Cornell University
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employees in the "Area Headquarters Services" bargaining unit and employees in the "Plant" bargaining unit and that such employees will continue to be represented by the Union under the terms of this Agreement; and

WHEREAS, on December 1, 1982, the Company and the Union entered into Agreement that certain employees in the Philadelphia Central Order Bureau shall be represented by the Union and included under the terms of the Agreement covering the employees in Plant and Services; and

WHEREAS, on August 27, 1983, the Company and the Union agreed to combine into a single bargaining unit employees in the "Comptrollers Department and the Treasurer's Organization" bargaining unit and employees in the "Plant" bargaining unit and that such employees will continue to be represented by the Union under the terms of this Agreement; and

WHEREAS, on January 13, 1986, the Company and the Union entered into Agreement that certain employees in the Customer Contact Simulation Unit shall be repre-

notice, reply, etc., to be submitted within a specified time, such time requirement shall be deemed met if the instrument is addressed to the person specified in the Agreement and mailed within the time set forth.

1.09 *"Generic Terms"*

The use of the masculine or feminine gender in this contract shall be construed as including both genders and not as sex limitations unless the contract clearly requires a different construction.

ARTICLE 2
RECOGNITION

2.01 The Company recognizes the Union as the exclusive representative of the employees for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, and for the purpose of entering into agreements with respect thereto.

2.02 Group 2 employees assigned "confidential" titles shall not hold membership in or be represented by the Union. These titles shall not be assigned to more than fifteen Group 2 employees in the bargaining unit at one time.

2.03 Confidential employees must be assigned to management employees, at third-tier or higher, who are directly involved in determining and effectuating labor relations policies. In addition, the assignment of confidential titles shall be held to a maximum of one title for those third-tier supervi-

time. The total number of Financial employees on leave of absence for Union business shall not exceed seven at any one time.

4.034 Leaves of absence will be granted during the life of the Agreement. During any such leaves of absence employees shall be entitled to Death Benefits.

During any period of leave of absence as

ARTICLE 9

SENIORITY—LAYOFFS—PART-TIMING

9.01 Basic seniority in work time may be accumulated by

The Company will determine the necessity for reductions in work time, the extent of the reductions required and the occupations and the payroll locations affected.

9.02 As used in this Article, "service" means the period of time since the "Verizon Service Date" which date appears on the Company's records for each employee. In addition, in the case of an employee taken over from another telephone company at the time of either the purchase of the physical property of such other company by the Company or the consolidation or merger of such other company with the Company, it includes continuous service with such other company immediately prior to service with the Company which has not already been included in determining the employee's "Verizon Service Date."

9.03 As used in this Article, a "Service Group" consists of all employees in any one occupation in an Operating Area whose service, as defined in Section 9.02, began in a particular calendar year. Service Groups are designated by numbers, No. 1 consisting of employees whose service began in the current year, No. 2 consisting of those whose service began in the preceding calendar year, etc.

9.04 The Company, without giving notice to the Union,

employee in an effort to reach a mutually acceptable adjustment.

Complaints or disputes involving a Human

decision or order of any Court or national or state regulatory body of competent jurisdiction specifically affect any provisions of this Agreement, the provision or provisions so affected will be construed as having been changed to conform to the law or decision, and the other provisions of this Agreement will continue in full force.

ARTICLE 16
PENSIONS AND BENEFITS

16.01 During the life of this Agreement the Company will not:

16.011 Make any change in the "Verizon Pension Plan" or the "Verizon Sickness and Accident Disability Benefit Plan" which would reduce or

Where more than one qualified employee

roll location." These geographical areas shall be designated as follows:

PHILADELPHIA

Designation	Geographical Area
Central	Locust Central Office area
East	Market and Pennypacker Central Office areas
South	Dewey, Eastwick and Saratoga Central Office areas
West	Sherwood, Trinity and Evergreen Central Office areas
Frankford	Poplar, Regent, Jefferson and Mayfair Central Office areas
Northern	Waverly, Davenport, Pilgrim, Orchard and Neptune Central Office areas
Germantown	Germantown, Baldwin, Ivyridge and Chestnut Hill Central Office areas

PITTSBURGH

Designation	Geographical Area
Downtown	Downtown Central Office area
Eastern	Oakland, Squirrel Hill, East Liberty, Wilkinsburg, Braddock and Homestead Central Office areas
Northern	Crafton, Northside, McKees Rocks, Bellevue, West View, Millvale, Sharpsburg, Fox Chapel, Glenshaw, and Perrysville Central Office areas
Southern	Allentown, Dormont, Carrick, Pleasant Hills, Bethel Park, Bridgeville and Carnegie Central Office areas

Where a force rearrangement, subject to the provisions of Section 18.03, occurs within a single third-tier supervisor's organization, the provisions of this Article will apply only among those employees assigned to that third

charged, less any amount received by the

[redacted]

ARTICLE 26

PERSONNEL RECORDS

26.01 Entries which are intended to be used against an employee for the purpose of justifying discipline shall not be made a part of an employee's personnel record unless a copy has been provided to the employee..

26.02 After one year from the date of an entry into an employee's record, the employee involved or the Union may request a review of the entry by the first or second tier supervisor then having authority over the employee. Within two weeks of the request, the employee or the Union shall be advised whether the write-up will be removed.

26.03 The provisions of Section 26.01 do not apply to routine recording of statistics on such matters as

(ii) Half of the ISP or Enhanced ISP Termination Allowance prior to deductions for taxes, in a lump sum, with the remaining half paid in forty-eight (48) monthly payments as described in (i) above. Such lump sum payments shall be paid within thirty (30) calendar days after the employee has left the service of the Company.

28.03 In addition to the ISP or Enhanced ISP Termination Allowance, for an employee who so elects to leave the service of the Company in accordance with Subsection 28.01 above, the Company, as an ISP or Enhanced ISP Expense Allowance, will reimburse the employee for actual expenses incurred for relocation costs, tuition or training costs, or job placement expenses related to seeking other employment, or any combination thereof, up to an amount not to exceed Seven Hundred Fifty Dollars ($750.00) for each year of net credited service (prorated for any partial year of service) to a maximum of Three Thousand Seven Hundred Fifty Dollars ($3,750.00). Any such expenses for which reimbursement will be made must be approved by the Company prior to being incurred and must be incurred within one (1) year

training for other assignments for the employ-

Board from the academic community. The Board will meet periodically and have responsibility for:

35.031 furnishing advice to the Company on personal or career development and job displacement training courses and curricula;

35.032 reviewing and making recommendations regarding training delivery systems (e.g., technical schools, community colleges, home study programs, etc.) available to be used by the Company;

35.033 evaluating the effectiveness of such training programs and courses and the delivery systems utilized;

35.034 encouraging employees to participate in and successfully complete the available training courses; and

35.035 [redacted]

a Company-provided motor vehicle in order to

ing of tours, overtime procedures, and vacation selection procedures.