause or Article of this contract is applicable to a request for a leave of absence as defined by the Family and Medical Leave Act of 1993, and the contract provides for a greater level of benefits than are required under the FMLA, the provisions of the contract shall prevail. In no instance shall the contract diminish any rights guaranteed under the Act. The Company shall have final discretion with regards to those options where the employer is provided with discretion under the FMLA.

ARTICLE 25

JURY DUTY

25.01 If reasonable notice is given his supervisor, a regular full-time employee or regular part-time employee shall be excused from his regular duties for work time actually lost because he is required to serve on jury duty; upon furnishing the Company written proof from the clerk of the appropriate court of such service.

25.02 Employees who serve on jury duty for one-half (1/2) day or less shall report for work for the balance of the day or forfeit the right to payment of benefits under this Article. Hours on jury duty on days not scheduled to be worked will not be paid for by the Company. Employees are expected to work full time when not actually required in court. Employees whose regularly scheduled work hours are inconsistent with the normal hours of the court or grand jury involved, and who serve on a jury, shall be permitted to reschedule their work in order to receive the benefits under this Article, notwithstanding the provisions of Article 11, SENIORITY, and Article 13, SCHEDULES.

ARTICLE 26

MILITARY SERVICE

26.01 Employees enlisting or entering the military or naval service of the United States, pursuant to the provisions of the Veteran's Re-employment Rights, Chapter 43, Part III of Title 38, U.S. Code, shall be granted all rights and privileges provided therein.

26.02 Any regular full time employee who is a member of the National Guard, State Guard, or Reserve component of the United States Armed Forces, when ordered to report for training by his/her commanding officer to any training center or camp, when such training cannot be obtained outside the said employee's scheduled working hours, shall be excused by the Company to receive such training upon his/her giving at least fourteen (14) days prior written notice to his/her supervisor. An employee granted absence for such training shall be paid, up to a maximum of two (2) calendar weeks, a sum which, when added to the payment received for such military training, shall equal straight-time pay which the employee would have earned for the same two (2) weeks, provided he/she furnishes the Company written proof from his/her commanding officer of such time spent in training and the payment received for such military training. Such payment will be made but once in any calendar year. Requests to be excused for military training or duty involving absences of more than two (2) calendar weeks in any one (1) year will be considered individually.

ARTICLE 27

PENSION AGREEMENT

27.01 The Company has adopted the Sprint Retirement Pension Plan (the "Retirement Pension Plan") and agrees to include employees covered by this Agreement as members of such Retirement Pension Plan in accordance with the Pension Agreement, which by reference thereto is incorporated

herein and made part of this Agreement. Said Pension Agreement shall be continued without modification for the life of this Agreement; provided, however, the Company (and for this purpose only "Company" shall include Sprint Corporation) retains the right to make such changes in the Retirement Pension Plan, in its sole discretion, as may be required to obtain a ruling from the Commissioner of Internal Revenue that the Retirement Pension Plan qualifies under Section 401(a) of the Internal Revenue Code of 1986, as amended from time to time, and that the Trust implementing the Retirement Pension Plan is exempt from taxation under Section 501(a) of said Code, to satisfy any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Pension Plan, or to administer 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.

Section 1. Sprint Retirement Pension Plan

The Company agrees to provide to Covered Members, through the Sprint Retirement Pension Plan (the "Retirement Pension Plan"), the benefits hereinafter specified in this Agreement effective November 1, 2004. All terms defined in the Retirement Pension Plan shall have the meaning specified therein unless the context of this Pension Agreement clearly indicates otherwise.

Covered Member shall mean an employee of United Telephone Company of the Carolinas represented by the International Brotherhood of Electrical Workers, AFL-CIO & CLC, Local Union 1649 who is a member of the Retirement Pension Plan pursuant to Article 2 of the Retirement Pension Plan.

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

Anything contained in the Retirement Pension Plan to the contrary notwithstanding, the tables of monthly benefit per year of service hereinafter described shall apply to a Covered Member until revised by a subsequent Pension Agreement. This Pension Agreement shall terminate when the contract between the Company and the Bargaining Unit terminates. Upon the termination of this Pension Agreement, if as of such date a subsequent Pension Agreement between United Telephone Company of the Carolinas and International Brotherhood of Electrical Workers, AFL-CIO & CLC Local Union 1649 is not in force, the retirement allowance of any Covered Member shall be determined as of such date and shall not increase for any reason until the effective date of a subsequent Pension Agreement. No credited service shall be earned following such date. Continuous service shall continue to be earned in accordance with Section 1.13 (b), Continuous Service, of the Retirement Pension Plan. A Covered Member may retire as provided in the Retirement Pension Plan following such termination

date and receive the retirement allowance determined as of the termination date, provided, that such allowance shall be adjusted as provided in the Retirement Pension Plan if it is paid in a form other than

a life annuity or commences on a day other than the Covered Member's normal retirement date, as defined in the Retirement Pension Plan.

Section 2. Eligibility for Benefits

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

Section 3. Amount of Allowance

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

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

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

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

(e) Upon the death of a Covered Member described in Article 8, Spousal Allowance, of the Retirement Pension Plan prior to his normal retirement date or his retirement, whichever occurs first, an allowance shall be payable to and for the life of his surviving spouse, provided that he and said spouse have been married throughout the one-year period ending on the date of his death. The amount of the spouse's allowance payable to an eligible spouse shall be the benefit described in paragraph (a) above which would have been payable to such spouse had the Covered Member retired early in accordance with Section 1.20, Early Retirement Allowance, of the Retirement Pension Plan and

benefits had commenced on the first day of the month preceding his date of death. If the Covered Member had not attained age 55, the benefit described in paragraph (a) above shall be that which applies at age 55.

ARTICLE 28

SICK LEAVE AND OCCUPATIONAL ACCIDENTS

28.01 The Short Term Disability (STD) Plan provides income protection when you cannot work at your usual job due to an injury or illness incurred either on or off the job. The Summary Plan Description (SPD) describes the benefits and coverage requirements for the benefits. The Plan is effective January 1, 2005.

Employees are covered by the plan if they are a regular, full-time employee, or a regular, part-time employee scheduled to work 20 or more hours per week.

Employees hired on or after January 1, 2005 will meet the Plan's service requirement when they have completed one year of continuous service.

If you are covered under the Plan, you are entitled to benefits when you meet all of the following criteria:

- You cannot work due to an illness or injury you incur either on or off the job
- Your absence due to that illness or injury is for more than 40 consecutive scheduled work hours (Waiting Period)
- You must comply with the Claims Procedure and satisfy all Plan requirements for documentation, reporting and compliance including an Independent Medical Examination (IME) if required.

If your employment is involuntarily terminated (i.e., someone other than you ends your employment) while you are receiving STD benefits, you may continue receiving benefits until (i) your benefits are exhausted, (ii) your health care provider indicates you could have otherwise returned to work, with or without restrictions, or a health care provider providing an IME indicates you could have otherwise returned to work, with or without restrictions.

If you can not return to work when you are no longer eligible for benefits under the Plan, it is your responsibility to contact management and Human Resources to discuss your continued employment.

28.02 Benefits under the Plan are based upon your length of service. The Plan provides benefits up to a maximum of 26 weeks according to the following STD Benefit Payment Schedule.

STD Benefit Payment Schedule

If your length of service is:	Then benefits at 100% of Base Salary are paid for:	And benefits at 60% of Base Salary are paid for:
Less than one year	None	None
One year of service or more	Two weeks of STD benefits at 100% of your Base Salary for each full year of service up to a maximum of 26 weeks	26 weeks of STD benefits at 60% of your Base Salary, less the number of weeks of benefits at 100% of your Base Pay

28.03 Proof of sickness or disability may be required of all employees receiving benefits under this plan. Sickness disability hereunder must be certified as rendering the employee unable or unfit to work by an accredited physician of the employee’s choice acceptable to the Company.

STD benefits are based upon your Base Salary on your last day worked. Your Base Salary is your hourly rate times your regularly scheduled weekly work hours. Payments such as overtime and shift differentials, are not included in your Base Salary for purposes of this Plan.

28.04 Your Plan benefits will not begin until after the Waiting Period described in section 28.01 unless:

- You are entitled to Plan benefits the second time due to the same illness or injury that caused you to be entitled to Plan benefits the first time; and
- You returned to work for 30 calendar days or less.

If you return to work for less than 182 calendar days, your previous STD benefits will be considered in determining the amount and maximum period of benefits. In other words, you will continue on the STD Benefit Payment Schedule described in section 28.02 based on your service at the first time you became entitled to Plan benefits.

If you return to work for at least 182 calendar days, your previous STD benefits will not be considered in determining the amount and maximum period of benefits.

28.05 If you are eligible to receive Workers Compensation benefits under state law and STD benefits under this Plan, your STD benefits will be coordinated with any Worker’s Compensation benefits you receive. Your Plan benefits will be limited such that the sum of your Plan benefits and your Workers Compensation benefits will not exceed 85% of your Base Salary, unless otherwise required by state Workers Compensation laws.

Social Security disability benefits and benefits under the Plan are also coordinated. You receive the maximum benefits available under this Plan and Social Security, but not the total sum of both

benefits. Your Plan benefits will be limited such that the sum of your Plan benefits and your Social Security disability benefits will not exceed 100% of your Base Salary, unless otherwise required by Social Security laws.

28.06 You must apply for STD benefits by completing and signing all forms required by the Plan within fifteen days of your first date of absence qualifying for benefits under the Plan.

If you submit all completed, required forms within fifteen days from your first day of absence that qualifies you for STD benefits, your Plan benefits will begin retroactive to the first day after your Waiting Period. If you submit all completed, required forms after fifteen days from your first day of absence that qualifies you for STD benefits, your Plan benefits will begin prospectively on the date the Plan Administrator receives all the completed, required forms under the Plan unless the Plan Administrator determines that the submission was late due to matters beyond your control.

28.07 Employees who exhaust Short Term Disability benefits for non-industrial illness/injury may be placed on a leave of absence not to exceed 6 months. If during the leave, the employee provides medical documentation establishing he/she can return to their former position with no restrictions, then the Company will determine if an approved vacancy exists in that classification in compliance with Section 11.08 of this agreement. If the vacant position is to be filled, the employee will be given special consideration for re-employment to his/her former position prior to the posting.

However, in the case of an industrial illness/injury, the leave of absence will only apply if the illness/injury has been ruled to be non-compensatory by the South Carolina Industrial Commission (Workers Compensation).

ARTICLE 29

FLEXCARE PLAN AND VOLUNTARY BENEFITS

29.01 FLEXCARE PLAN

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, Supplemental Long-Term Disability, Health Care Reimbursement Account and Dependent Day Care Reimbursement Account, Employee Life Insurance, Dependent Life Insurance and Accidental Death and Dismemberment Insurance. The Company agrees to provide eligible employees with Basic Long-Term Disability coverage.

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.

As provided in the various Summary Plan Descriptions, which were presented to the Bargaining Unit during the 2004 negotiations, 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.

Section 29.02 VOLUNTARY BENEFITS PROGRAM

Effective January 1, 2005 and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees in the Voluntary Benefits program as it is applicable to non-represented employees of the Company. The components of the Voluntary Benefits program available to employees may include, but not be limited to, Automobile Insurance, Homeowners Insurance, Long Term Care Insurance, Pet Insurance, Universal Life Insurance coverages, and Legal Services.

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

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

ARTICLE 30

PHYSICAL, MENTAL OR OTHER EXAMINATIONS

30.01 Satisfactorily passing a physical examination by a physician selected by the Company is a condition of employment if such individual physical examination is deemed to be required by the Company.

30.02 The Company shall have the right to require any employee who has been absent because of layoff, illness, injury or other cause, to submit to a physical, mental or other examination by a physician of the Company's selection before being permitted to return to work.

30.03 The Company shall have the right to require physical, mental or other examination of employees or group of employees from time to time by a physician of its selection. Should any such examination disclose that a transfer, reclassification or promotion of an employee to another department or to another job within his department would be necessary from a health standpoint, as a result of a permanent condition, then, and in such event, the employee may be transferred, reclassified or promoted to a job he is able and fit to perform without loss of seniority and with the priority established in Article 11, SENIORITY, Section 11.08. In such case, the employee will be paid the rate of the job to which he is assigned in accordance with Article 20, TRANSFERS, Section 20.05, or Article 11, SENIORITY, Section 11.09 (d). In the event of a promotion, it shall require the mutual agreement of the Company and the Union and the rate of pay will be in accordance with Article 11, SENIORITY, Section 11.09 (d).

30.04 Should any such examination disclose that a temporary assignment of an employee to another job would be necessary from a health standpoint, as the result of a temporary condition, then and in such event, the employee may be temporarily assigned to a job he/she is able and fit to perform without loss of seniority and without regard to the provisions of Article 19, TEMPORARY ASSIGNMENTS, Section 19.01. Such temporary assignment, however, shall in no case exceed six (6) months.

(a) If the employee is temporarily assigned to a higher classification, then the employee shall be paid under the provisions of Article 19, TEMPORARY ASSIGNMENT, Section 19.02 for the duration of the temporary assignment. If the employee is temporarily assigned to a lower classification, then the employee shall be paid at the rate of their regular classification for the duration of the temporary assignment.

(b) If an employee is offered a temporary assignment under the provisions of this Section, then he/she must accept the temporary assignment or his/her employment with the Company shall be terminated. If otherwise eligible, the employee shall be eligible to apply for benefits under the Pension Plan.

(c) If the employee is not offered a temporary assignment, declines the temporary assignment, or the Company, in its sole discretion, cancels the temporary assignment, then the employee shall continue, return or be placed on benefits, under Article 28, SICK LEAVE AND OCCUPATIONAL ACCIDENTS, or if otherwise eligible, return to his/her regular job, if able, or be governed by the provisions of Article 24, LEAVES OF ABSENCE, Section 24.03.

30.05 The Company shall pay the cost of any physical, mental or other examination required or authorized by it.

30.06 In the event of a mental, physical, or other examination, required and paid for by the Company, if the Union believes an injustice has been done an employee, the Union may have said employee examined at the sole expense of the Union. If the two physicians disagree, they shall mutually agree upon a third physician, whose decision shall be final and binding. The expense of the third physician shall be equally divided between the Company and the Union. This Section shall not apply to employees who have not completed their probationary period.

ARTICLE 31

HEALTH AND SAFETY

31.01 Both the Company and the Union recognize the importance of maintaining high standards of safety and health in order to prevent injury and illness.

31.02 A Safety Committee will be maintained, and regular meetings held. Included on this committee shall be representatives of the Union, appointed by the Union. Such Union representatives shall not exceed three (3) and shall be appointed from different departments in the same manner that Union delegates are appointed per Article 3, UNION REPRESENTATION, Section 3.01. This Committee will assist the Company in carrying out the accident prevention program and has all rights to investigate and act upon complaints, safety hazards, etc., in accordance with established Company practices.

31.03 The Union and the Company will cooperate to carry out any reasonable accident prevention program. Cooperation is required of the Company, Union, and employees in promoting safety, through participation in safety meetings, lectures, training classes, education, and adhering to all applicable safety work rules.

31.04 It will be the responsibility of each employee to abide by the rules and regulations which govern safe working conditions.

31.05 Each employee has the primary responsibility to observe practices of health, safety and cleanliness, neat dress and appearance appropriate to the work function.

31.06 When OSHA inspections are made by the Department of Labor only, a union representative will accompany inspector(s) without loss of pay.

31.07 Except in service emergencies, employees will not be required to work outside when, in the opinion of the supervisor, they are unable to safely perform their regular work due to inclement weather, but employees will be required to work inside at various tasks to be assigned by the Company.

ARTICLE 32

EQUIPMENT

32.01 The Company will provide suitable rainwear for employees required to work outdoors during inclement weather. Unless and until proven inadequate, this will consist of one (1) rain suit and hat for each employee whose work necessitates the use of same. In addition, the Company will provide one (1) pair of approved lineman's rubber gloves for each service vehicle and one (1) pair of climbing gloves for each employee in jobs requiring them.

32.02 Professional Wear. 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.

(a) Color, style, and material blend of clothing will be determined by the Company. The Company logo and the employee's first name (or acceptable derivative in the Company's discretion) may be required on the shirts and/or jackets.

(b) The Company may, at any reasonable time, require the return of any part of the uniform. Company uniforms which have been in the care of an employee who is terminating from the Company must be returned on that employee's last working day, or the employee must pay the Company original purchase price for all missing garments. This cost will be deducted from the employee's final paycheck.

(c) Replacement of uniform garments damaged through normal wear on the job will be the responsibility of the Company. Employees will be responsible for the full Company cost of replacing uniform garments should they be lost, stolen, or damaged through neglect.

(d) 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.

(e) The Company will furnish an appropriate number of uniform trousers and shirts. Additional garments may be furnished by the Company if approved by supervision.

(f) Belts are not provided in this program. The personal belt of an employee must be an acceptable complement to the uniform, as determined solely by the Company.

(g) Exceptions to this program based upon documented medical necessity will be reviewed by the Company and the Company's determination will be binding.

(h) A pin, not to exceed 1-1/2 inches in diameter designating affiliation with the IBEW and not derogatory of the Company or its personnel, may be worn with the uniform. This pin may be worn only on the uniform shirt. This pin will not cover the Company logo.

32.03 Protective Footwear - The Company shall provide one calendar year reimbursement of up to \$100.00 for the purchase of safety footwear (shoes or boots) OR for the repair of existing safety footwear for designated employees who are required to wear safety footwear. Designated employees eligible for the reimbursement shall be determined by PPE hazard assessment by the Company (supervisor and Safety).

Reimbursement shall be provided to eligible employees through an expense report.

Receipts shall document proof of the purchase of safety footwear meeting the Company requirements and the ANSI Z41.1 Class 75 standard. Eligible employees may purchase safety footwear from the vendor of their choice.

Assignment Person

Business Services Technician
Cable Splicer
Central Office Installer-Repairperson
Central Office Technician
Public Access Technician
Combination Cable and Installer/Repairworker
Combination Cable Splicer/Lineworker
House Services Person
Lineperson

As occupational exposure to foot injuries change, the above referenced titles may be changed.

32.04 Tools required by employees in the performance of their duties will be furnished by the Company. Additionally, any safety equipment, required by the Company, to be used in the performance of an employee's duties (not articles of clothing) shall be provided by the Company. All items so furnished will remain the property of the Company and be subject to periodic inspection by the Company.

32.05 Employees who are furnished items by the Company will be held responsible for the proper use, maintenance and care of such items, and will be required to replace, at their own expense, such items as are lost or damaged because of improper care on their part.

32.06 Tools and any such safety equipment furnished by the Company to an employee will be returned to the Company when his employment terminates or at any other time as requested by the Company.

32.07 An insulated-type water container shall be provided with each construction vehicle normally carrying two (2) or more employees, and to other vehicles which in Management's opinion, from time to time require a water container.

ARTICLE 33

PERSONNEL RECORDS

33.01 Before a complimentary or derogatory entry is placed in an employee's personnel record, the matter will be discussed with the employee. When a complimentary or derogatory entry is placed in the personnel record of an employee, the employee shall be so advised and the entry shall be subject to his inspection. After such inspection, the employee shall initial and date the entry as acknowledgment of having received and inspected the entry on that date.

All disciplinary action shall be taken no later than twenty-one (21) calendar days after the Company has knowledge that the employee has committed an offense or, in the event of the employee's absence from work, within seven (7) days after the employee's return, whichever is longer.

The above time limits may be extended by mutual agreement between the Labor Relations Specialist and the Local Union President.

33.02 The Company agrees to make available to the Union, information from an employee's personnel file necessary to resolve a grievance.

ARTICLE 34

BULLETIN BOARDS

34.01 Designated space on the Company's regular bulletin board shall be provided the Union for posting notices restricted to:

- (a) Notices of Union recreational and social affairs;
- (b) Notices of election of officials within the Local Union;
- (c) Notices of Union appointments and results of elections for officials in the Local or International Union; and
- (d) Notice of Union meetings or any other legitimate Union business.

34.02 The Company agrees that the Union may post on Company bulletin boards factual and non-controversial material by a responsible representative of the Union who shall initial the notice. If Management contends posted notice is not within the spirit of this Article, the responsible Union representative will remove such notice. All notices will be dated and will be removed on a date specified on the notice.

ARTICLE 35

MISCELLANEOUS

35.01 Should any provision or provisions of this Agreement be declared illegal by any Court or competent jurisdiction, such provision or provisions 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 provision or provisions which are in conformity with the applicable laws.

35.02 It is agreed that the provisions of this Agreement shall not apply to inadvertent or bona fide errors made by the Company or the Union in the terms and conditions of this Agreement, if such error is corrected within sixty (60) days from the date of the execution of this Agreement.

ARTICLE 36

LIMITATIONS OF AGREEMENT

36.01 This instrument covers all matters that are subject to negotiation between the parties and shall be construed to exclude any right, privilege or obligation not herein specifically mentioned.

36.02 This instrument constitutes the entire Agreement between the parties hereto, superseding any and all prior agreements, written, oral or implied, and shall not be altered, amended or changed in any particular, except in writing signed by the parties signatory hereto.

36.03 It is understood and agreed that any part of this Agreement that may be construed by proper authority, or by mutual agreement to be in conflict with a mandatory State or Federal Law or Executive Order, then such part shall be suspended and the appropriate mandatory provision of the State or Federal Laws or Executive Orders shall prevail.

ARTICLE 37

SUPPLEMENTAL INCOME PROTECTION PLAN

37.01 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 layoff or involuntary permanent reassignments 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 locations who have at least twenty (20) years of continuous service (as defined in the Sprint Employee Retirement Plan) and whose age is at least fifty-five (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 Supplemental Income Protection benefits described in Section 37.02 of this Article subject to the following conditions:

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

(b) The number of employees who may make such election shall not exceed the number of employees determined by the Company to be surplus.

(c) An employee's election to leave the service of the Company and receive Supplemental 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 thirty (30) day period.

(d) Employees who elect to receive benefits under the provisions of this Article shall not be entitled to other severance pay benefits or other benefits which may be provided to laid off employees but shall be entitled to receive those benefits applicable to retirees, if the employee elects to retire. No employee shall be required to retire in order to receive Supplemental Income Protection Plan payments.

37.02 Supplemental Income Protection payments for employees who so elect to leave the service of the Company in accordance with this agreement begin within one month after such employee has left the service of the Company. Employees may elect to receive the total benefits, once calculated as above, in either a lump sum, or in 48-month equal payments.

37.03 For employees who so elect in accordance with paragraph 37.01, the Company will pay monthly as Supplemental Income Protection payments, eight dollars and fifty cents (\$8.50) for each year of continuous service plus thirty-five percent (35%) of the employee's final basic weekly or equivalent wage rate but, in no case to exceed in aggregate a total of four hundred and twenty-five dollars (\$425.00) per month. The maximum amount of Supplemental Income Protection benefits payable shall in no event exceed a total of twenty thousand and four hundred dollars (\$20,400.00).

37.04 In no event shall the total of the Supplemental 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.

37.05 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.

37.06 Payments hereunder shall cease upon the employment of a recipient by the Company or any affiliated or subsidiary companies of United Telecommunications, Inc.

37.07 In the event of the death of a recipient of Supplemental 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.

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

37.09 The provisions of the Plan shall govern in all matters pertaining to the Supplemental Income Protection Plan.

ARTICLE 38

RETIRMENT SAVINGS PLAN

38.01 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 any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Savings Plan, or to administer said Retirement Savings Plan in an orderly and efficient manner. Any such action taken by the Company in its sole discretion with respect to the Retirement Savings Plan shall apply to all similarly situated employees of the Company in a uniform manner.

Section 1. Sprint Retirement Savings Plan for Bargaining Unit Employees

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

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

Section 2. Employee Contributions

(a) Basic Contributions

i. Each Participant shall be allowed to have his wage reduced bi-weekly up to the appropriate maximum bi-weekly amount specified in Section 9. Such bi-weekly wage reduction shall be in multiples of \$2 and shall be contributed to the Participant’s account. Such bi-weekly wage reduction shall be known as “Basic Contributions”.

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

(b) Supplemental Contributions

Each Participant who has had his wage reduced by the appropriate maximum amount in Section 2 shall be allowed to have his wage reduced in multiples of \$2, which amount shall not exceed the amount specified in Section 9. Such amount shall be known as Supplemental Contributions.

(c) **Catch –Up Contributions**

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 Employee Benefits Committee.

Section 3. Company Contributions

- (a) The Company shall contribute the Company matching contribution equal to fifty percent (50%) of the Participant's bi-weekly Basic Contribution.
- (b) **Effective November 1, 2005**, 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
- (c) The Company may provide an increased Company contribution based on the same performance measurement standard that applies in the Retirement Savings Plan for non-represented employees.

Section 4. Investment Options

- (a) 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.
- (b) The Company matching contribution for each Participant shall be invested as specified in the plan document for the Retirement Savings Plan.
- (c) 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.

Section 5. Automated Services

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

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

Section 6. Administration of the Retirement Savings Plan

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

Section 7. Diversification Option

Effective 2/01/99, the Retirement Savings Plan will provide diversification options for the Company contribution on the same basis that applies to non-represented employees.

Section 8. Retirement Savings Plan Contribution Tables

See Appendix C.

ARTICLE 39

SEVERANCE PAY

39.01 Regular employees who are laid off under the provisions of Article 11, SENIORITY, Section 11.05, or who are retired at age seventy (70) or older and are not otherwise eligible for benefits under Article 27, PENSION AGREEMENT, herein, will receive a severance pay at their basic wage rate according to length of continuous service, as follows:

Length of Continuous Service

- a) Employees will receive one (1) week of pay for each completed year of continuous service.
- b) Such severance pay shall be in addition to earned pay and vacation pay to which the employee may be eligible and without regard to unemployment benefits.
- c) Such severance pay shall begin within one (1) month of layoff and shall be payable for the number of weeks indicated in this Article, at regular payroll periods, until paid in full, or the employee is recalled by the Company, or rehired by a United System Company, whichever occurs first. At the Company's discretion, severance pay may be paid in a lump sum.

39.02 Employees who have once received severance pay and have later been re-employed or recalled, must complete one (1) full year of employment before being eligible for severance pay for a subsequent lay-off, and the amount of such severance pay shall be based on the period of employment between the date of the employee's most recent re-employment or recall and the subsequent lay-off.

ARTICLE 40

HOME GARAGING

40.01 In order to meet the ever-changing needs of our customers, Sprint (the "Company") and the International Brotherhood of Electrical Workers (the "Union") do hereby agree to institute a Program entitled "Home Garaging". This Program will permit affected employees to keep their vehicles at their home locations and be dispatched directly to the customer's location each morning.

Listed below are the guidelines for this Program:

1. The Company will determine which departments and geographic areas will be eligible to participate.
2. Participation will be voluntary.
3. Employees in the following job titles may be eligible to participate: Combination Cable Splicer/ Lineworker, Business Services Technician, Combination Cable and Installer-Repairworker (Other work classifications may be included as determined by the Company).
4. Individuals not electing to participate in “Home Garaging” will be assigned a reporting location.
5. This Program will be flexible in that there may be times certain employees will be required to report to the Work Center or other designated assembly areas to complete assigned projects and attend meetings.
6. Employees must live within the selected work area (25 air miles commuting radius from normal reporting location) to participate in “Home Garaging”, unless this requirement is waived by the Company.
7. Participants must agree to the following: ensure the vehicle is properly stored, operated and maintained; to refrain from using the vehicle for personal activities; to adhere to all program rules and procedures; the use or presence of illegal drugs, weapons, or alcohol will not be allowed in Company vehicles; non-company passengers will not be allowed in Company vehicles; use the vehicles for performing work and traveling between work locations and the employee’s residence.
8. Materials will be ordered through the Company’s ordering system and will be shipped to the employee’s home. Exceptions for large items will be granted at the Company’s discretion. The participating employee will be responsible for proving completed Material Usage Reports (MUR’s), for reportable (non-exempt) materials used, to the SE Distribution Control Center.
9. Employees participating in “Home Garaging” will receive their first work assignment via the Company’s dispatching system and will arrive at their specified dispatch location at 8:00 A.M. or scheduled shift start time.
10. The end of the tour will be at the last assignment, unless overtime is required, and the pay time ceases when the job is completed at the work site and the employee begins their travel home. (If first or last assignment is beyond thirteen (13) miles from the employee’s home, whether the employee is performing normal work schedule or on a call-out, the employee will be allowed to charge travel time for the amount above thirteen (13) miles).

11. Employees will be responsible for coordinating their vehicle service maintenance needs (according to Company policy) with the area vehicle coordinator, or their Supervisor. Cost of vehicle preventive maintenance and repairs will be at Company expense.
12. Liability of secured vehicle will be the Company's responsibility, i.e., vandalism, thefts, acts of God. Employee is liable for losses due to vehicle being unsecured, limited to tools and equipment. The vehicle loss will be covered by Company insurance.
13. Location of the vehicle during employee vacations will be at discretion of local management.
14. Accidents incurred (personal and vehicle) while en route to and from work site are covered by the Company.
15. Preferred call-out will not be contingent upon "Home Garaging" employees but by current procedures.
16. The Company will allow C.O. Technicians to Home Garage with the understanding that the duties of the Combination Cable and Installer/Repairworker will include changing of line cards in remote switches at the discretion of management.

ARTICLE 41

TELEPHONE CONCESSION

41.01 Subject to Company policy, regular employees (full and part-time) with six (6) or more months of service are eligible for a long distance credit of \$30.00 per month of free long distance service when the following conditions are met:

- a) The long distance carrier is Sprint.
- b) The employee completes in full an unaltered "Employee Long Distance Benefit

Application."

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 long distance service that is provided to non-bargaining employees at the same location.

41.02 Any Sprint employee/discount rate program for Sprint services that goes into effect for employees will be made available as soon as administratively feasible, to the IBEW Local 1649 bargaining unit.

ARTICLE 42

STAND-BY TECHNICIANS

42.01 In order to provide a level of service that meets the expectations and demands of our customers, the Company and the Union hereby agree to initiate the following Stand-By Program.

An employee may be utilized within the area where he/she is qualified to perform the work and must participate in the Home Garage Program during the stand-by period. When the Company deems necessary to establish stand-by in a particular job classification, an employee will be assigned in the following area by classification;

- a. (1) CO Technician, (1) Combo Technician, (1) Business Technician, in Beaufort, Laurel Bay, St Helena, Ridgeland, and Low Country. (1) CO Technician, (1) Combo Technician, (1) Business Technician, in Estill, Hampton, Branchville, Holly Hill and Eutawville.
- b. (1) Construction Technician in Beaufort, Laurel Bay, St Helena and Low Country. (1) Construction Technician in Ridgeland, Estill, Hampton, Branchville, Holly Hill, and Eutawville.

The “Stand-By Technician” will be rotated within the Standby group by seniority among qualified employees for said duty. The “Stand-By Technician” will be provided a pager to facilitate call out and to provide them with freedom of travel during stand-by hours. Should circumstances arise during the course of a standby period, an employee will be allowed to swap his/her stand-by period, with another employee in the same classification and same work area, by mutual agreement between both employees.

The “Stand-By Technician” will first be contacted by telephone, and if no one answers they will be paged. The technician will be available to respond to the trouble within one (1) hour. This will fulfill United Telephone of the Carolina’s commit time for a two (2) hour response contained in a number of our current contracts with businesses in the area.

It is the responsibility of all technicians on call out to report the completion of a case of trouble. This will clear the technician for additional call outs in the system, and allow the customer to be given a status of trouble report if required.

The “Stand-By Technician” shall be available within one (1) hour for non-connecting call outs. The technicians will be paid a differential of thirty dollars (\$30.00) per day. This differential will be in addition to any call out pay the technician may earn.

The stand-by period can be for a normal five (5) day work-week, and/or two (2) day weekend or Holiday. Occasional stand-by periods for other lengths of time may be required under unusual special circumstances or upon service requirements. The assignment of stand-by periods will be at the discretion of the Company.

Either party may notify the other party of its desire to modify this standby agreement.

ARTICLE 43

AMENDMENT AND DURATION

43.01 This Agreement shall become effective at 12 o'clock A.M., on the 1st day of November, 2004, and shall remain in full force and effect to and including 12 o'clock midnight on the 31st day of October, 2007, and shall continue in full force and effect from year to year, thereafter unless either party of this Agreement desires to change or modify any of the terms or provisions of this Agreement, or terminate the same; provided, however, that the party desiring any such action, modification or termination, must notify the other to this Agreement, in writing, of its desire or intention specifically listing the changes desired not less than sixty (60) days prior to the expiration date of this Agreement, or not less than sixty (60) days prior to any subsequent anniversary date thereafter. Should either party to this Agreement serve such notice upon the other, the Company and the Union, through designated representatives, shall commence negotiations upon such desired changes or modifications not later than thirty (30) days prior to the expiration date in the year in which the notice is given. The time and place for said negotiations shall be mutually agreed upon, with each party giving due consideration to the convenience of the other. Union representatives will not be compensated by the Company for time spent in Contract negotiations.

43.02 This Agreement shall be subject to amendment at any time by mutual consent of the Parties hereto. Such amendment shall be reduced to writing, shall state the effective date of the amendment, shall be executed in the same manner as this Agreement is executed and shall be approved by the International Office of the International Brotherhood of Electrical Workers.

WITNESS the signatures of the parties hereto, by their duly authorized representatives, to this Agreement in quadruplicate, as of the date first above written.

SPRINT

By

Joseph A. Basile
Chairperson

Randy Hudson
Committee Member

Jillian Luther
Committee Member

Gaylene Vanhorn
Committee Member

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO & CLC, LOCAL UNION 1649

By

Melvin Lemacks
PRESIDENT, LOCAL 1649

James Tuten
Committee Member

Jeff Willis
Committee Member

Jerry Jarrell
Committee Member

APPROVED:

International President, IBEW

APPENDIX A. WAGE SCALES

Schedule 1 (B11)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
House Services Person (SW701)							
	Start	7.44	7.49	7.54	7.59	7.64	7.69
	Step 2	7.86	7.92	7.98	8.03	8.09	8.15
	Step 3	8.31	8.37	8.44	8.51	8.57	8.64
	Step 4	8.78	8.85	8.93	9.00	9.08	9.16
	Step 5	9.27	9.36	9.45	9.53	9.62	9.71
	Step 6	9.80	9.89	9.99	10.09	10.19	10.29
	Step 7	10.35	10.46	10.57	10.68	10.80	10.91
	Step 8	10.94	11.06	11.18	11.31	11.44	11.56
	Step 9	11.56	11.69	11.83	11.97	12.11	12.26
	Top	12.21	12.36	12.52	12.67	12.83	12.99

Schedule 2 (B12)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Plant Clerk (CL730)							
	Start	7.53	7.58	7.63	7.68	7.73	7.78
	Step 2	8.09	8.15	8.21	8.27	8.33	8.39
	Step 3	8.69	8.76	8.83	8.90	8.97	9.04
	Step 4	9.34	9.42	9.50	9.58	9.66	9.74
	Step 5	10.03	10.13	10.22	10.31	10.41	10.50
	Step 6	10.78	10.89	11.00	11.10	11.21	11.32
	Step 7	11.58	11.71	11.83	11.95	12.08	12.21
	Step 8	12.45	12.59	12.73	12.87	13.01	13.16
	Step 9	13.37	13.53	13.69	13.85	14.02	14.18
	Top	14.37	14.55	14.73	14.91	15.10	15.29

Schedule 4 (B14)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Frameperson (CR717) Shop Repairperson (CR719)							
	Start	8.01	8.06	8.11	8.16	8.21	8.26
	Step 2	8.78	8.84	8.90	8.96	9.02	9.08
	Step 3	9.62	9.69	9.77	9.84	9.92	9.99
	Step 4	10.54	10.63	10.72	10.81	10.90	10.99
	Step 5	11.56	11.66	11.77	11.87	11.98	12.09
	Step 6	12.67	12.79	12.91	13.04	13.16	13.29
	Step 7	13.88	14.03	14.17	14.32	14.47	14.62
	Step 8	15.21	15.38	15.55	15.73	15.90	16.08
	Step 9	16.68	16.87	17.07	17.27	17.48	17.68
	Top	18.28	18.50	18.74	18.97	19.21	19.45

Schedule 5 (B18)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Public Access Technician (WS-B18)							
	Start	8.13	8.18	8.23	8.28	8.33	8.38
	Step 2	8.97	9.03	9.10	9.16	9.22	9.28
	Step 3	9.90	9.98	10.05	10.13	10.20	10.28
	Step 4	10.93	11.02	11.11	11.20	11.29	11.39
	Step 5	12.06	12.17	12.28	12.39	12.50	12.61
	Step 6	13.31	13.44	13.57	13.70	13.83	13.97
	Step 7	14.69	14.85	15.00	15.16	15.31	15.47
	Step 8	16.22	16.40	16.58	16.76	16.95	17.13
	Step 9	17.90	18.11	18.32	18.54	18.76	18.98
	Top	19.75	20.00	20.25	20.50	20.76	21.02

Schedule 6 (B15)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Cable Splicer (CR721) Installer-Repairperson (CR720) Lineperson (CR722)							
	Start	8.89	8.94	8.99	9.04	9.09	9.14
	Step 2	9.81	9.87	9.93	9.99	10.06	10.12
	Step 3	10.82	10.89	10.97	11.05	11.13	11.21
	Step 4	11.93	12.03	12.12	12.22	12.31	12.41
	Step 5	13.16	13.28	13.39	13.51	13.62	13.74
	Step 6	14.52	14.66	14.79	14.93	15.07	15.21
	Step 7	16.02	16.18	16.34	16.51	16.68	16.85
	Step 8	17.67	17.86	18.06	18.25	18.45	18.65
	Step 9	19.49	19.72	19.95	20.18	20.42	20.66
	Top	21.50	21.76	22.04	22.31	22.59	22.87

Schedule 7 (B16)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Business Services Technician I (CR726) Combination Cable and Installer/Repairperson (CR724) Combination Cable Splicer/Lineworker (CR725)							
	Start	8.93	8.98	9.03	9.08	9.13	9.18
	Step 2	9.87	9.93	9.99	10.06	10.12	10.18
	Step 3	10.90	10.98	11.06	11.14	11.21	11.29
	Step 4	12.05	12.14	12.24	12.33	12.43	12.53
	Step 5	13.31	13.43	13.54	13.66	13.78	13.89
	Step 6	14.71	14.85	14.99	15.13	15.27	15.41
	Step 7	16.25	16.42	16.58	16.75	16.92	17.09
	Step 8	17.96	18.15	18.35	18.55	18.75	18.96
	Step 9	19.84	20.07	20.31	20.55	20.79	21.03
	Top	21.92	22.19	22.47	22.75	23.04	23.33

Schedule 8 (B17)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Assignment Person (CR716) C.O. Installer- Repairperson (TE704) C.O. Technician (TE705)							
	Start	10.21	10.26	10.31	10.36	10.41	10.46
	Step 2	11.14	11.20	11.27	11.33	11.40	11.46
	Step 3	12.15	12.23	12.31	12.39	12.48	12.56
	Step 4	13.26	13.36	13.46	13.56	13.66	13.76
	Step 5	14.47	14.59	14.71	14.83	14.95	15.07
	Step 6	15.78	15.93	16.07	16.22	16.37	16.52
	Step 7	17.22	17.39	17.57	17.74	17.92	18.09
	Step 8	18.79	18.99	19.20	19.40	19.61	19.83
	Step 9	20.50	20.74	20.98	21.22	21.47	21.72
	Top	22.37	22.65	22.93	23.22	23.51	23.80

Schedule 8A	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Business Services Technician II (CR717)							
	Start	9.50	9.55	9.60	9.65	9.70	9.75
	Step 2	10.45	10.51	10.58	10.64	10.70	10.77
	Step 3	11.49	11.57	11.65	11.73	11.81	11.89
	Step 4	12.64	12.73	12.83	12.93	13.03	13.13
	Step 5	13.90	14.02	14.14	14.26	14.38	14.50
	Step 6	15.29	15.43	15.57	15.72	15.86	16.01
	Step 7	16.81	16.98	17.15	17.33	17.50	17.68
	Step 8	18.49	18.69	18.90	19.10	19.31	19.52
	Step 9	20.34	20.57	20.81	21.06	21.30	21.55
	Top	22.37	22.65	22.93	23.22	23.51	23.80

Schedule 8B (B19)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Business Services Technician II – Core (UN227)							
	Start	9.50	9.50	9.50	9.50	9.50	9.50
	Step 2	10.47	10.47	10.47	10.47	10.47	10.47
	Step 3	11.54	11.54	11.54	11.54	11.54	11.54
	Step 4	12.72	12.72	12.72	12.72	12.72	12.72
	Step 5	14.02	14.02	14.02	14.02	14.02	14.02
	Step 6	15.46	15.46	15.46	15.46	15.46	15.46
	Step 7	17.04	17.04	17.04	17.04	17.04	17.04
	Step 8	18.78	18.78	18.78	18.78	18.78	18.78
	Step 9	20.70	20.70	20.70	20.70	20.70	20.70
	Top	22.84	22.84	22.84	22.84	22.84	22.84

Schedule 8C (B20)	Steps	Effective 11/1/04	Effective 5/1/05	Effective 11/1/05	Effective 5/1/06	Effective 11/1/06	Effective 5/1/07
Business Services Technician II – Advanced* (UN228)							
	Start	9.55	9.55	9.55	9.55	9.55	9.55
	Step 2	10.57	10.57	10.57	10.57	10.57	10.57
	Step 3	11.70	11.70	11.70	11.70	11.70	11.70
	Step 4	12.95	12.95	12.95	12.95	12.95	12.95
	Step 5	14.34	14.34	14.34	14.34	14.34	14.34
	Step 6	15.87	15.87	15.87	15.87	15.87	15.87
	Step 7	17.57	17.57	17.57	17.57	17.57	17.57
	Step 8	19.45	19.45	19.45	19.45	19.45	19.45
	Step 9	21.53	21.53	21.53	21.53	21.53	21.53
	Top	23.84	23.84	23.84	23.84	23.84	23.84

*On November 1, 2005, employees in the title Business Service Technician II Advanced will receive a lump sum payment of five-hundred dollars (\$500). On November 1, 2006, employees in the title Business Service Technician II Advanced will receive a lump sum payment of five-hundred dollars (\$500).

APPENDIX B. Pension Tables

Monthly Benefit Per Year of Service November 1, 2004 - October 31, 2005											
Wage Scale	Age										
	65-70	64	63	62	61	60	59	58	57	56	55
Scale 1	26.40	25.10	23.80	22.40	21.10	19.80	18.50	17.20	15.80	14.50	13.20
Scale 2	31.10	29.50	28.00	26.40	24.90	23.30	21.80	20.20	18.70	17.10	15.60
Scale 4	39.60	37.60	35.60	33.70	31.70	29.70	27.70	25.70	23.80	21.80	19.80
Scale 5	42.30	40.20	38.10	36.00	33.80	31.70	29.60	27.50	25.40	23.30	21.20
Scale 6	46.60	44.30	41.90	39.60	37.30	35.00	32.60	30.30	28.00	25.60	23.30
Scale 7	47.50	45.10	42.80	40.40	38.00	35.60	33.30	30.90	28.50	26.10	23.80
Scale 8	48.50	46.10	43.70	41.20	38.80	36.40	34.00	31.50	29.10	26.70	24.30
Scale 8A	48.50	46.10	43.70	41.20	38.80	36.40	34.00	31.50	29.10	26.70	24.30
Scale 8B	48.60	46.20	43.70	41.30	38.90	36.50	34.00	31.60	29.20	26.70	24.30
Scale 8C	50.20	47.70	45.20	42.70	40.20	37.70	35.10	32.60	30.10	27.60	25.10

Monthly Benefit Per Year of Service November 1, 2005 - October 31, 2006											
Wage Scale	Age										
	65-70	64	63	62	61	60	59	58	57	56	55
Scale 1	27.10	25.70	24.40	23.00	21.70	20.30	19.00	17.60	16.30	14.90	13.60
Scale 2	32.00	30.40	28.80	27.20	25.60	24.00	22.40	20.80	19.20	17.60	16.00
Scale 4	40.60	38.60	36.50	34.50	32.50	30.50	28.40	26.40	24.40	22.30	20.30
Scale 5	43.70	41.50	39.30	37.10	35.00	32.80	30.60	28.40	26.20	24.00	21.90
Scale 6	47.80	45.40	43.00	40.60	38.20	35.90	33.50	31.10	28.70	26.30	23.90
Scale 7	48.70	46.30	43.80	41.40	39.00	36.50	34.10	31.70	29.20	26.80	24.40
Scale 8	49.70	47.20	44.70	42.20	39.80	37.30	34.80	32.30	29.80	27.30	24.90
Scale 8A	49.70	47.20	44.70	42.20	39.80	37.30	34.80	32.30	29.80	27.30	24.90
Scale 8B	49.70	47.20	44.70	42.20	39.80	37.30	34.80	32.30	29.80	27.30	24.90
Scale 8C	50.20	47.70	45.20	42.70	40.20	37.70	35.10	32.60	30.10	27.60	25.10

Monthly Benefit Per Year of Service November 1, 2006 - October 31, 2007											
Wage Scale	Age										
	65-70	64	63	62	61	60	59	58	57	56	55
Scale 1	27.80	26.40	25.00	23.60	22.20	20.90	19.50	18.10	16.70	15.30	13.90
Scale 2	32.80	31.20	29.50	27.90	26.20	24.60	23.00	21.30	19.70	18.00	16.40
Scale 4	41.70	39.60	37.50	35.40	33.40	31.30	29.20	27.10	25.00	22.90	20.90
Scale 5	45.00	42.80	40.50	38.30	36.00	33.80	31.50	29.30	27.00	24.80	22.50
Scale 6	49.00	46.60	44.10	41.70	39.20	36.80	34.30	31.90	29.40	27.00	24.50
Scale 7	50.00	47.50	45.00	42.50	40.00	37.50	35.00	32.50	30.00	27.50	25.00
Scale 8	51.00	48.50	45.90	43.40	40.80	38.30	35.70	33.20	30.60	28.10	25.50
Scale 8A	51.00	48.50	45.90	43.40	40.80	38.30	35.70	33.20	30.60	28.10	25.50
Scale 8B	51.00	48.50	45.90	43.40	40.80	38.30	35.70	33.20	30.60	28.10	25.50
Scale 8C	51.00	48.50	45.90	43.40	40.80	38.30	35.70	33.20	30.60	28.10	25.50

APPENDIX C. Savings Plan

MAXIMUM EMPLOYEE BI-WEEKLY CONTRIBUTION

JOB CLASSIFICATION	WAGE SCHEDULE	YEAR 1	YEAR 2	YEAR 3
(1)		(2)	(3)	(4)
1. Schedule 1	B11	60	60	62
2. Schedule 2	B12	70	72	74
4. Schedule 4	B14	88	92	94
5. Schedule 5	B18	96	98	100
6. Schedule 6	B15	104	108	110
7. Schedule 7	B16	106	110	112
8. Schedule 8	B17	108	112	114
9. Schedule 8A	B21	108	112	114
10. Schedule 8B	B19	110	112	114
11. Schedule 8C	B20	114	114	114

MAXIMUM EMPLOYEE BI-WEEKLY CONTRIBUTION

Supplemental Contribution

JOB CLASSIFICATION	WAGE SCHEDULE	YEAR 1	YEAR 2	YEAR 3
(1)		(2)	(3)	(4)
1. Schedule 1	B11	120	120	124
2. Schedule 2	B12	140	144	148
4. Schedule 4	B14	176	184	188
5. Schedule 5	B18	192	196	200
6. Schedule 6	B15	208	216	220
7. Schedule 7	B16	212	220	224
8. Schedule 8	B17	216	224	228
9. Schedule 8A	B21	216	224	228
10. Schedule 8B	B19	220	224	228
11. Schedule 8C	B20	228	228	228

MEMORANDUM OF AGREEMENT

It is recognized that the Company (Sprint) has the exclusive responsibility to provide a safe and healthful workplace and conditions of employment.

MEMORANDUM OF UNDERSTANDING

The Union acknowledges that based on restructuring and consolidation, Sprint has eliminated the following positions: Commercial Clerk, Customer Contact Clerk, Radio Technician, Service Evaluator-Dispatcher, Service Evaluator-Screener, Service Representative, Shop Repairperson.

The Union retains representational jurisdiction over the previously listed job classifications. Sprint and IBEW Local 1649 agree that should the Company decide to reinstate these job classifications within the jurisdiction of IBEW 1649 they will be recognized as union represented jobs.