

K # 5727

ees = 12,000

AGREEMENT BETWEEN

Ameritech

AND



INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS
LOCALS 165, 188,
206, 383, AND 399

Effective June 28, 1998 though June 28, 2003

YOUR BENEFITS

- Comprehensive Health Care Plan
- Dental Plans
- Vision Plans
- Group Life Insurance Program
(including Dependent Group Life)
- Sickness and Accident Disability Benefit Plan and
Anticipated Disability Program
- Ameritech Pension Plan
(including Death Benefits)
- Ameritech Savings and Security Plan
- Long Term Disability Plan
- Benefit Telephone Numbers**
- Ameritech Health Plans Service Center
..... 1-800 \ 223-2929
- Ameritech Retirement Plans Center
..... 1-800 \ 248-2411
- Ameritech Disability Service Center
..... 1-888 \ 212-3300
- Ameritech Educational Assistance Service Center
..... 1-800 \ 562-2319

K#5727

eels = 12,000

TABLE OF CONTENTS

ARTICLE:	BLS	PAGE
Agreement ‡		22
1. Recognition	FILE COPY	
Recognition		23
Contracting Out		23
2. Definitions		
Types Of Employees		24
Scheduling & Wage Related		25
Other		27
3. Non-Discrimination ‡		28
4. Company - Union Relationship		28
5. No Strike		29
6. Union Security		29
7. Union Dues Deductions		
Dues Deductions		30
Information Provided To The Union & From The Union		32
8. Committee on Political Education(C.O.P.E.)		32
9. Collective Bargaining Procedures		
Collective Bargaining		34
Contract Distribution ‡		36
10. Bulletin Boards		36
11. Union Officers And Representatives		
Promotions & Transfers Of Union Representatives		37
Stewards & Orientation		37
Payment For Joint Meeting Time		38
Absence For Union Business		38
Leave Of Absence For Union Business		39
12. Full Committee		40
13. Problem Resolution Procedures		
Union Representation & Notification		40
Union - Management Review Board		41

‡ Denotes Change eff. 6/28/98 - 6/28/2003

TABLE OF CONTENTS

ARTICLE:	PAGE
13. Problem Resolution Procedures (continued)	
Grievance Procedure	42
Arbitrable Topics	46
Arbitration	46
Expedited Arbitration	48
14. Wage Administration	
Basic Committed Wages ‡	50
Wage Deferral	50
Demotion / Downgrade / Lateral Transfer ‡	51
Impact Of Absence On Wage Increases	51
Promotional Increases	51
15. Net Credited Service & Seniority	52
16. Job Classifications And Promotions	
New Job Titles & Job Classifications	53
Promotion And Refusal Of	54
17. Benefits	55
18. Scheduling And Payment For Time Worked For Employees Represented by Local Union 165, 336 or 399, Appendix B, Exhibits 1, 2 and 3	
Scheduling	56
Lunch Period And Breaks	60
Overtime & Premium Pay	61
Prerarranged Overtime	62
Meal Allowance During Overtime	63
Call Outs	63
Out-of-Hour Calls	63
Report Pay	64
19. Scheduling And Payment For Time Worked For Employees Represented by Local Union 188 or 383, Appendix B, Exhibits 4 and 5	
Scheduling	64
Lunch Period And Breaks	65
Overtime & Premium Pay	66
Meal Allowance During Overtime	67
Call Outs	67
Out-of-Hour Calls	68

‡ Denotes Change

TABLE OF CONTENTS

ARTICLE:	PAGE
20. Work Done By Supervisors	68
21. Treatment Of Time Not Worked	
Absence - General Pay Treatment	68
Personal Illness	69
Death In Family ‡	70
Serious Distress	71
Jury Or Other Court Duty	71
Voting	72
Election Service	72
Severe Weather	73
22. Differentials For Employees Represented by Local Union 165, 336 or 399, Appendix B, Exhibits 1, 2 and 3	
Shift ‡	73
Swing Tour	74
Work Up Rate	74
Temporary Supervisor	75
Lead Person	77
On Call	78
23. Differentials For Employees Represented by Local Union 188 or 383, Appendix B, Exhibits 4 and 5	
Shift ‡	79
Swing Tour	79
Work Up Rate	80
Temporary Management	80
On Call	81
24. Classification And Treatment Of Regular Part-Time Employees	82
25. Recognized Holidays	85
26. Excused Work Days ‡	88

‡ Denotes Change

TABLE OF CONTENTS

ARTICLE:	PAGE
27. Vacations	
Eligibility	89
Scheduling / Selection	90
Day-At-A-Time	92
Sickness Or Leave During	92
Carry-Over	93
Payment In Lieu Of	93
28. Automobile Mileage Expense	94
29. Temporary Assignments	
Detailing - Location Assignment ‡	94
Board, Lodging, & Travel	89
Questions and Answers ‡	103
30. Training And Employment Security	
Training & Retraining	113
The Career & Personal Development Plan	114
Technological Change	116
Supplemental Income Protection Program (SIPP)	117
Reassignment Pay Protection Plan (RPPP)	121
Relocation	123
Layoffs-Appendix B Exhibits 1, 2 & 3	125
Layoffs-Appendix B Exhibits 4 & 5	127
Recalls & Reemployment	129
Termination Payments	131
Extended Medical Coverage	133
31. Safety	134
32. Commercial Driver's License & Special Operating Permit or License	135
33. Termination And Validity Of Agreement ‡	136

‡ Denotes Change

TABLE OF CONTENTS

<u>APPENDIX A</u> <u>MEMORANDUMS OF AGREEMENT:</u>	PAGE
Union Officials	144
Third Medical Opinions ‡	145
Permanent/Long Term Medical Restrictions ‡ ..	151
Training Opportunity Plan (TOP) ‡	154
Health Care Cost Containment Committee ‡ ..	158
Committee For Substance Abuse Awareness ‡ ..	161
Joint Training Advisory Board ‡	163
Military Leave Program	165
Ameritech Success Sharing Plan ‡	166
Work At Home / Telecommuting Trials ‡	172
Hiring Hall/Union Job Candidates ‡	173
Apprenticeship Program	174
Concerning The Apprenticeship Program	181
Transfers Into And Out Of The Bargaining Unit..	182
Problem Resolution Procedures ‡	183
IBEW/Ameritech	
Customer Service Response Team ‡	184
Entity Transfer And	
Employee Opportunity Committee ‡	186
ANM/ACI Letter ‡	188
Entity Transfer Capability ‡	189
Ameritech Career Sub-Committee ‡	190
Agreement Pertaining To	
Renewal Memoranda ‡	192
 <u>APPENDIX B</u> <u>WAGES/LOCATIONS/TITLE GROUPS:</u>	
Locations ‡	198
Title Consolidation Matrix ‡	199
Job Title Group Exhibits 1 through 5	208
Wage Schedule Index ‡	213
Wage Schedules ‡	217

APPENDICES RESERVED FOR FUTURE USE:

<u>APPENDIX C</u> CUSTOMER BILLING	235
<u>APPENDIX D</u> ENGINEERING & CONSTRUCTION	235
<u>APPENDIX E</u> FINANCE & CONTROLLER	235

‡ Denotes Change

TABLE OF CONTENTS

	PAGE
APPENDIX E AMERITECH CORPORATION.....	235
APPENDIX G INFORMATION TECHNOLOGY	235
APPENDIX H NETWORK COMPONENTS SERVICES‡ (No Longer Applicable)	
APPENDIX I NETWORK OPERATIONS	235
APPENDIX J PROVISIONING & MAINTENANCE	235
APPENDIX K PROCUREMENT SERVICES	235
APPENDIX L ILLINOIS BELL TELEPHONE COMPANY	235
APPENDIX M CONSUMER SERVICES	235
APPENDIX N CUSTOM BUSINESS SERVICES	235
APPENDIX O ENHANCED BUSINESS SERVICES	235
APPENDIX P INFORMATION INDUSTRY SERVICES	235
APPENDIX Q LONG DISTANCE INDUSTRY SERVICES	235
APPENDIX R PAY PHONE SERVICES	235
APPENDIX S SMALL BUSINESS SERVICES	235
APPENDIX T TELEPHONE INDUSTRY SERVICES‡	235
(No Longer Applicable)	
APPENDIX U AMERITECH NEW MEDIA, INC. Memorandum of Agreement ‡	242
Memorandum Regarding Motor Vehicle Usage Program ‡	247

‡ Denotes Change

INDEX

	Page	Article	Exhibit	Appendix
ABSENCE				
Death in Family	70	21		
Election Service	72	21		
General	68	21		
Jury or Other Court Duty	71	21		
Leave of (Union Business)	39	11		
Military Leave	165			A
Personal Illness	69	21		
Serious Distress	71	21		
Severe Weather	73	21		
Union Business	38	11		
Voting	72	21		
AGREEMENT				
Declaration of	22			
Term & Validity of	136	33		
APPRENTICESHIP PROGRAM				
Concerning the Apprenticeship Program	181			A
General	174			A
ARBITRATION				
Arbitrable Topics	48	13		
Arbitrator Panels	48	13		
Expedited Arbitration	48	13		
Expense	47	13		
Regular Arbitration	46	13		
Time Limitations	47	13		
AUTOMOBILE MILEAGE EXPENSE	94	28		
BASIC COMMITTED WAGES	50	14		
BASIC HOURLY WAGE RATE, DEFINITION	27	2		
BASIC WEEKLY WAGE RATE, DEFINITION	27	2		
BENEFITS				
General	55	17		
Health Care Cost Containment Committee	158			A
Military Leave Program	165			A
BOARD AND LODGING				
Daily Lodging Allowance	99	29		
Daily Meal Allowance	99	29		
Daily Training Allowance	98	29		

INDEX

	Page	Article	Exhibit	Appendix
BOARD AND LODGING(continued)				
Incidental Expense	89	29		
Weekend Return to Report Location (Trip Home)	101	29		
Questions & Answers	103	29		
BREAKS				
Exhibits 1, 2 & 3	60	18		
Exhibits 4 & 5	65	19		
BULLETIN BOARDS	38	10		
CALENDAR WEEK, DEFINITION	28	2		
CARRY OVER VACATION	93	27		
CAREER & PERSONAL DEVELOPMENT PLAN (CPDP) ..	114	30		
CAREER SUB-COMMITTEE	190		A	
CALL OUTS				
Exhibits 1, 2 & 3	63	18		
Exhibits 4 & 5	67	19		
CLASSIFICATION AND TREATMENT OF REGULAR PART-TIME EMPLOYEES				
	82	24		
COLLECTIVE BARGAINING	34	9		
COMMERCIAL DRIVER LICENSE & SPECIAL OPERATING PERMIT OR LICENSE				
	135	32		
COMMITTEES				
Full Committee	40	12		
Health Care Cost Containment	158		A	
Joint Training Advisory Board	163		A	
Safety Advisory	134	31		
Substance Abuse Awareness	161		A	
Problem Resolution Procedures	183		A	
Customer Service Response Team	184		A	
Entity Transfer & Employment Opportunity Comm	186		A	
Career Sub-Committee	190		A	
COMPANY - UNION RELATIONSHIP	28	4		
CONTRACT DISTRIBUTION	38	9		
CONTRACTING OUT	23	1		
C.O.P.E. (COMMITTEE ON POLITICAL EDUCATION) ...	32	8		

INDEX

	Page	Article	Exhibit	Appendix
CUSTOMER SERVICE RESPONSE TEAM	184			A
DAY, DEFINITION	27	2		
DAY SHIFT, DEFINITION	26	2		
DEATH IN FAMILY	70	21		
DEFINITIONS				
Other	27	2		
Scheduling & Wage Related	25	2		
Types of Employees	24	2		
DEFERMENT OF WAGES	50	14		
DEMOTION / DOWNGRADE / LATERAL TRANSFER ...	51	14		
DETAIL LOCATION, DEFINITION	27	2		
DETAILING EMPLOYEES				
Board, Lodging & Travel	99	29		
Daily Training Allowance	96	29		
Daily Travel Allowance	95	29		
Location Assignment	94	29		
Weekend Return to Report Location (Trip Home)	101	29		
DIFFERENTIALS				
Lead Person (Exhibits 1, 2 & 3)	77	22		
On Call (Exhibits 1, 2 & 3)	78	22		
On Call (Exhibits 4 & 5)	81	23		
Shift (Exhibits 1, 2 & 3)	73	22		
Shift (Exhibits 4 & 5)	79	23		
Swing Tour (Exhibits 1, 2 & 3)	74	22		
Swing Tour (Exhibits 4 & 5)	78	23		
Temporary Management (Exhibits 4 & 5)	80	23		
Temporary Supervisor (Exhibits 1, 2 & 3)	75	22		
Work Up Rate (Exhibits 1, 2 & 3)	74	22		
Work Up Rate (Exhibits 4 & 5)	80	23		
DISCIPLINE				
Union Representation	40	13		
DEDUCTIONS				
C.O.P.E.	32	8		
Dues	30	7		

FILE COPY

INDEX

	Page	Article	Exhibit	Appendix
DUES DEDUCTIONS	30	7		
ELECTION SERVICE, ABSENCE	72	21		
EMPLOYEE DEFINITIONS				
Employee	24	2		
Full-Time	25	2		
Part-Time	25	2		
Regular Employee	24	2		
Regular Limited Term	24	2		
Temporary	25	2		
ENTITY TRANSFER				
& EMPLOYMENT OPPORTUNITY COMMITTEE	186			A
ENTITY TRANSFER CAPABILITY	189			A
EVENING SHIFT, DEFINITION	189	18		
EXCUSED WORK DAY				
Eligibility	88	26		
Half Day Increments	88	26		
Payment	88	26		
Vacation or Absence on	88	26		
Worked	89	26		
EXPEDITED ARBITRATION	48	13		
EXTENDED MEDICAL COVERAGE	133	30		
FLOATING HOLIDAYS				
Eligibility	85	25		
Scheduling	86	25		
FULL COMMITTEE				
Technological Change	116	30		
System Council - T4	40	12		
FULL-TIME EMPLOYEE, DEFINITION	25	2		
GRIEVANCE PROCEDURE				
Cooperation and Notification	46	13		
Discussion or Settlement	43	13		
Meetings	45	13		
Steps	43	13		
Time and Method For Filing	44	13		
Union Representation	45	13		

INDEX

	Page	Article	Exhibit	Appendix
HALF DAY VACATION	82	27		
HEALTH CARE COST CONTAINMENT COMMITTEE ...	158			A
HIRING HALL / UNION JOB CANDIDATES	173			A
HOLIDAYS				
Absence On	87	25		
Eligibility	85	25		
Floating	85	25		
If Holiday Falls Within Vacation	87	25		
If Holiday Falls on Weekend	88	25		
Pay Treatment	85	25		
Pay Treatment When Worked	87	25		
Recognized	85	25		
Scheduling	86	25		
HOLIDAY SHIFT, DEFINITION	26	2		
ILLNESS				
Absence Treatment	69	21		
General Pay	70	21		
Partial Day	69	21		
IMPACT OF ABSENCE ON WAGE INCREASES	51	14		
INFORMATION PROVIDED				
TO & FROM THE UNION	32	7		
JOB TITLES & CLASSIFICATIONS				
New Job Titles & Classifications	53	16		
Title Groups	208		1-5	B
JOINT MEETING TIME, PAYMENT				
Grievance Meeting	38	11		
Other Meetings	38	11		
JOINT TRAINING ADVISORY BOARD	163			A
JURY OR OTHER COURT DUTY	71	21		

INDEX

	Page	Article	Exhibit	Appendix
LAYOFFS				
Appendix B, Exhibits 1, 2 and 3	125	30		
Appendix B, Exhibits 4 and 5	127	30		
Recalls & Reemployment	129	30		
LEAD PERSON DIFFERENTIAL	77	22		
LEAVE OF ABSENCE				
For Union Business	39	11		
Military	165		A	
Vacation Adjustment	92	27		
LICENSES AND PERMITS				
Commercial Driver's Licenses	135	32		
Special Operating	135	32		
LOCATION				
Detail Location, Definition	27	2		
Location List	198		B	
Report Location, Definition	27	2		
LUNCH PERIOD				
Exhibits 1, 2 & 3	60	18		
Exhibits 4 & 5	65	19		
MEALS				
Meal Allowance During Overtime(Exhibits 1, 2 & 3) ...	63	18		
Meal Allowance During Overtime(Exhibits 4 & 5)	67	19		
Board & Lodging	99	29		
Lunch & Breaks(Exhibits 1, 2 & 3)	60	18		
Lunch & Breaks(Exhibits 4 & 5)	65	18		
MEMORANDA RENEWAL	192		A	
MILITARY LEAVE PROGRAM	165		A	
MOVING EXPENSES				
Relocation Plan	123	30		
NET CREDITED SERVICE & SENIORITY	52	15		
NEW JOB TITLE & JOB CLASSIFICATIONS	53	18		

INDEX

	Page	Article	Exhibit	Appendix
NEW MEDIA ENTERPRISES				
General	242			
Motor Vehicle Usage Program	247			U
Wage Schedules	229			U
Working Conditions	243			U
NIGHT SHIFT, DEFINITION				
Exhibits 1, 2 & 3	57	18		
Exhibits 4 & 5	26	2		
NO STRIKE	29	5		
NON-DISCRIMINATION	28	3		
ON CALL DIFFERENTIAL				
Exhibits 1, 2 & 3	78	22		
Exhibits 4 & 5	81	23		
OUT-OF-HOURS CALLS				
Exhibits 1, 2 & 3	63	18		
Exhibits 4 & 5	68	19		
OVERTIME				
Call Out(Exhibits 1, 2 & 3)	63	18		
Call Out(Exhibits 4 & 5)	67	19		
Crediting Time Not Worked Toward Overtime Payment (Exhibits 1, 2 & 3)	61	18		
(Exhibits 4 & 5)	67	19		
Definition(Exhibits 1, 2 & 3)	61	18		
Definition(Exhibits 4 & 5)	66	19		
Prearranged Overtime	62	18		
Rates(Exhibits 1, 2 & 3)	61	18		
Rates(Exhibits 4 & 5)	68	19		
Time Counted Toward(Exhibits 1, 2 & 3)	61	18		
Time Counted Toward(Exhibits 4 & 5)	66	19		
PART-TIME EMPLOYEES				
Classification & Treatment	82	24		
Definition	25	2		

INDEX

	Page	Article	Exhibit	Appendix
PARTIAL DAY ABSENCE, TREATMENT	69	21		
PAYMENT FOR JOINT MEETING TIME				
Grievance Meeting	38	11		
Other Meetings	38	11		
PAYROLL DEDUCTIONS				
COPE	33	8		
Owes	30	7		
PERMANENT/ LONG TERM MEDICAL RESTRICTION				
Conditions	151			A
Release Form	153			A
Termination Pay	151			A
Third Medical Opinion	145			A
PERSONAL ILLNESS, ABSENCE	69	21		
PREARRANGED OVERTIME	62	18		
PREMIUM				
Definition	27	2		
Rates(Exhibits 1, 2 & 3)	61	18		
Rates(Exhibits 4 & 5)	66	19		
PROBLEM RESOLUTION PROCEDURES				
Arbitrable Topics	48	13		
Arbitration	48	13		
Expedited Arbitration	48	13		
Grievance Procedure	42	13		
Union-Management Review Board	41	13		
Union Representation & Notification	40	13		
Memorandum	183			A
PROMOTIONS & TRANSFERS OF UNION REPRESENTATIVES	37	11		
PROMOTIONS & REFUSAL OF	54	16		
PROMOTIONAL INCREASES	51	14		

INDEX

	Page	Article	Exhibit	Appendix
RATES OF PAY	217			B
REASSIGNMENT PAY				
PROTECTION PLAN (RPPP)	121	30		
RECOGNIZED HOLIDAYS	85	25		
RECALLS & REEMPLOYMENT	128	30		
RECOGNITION	23	1		
REGULAR EMPLOYEE, DEFINITION	24	2		
REGULAR LIMITED TERM EMPLOYEE, DEFINITION	24	2		
RELOCATION				
Treatment	123	30		
Payback Policy Agreement	124	30		
REPORT LOCATION, DEFINITION	27	2		
REPORT PAY	64	18		
SAFETY				
General	134	31		
Advisory Committee	134	31		
SCHEDULED TOUR, DEFINITION	28	2		
SCHEDULING & PAYMENT FOR TIME WORKED				
Call Outs (Exhibits 1, 2 & 3)	63	18		
Call Outs (Exhibits 4 & 5)	67	19		
Lunch Period & Breaks (Exhibits 1, 2 & 3)	60	18		
Lunch Period & Breaks (Exhibits 4 & 5)	65	19		
Meal Allowance During Overtime (Exhibits 1, 2 & 3) ..	63	18		
Meal Allowance During Overtime (Exhibits 4 & 5)	67	19		
Normal Shifts in Excess of Eight Hours (Exhibits 1, 2 & 3)	58	18		
Out-of-Hour Calls (Exhibits 1, 2 & 3)	63	18		

INDEX

	Page	Article	Exhibit	Appendix
SCHEDULING & PAYMENT FOR TIME WORKED(cont.)				
Out-of-Hour Calls (Exhibits 4 & 5)	88		19	
Overtime & Premium Pay (Exhibits 1, 2 & 3)	61		18	
Overtime & Premium Pay (Exhibits 4 & 5)	66		19	
Prearranged Overtime (Exhibits 1, 2 & 3)	82		18	
Report Pay (Exhibits 1, 2 & 3)	64		18	
Scheduling (Exhibits 1, 2 & 3)	56		18	
Scheduling (Exhibits 4 & 5)	64		19	
Shifts & Tour Scheduling (Exhibits 1, 2 & 3)	58		18	
Shifts & Tour Scheduling (Exhibits 4 & 5)	64		19	
SENIORITY				
General	52	15		
Management Transfer to Bargaining Unit	52	15		
SERIOUS DISTRESS	71		21	
SEVERE WEATHER	73		21	
SHIFT				
Day Shift (Exhibits 1, 2 & 3)	57		18	
Day Shift (Exhibits 1, 2 & 3)(Appendices E,F,G,K)	58		18	
Day Shift (Exhibits 4 & 5)	28		2	
Definition (Exhibits 1, 2 & 3)	58		18	
Definition (Exhibits 4 & 5)	28		2	
Evening Shift (Exhibits 1, 2 & 3)	57		18	
Holiday Shift	26		2	
Night Shift (Exhibits 1,2 & 3)(Appendices E,F,G,K)	58		18	
Night Shift (Exhibits 1,2 & 3)	57		18	
Night Shift (Exhibits 4 & 5)	28		2	
Normal Shifts in Excess of Eight Hours (Exhibits 1, 2 & 3)	58		18	
Shift Differential (Exhibits 1, 2 & 3)	73		22	
Shift Differential (Exhibits 4 & 5)	79		23	
Sunday Shift	28		2	
STEWARDS & ORIENTATION	37		11	
SUBSTANCE ABUSE AWARENESS COMMITTEE	161			A

INDEX

	Page	Article	Exhibit	Appendix
SUCCESS SHARING PLAN FOR UNION REPRESENTED EMPLOYEES				
Definitions & Calculations	167			A
Eligibility	168			A
Employee Information	170			A
Plan Administration	170			A
Plan Components	166			A
Plan Operation	169			A
Plan Purpose	166			A
Plan Year	166			A
SUNDAY SHIFT, DEFINITION	26	2		
SUPPLEMENTAL INCOME PROTECTION PROGRAM (SIPP)				
	117		30	
STAFFING				
Hiring Hall / Union Job Candidates	173			A
SWING TOUR				
Definition	26	2		
Treatment (Exhibits 1, 2 & 3)	74		22	
Treatment (Exhibits 4 & 5)	78		23	
SYSTEM COUNCIL T-4	40		12	
TECHNOLOGICAL CHANGE	116		30	
TELECOMMUTING / WORK AT HOME	172			A
TEMPORARY ASSIGNMENTS				
Board, Lodging & Travel	89	29		
Daily Training Allowance	96	29		
Daily Travel Allowance	95	29		
Detail - Location Assignment	94	29		
Lead Person	77	22		
Temporary Management	80	23		
Temporary Supervisor	75	22		
Work-Up (Exhibits 1, 2 & 3)	74	22		
Work-Up (Exhibits 4 & 5)	80	23		

INDEX

	Page	Article	Exhibit	Appendix
TEMPORARY EMPLOYEE, DEFINITION	25	2		
TEMPORARY MANAGEMENT DIFFERENTIAL	80	23		
TEMPORARY SUPERVISOR DIFFERENTIAL	75	22		
TERMINATION PAYMENT FOR PERMANENT/ LONG TERM MEDICAL RESTRICTION	151			A
TERMINATION PAYMENTS	131	30		
TERM & VALIDITY OF AGREEMENT	138	33		
THIRD MEDICAL OPINIONS				
Permanent / Long Term Restrictions	151			A
Request Forms	149			A
Return to Work From Disability	150			A
TITLE CONSOLIDATION				
Matrix	199			B
TITLE GROUPS				
Local 165	208			B
Local 188	211			B
Local 338	209			B
Local 383	212			B
Local 399	210			B
T.O.P. (TRAINING OPPORTUNITY PLAN)	154			A
TOUR				
Change (Exhibits 1, 2 & 3)	60	18		
Change (Exhibits 4 & 5)	65	19		
Definition (Exhibits 1, 2 & 3)	58	18		
Definition (Exhibits 4 & 5)	25	2		
Scheduled Tour	26	2		
Swing Tour (Exhibits 1, 2 & 3)	74	22		
Swing Tour (Exhibits 4 & 5)	79	23		

INDEX

	Page	Article	Exhibit	Appendix
TRAINING & EMPLOYMENT SECURITY				
Career & Personal Development Plan (CPDP)	114	30		
Extended Medical Coverage	133	30		
Layoffs - Appendix B, Exhibits 1, 2 and 3	125	30		
Layoffs - Appendix B, Exhibits 4 and 5	127	30		
Reassignment Pay Protection Program (RPPP)	121	30		
Recalls & Reemployment	129	30		
Relocation	123	30		
Supplemental Income Protection Program (SIPP)	117	30		
Technological Change	116	30		
Termination Payments	131	30		
Training & Retraining	113	30		
TRAINING & RETRAINING				
Career & Personal Development Plan (CPDP)	114	30		
General	113	30		
Joint Training Advisory Board	163			A
TRAINING OPPORTUNITY PLAN (T.O.P.)	154			A
TRANSFERS, TEMPORARY				
Into and Out Of The Bargaining Unit	182			A
Lateral	51	14		
Managers Into Bargaining Unit	52	15		
TREATMENT OF TIME NOT WORKED				
Absence for Union Business	38	11		
Crediting Time Not Worked Toward Overtime Payment (Exhibits 1, 2 & 3)	61	18		
(Exhibits 4 & 5)	66	19		
Death in Family	70	21		
Election Service	72	21		
General	68	21		
Jury or Other Court Duty	71	21		
Personal Illness	69	21		
Serious Distress	71	21		
Severe Weather	73	21		
Voting	72	21		
UNION BUSINESS, ABSENCE	38	11		

INDEX

	Page	Article	Exhibit	Appendix
UNION DUES DEDUCTION	30	7		
UNION LEAVE OF ABSENCE	39	11		
UNION - MANAGEMENT REVIEW BOARD	41	13		
UNION REPRESENTATION & NOTIFICATION	40	13		
UNION OFFICIALS				
Cross Entity Representation	144			A
UNION JOB CANDIDATES / HIRING HALL	173			A
UNION SECURITY	29	6		
VACATIONS				
Carry-Over	93	27		
Day-At-A-Time	92	27		
Eligibility	89	27		
Half Day Increments	92	27		
Pay Treatment	90	27		
Payment in Lieu Of	93	27		
Scheduling / Selection	90	27		
Schedule Composition	90	27		
Sickness or Leave During	92	27		
VALIDITY OF AGREEMENT	136	33		
VOTING	72	21		
WAGE TREATMENT - TITLE CONSOLIDATION MATRIX	199			B

INDEX

	Page	Article	Exhibit	Appendix
WAGES				
Administration	50	14		
Basic Committed Wages	50	14		
Deferment	50	14		
Demotion/Downgrade/Lateral Transfer	51	14		
Impact of Absences on Wage Increases	51	14		
Promotional Increases	51	14		
Schedules	217			B
WORK GROUP, DEFINITION	27	2		
WORK-UP RATE DIFFERENTIAL				
(Exhibits 1, 2 & 3)	74	22		
(Exhibits 4 & 5)	80	23		
WORK AT HOME / TELECOMMUTING	172			A
WORK DONE BY SUPERVISORS	68	20		

AGREEMENT

This Agreement is entered into the 28th day of June, 1998, by and between AMERITECH CORPORATION, ILLINOIS BELL TELEPHONE COMPANY ("Ameritech Illinois"), AMERITECH NEW MEDIA, INC., a subsidiary of Ameritech Corporation, and the following Business Units, divisions of Ameritech Services, Inc.:

AMERITECH NETWORK SERVICES

AMERITECH CONSUMER SERVICES

AMERITECH CUSTOM BUSINESS SERVICES (except that part of this Market Business Unit covered under separate collective bargaining agreements entitled, "CPE Collective Bargaining Agreements")

AMERITECH ENHANCED BUSINESS SERVICES (except that part of this Market Business Unit covered under separate collective bargaining agreements entitled, "CPE Collective Bargaining Agreements")

AMERITECH INFORMATION INDUSTRY SERVICES

AMERITECH LONG DISTANCE INDUSTRY SERVICES

AMERITECH PAY PHONE SERVICES

AMERITECH SMALL BUSINESS SERVICES

which may be hereinafter referred to as the "Company" and the LOCAL UNION Nos. 165, 188, 336, 383, 399, of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, (I.B.E.W.) affiliated with the American Federation of Labor, Congress of Industrial Organizations, which may be hereinafter referred to collectively as the "Union". The Company and the Union will be referred to hereinafter as the "Parties".

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

ARTICLE 1 RECOGNITION

BLS
FILE COPY

Recognition

- 1.01 The Company recognizes the Union as the exclusive bargaining agent for those employees of the Company in the State of Illinois (excluding that portion of the Southwest District included in 14-RC-7011) and Lake and Porter County, Indiana, whose occupations are represented by the Union and whose titles and classifications are included in the Title Summaries listed in Appendices attached to and made a part of this Agreement.
- 1.02 The Company agrees that in the event the work currently performed exclusively within the job titles listed in Appendix B at the locations listed therein, is moved to another Company facility in Illinois (other than in the Southwest District of Illinois currently not represented by the Union) or Lake or Porter County in Indiana, the Company will recognize the Union as the collective bargaining agent for those Company employees in job titles at the new facility which perform the relocated work.

Contracting Out

- 1.03 This Agreement covers the work customarily performed by the employees defined in Section: Recognition, paragraph 1.01, above. However, during the tenure of this Agreement, the Company may continue to contract out such work as is now customarily contracted out and has been customarily contracted out by Illinois Bell Telephone Company, Indiana Bell Telephone Company, Incorporated or Ameritech Services, Inc., under the previous collective bargaining agreements covering bargaining units represented by Local Unions 165, 188, 336, 383 and 399, and which were combined to form this bargaining unit. If such work to be contracted out will cause layoffs, or part-timing or prevent the rehiring of employees with seniority standing, such contracting out of work will be reviewed by the Company with the Union and allotted on the basis of what the Company is equipped to perform and what the employees represented by the Union are able and trained to perform.

ARTICLE 2
DEFINITIONS

Types Of Employees

EMPLOYEE:

Any person designated as active on the payroll of the Company and covered by this Agreement as provided in Article 1 (Recognition). Each employee will be classified as a regular, regular limited term or temporary employee as determined by the Company based on the employment period expectations at the time of hire or reclassification. However, in all cases, employment may be terminated earlier by the Company or the employee.

REGULAR EMPLOYEE:

One whose employment is expected to be indefinite. A regular employee may be either full-time or part-time.

REGULAR LIMITED TERM EMPLOYEE:

One hired for a specific project or a limited period with the definite understanding that his/her employment will terminate upon the completion of the project or at the end of the period, and whose employment is expected to continue for more than one (1) year but, unless mutually agreed to by the Company and the Union, not longer than twenty-four (24) months. A regular limited term employee may be either full-time or part-time. A regular limited term employee who is reclassified will be reclassified by job title within a Tier B manager's area or work group, which is applicable to the entity, within the local Union jurisdiction by seniority. A regular limited term employee shall be excluded from the provisions of Article 30 (Training and Employment Security) of this Agreement and all training and retraining benefits, Supplemental Income Protection Program, Reassignment Pay Protection Plan, Relocation Plan, recall and reemployment rights, Termination Payments and Extended Medical Coverage provided thereunder unless otherwise stated within Article 30.

TEMPORARY EMPLOYEE:

One hired on a daily or weekly basis or for a specific project or a limited period with the definite understanding that his/her employment will terminate upon completion of the daily or weekly assignments or the project or at the end of the period, and whose employment is expected to continue for not more than one (1) year. A temporary employee may be either full-time or part-time. A temporary employee who is reclassified will be reclassified by job title within a Tier B manager's area or work group, which is applicable to the entity, within the local Union jurisdiction by seniority. A temporary employee shall be excluded from the provisions of Article 30 (Training and Employment Security) of this Agreement and all training and retraining benefits, Supplemental Income Protection Program, Reassignment Pay Protection Plan, Relocation Plan, recall and reemployment rights, Termination Payments and Extended Medical Coverage provided thereunder unless otherwise stated within Article 30.

FULL-TIME EMPLOYEE:

One regularly scheduled to work the number of days and hours comprising the normal tour.

PART-TIME EMPLOYEE:

One normally scheduled to work less hours per average month than a comparable full-time employee in the same job title, classification and work group.

Scheduling & Wage Related

For Employees identified in Appendix B, Exhibits 1, 2 and 3, a tour shall be defined in Article 18, Scheduling and Payment For Time Worked.

For Employees identified in Appendix B, Exhibits 4 and 5, a tour shall be defined as follows:

TOUR:

Collectively, the shifts assigned by the Company to be worked in a calendar week. Normally, a tour consists of five (5) shifts totaling forty (40) hours, except as otherwise provided in this Agreement.

**SCHEDULED
TOUR:**

Total shifts, Sunday through Saturday, assigned by the Company, except as otherwise provided in this Agreement.

SWING TOUR:

A tour consisting of a combination of day, evening or night shifts.

For Employees identified in Appendix B, Exhibits 1, 2 and 3, a shift shall be defined in Article 18, Scheduling and Payment For Time Worked.

For Employees identified in Appendix B, Exhibits 4 and 5, a shift shall be defined as follows:

SHIFT:

Except as otherwise provided in this Agreement, a shift will be hours, normally eight (8), assigned by the Company constituting a regular day's work. Necessary shifts may be scheduled over any twenty-four (24) hour period.

For Employees identified in Appendix B, Exhibits 1, 2, and 3, day, evening and night shifts shall be defined in Article 18, Scheduling and Payment For Time Worked.

For employees identified in Appendix B, Exhibits 4 and 5, day and night shifts shall be defined as follows for purpose of scheduling:

DAY SHIFT: A shift where all scheduled hours fall between 7:00 a.m. and 7:00 p.m.

NIGHT SHIFT: A shift where any of the scheduled hours fall between 7:00 p.m. and 7:00 a.m.

SUNDAY SHIFT: A shift during which the majority of hours fall on Sunday.

HOLIDAY SHIFT: A shift during which a majority of the hours fall on the observed holiday.

**CALENDAR
WEEK:**

A calendar week begins at 12:01 a.m. on Sunday and ends at midnight the following Saturday

**BASIC WEEKLY
WAGE RATE:**

The wage rate authorized as compensation for a tour on a straight time basis, excluding differentials, over-time payments, premium payments and other extra payments.

**BASIC HOURLY
WAGE RATE:**

One fortieth (1/40) of the basic weekly wage rate.

OVERTIME:

See Articles 18 or 19 (as appropriate), Scheduling and Payment For Time Worked.

PREMIUM:

The paid rate for all hours worked, other than over-time hours, which are required by this Agreement to be paid at a rate higher than the basic hourly wage rate including applicable differentials. Premium rate will not be paid for hours not actually worked. These premium hours, paid at the premium rate, shall never be used in the calculation of hours of overtime worked.

Other

**REPORT
LOCATION:**

The location where an employee normally begins and ends his/her shift.

**DETAIL
LOCATION:**

Any location at which the employee is directed to start and/or end his/her shift other than the employee's Report Location.

**WORK
GROUP:**

The smaller of either the employee's vacation schedule group or overtime group.

DAY:

Refers to a calendar day unless otherwise specified under the terms of this Agreement.

ARTICLE 3
NON-DISCRIMINATION

- 3.01 In a desire to restate their respective policies, neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, age, sexual orientation or national origin, or because the employee is an individual with a disability, a disabled veteran, or a veteran of the Vietnam era or other protected classification recognized by applicable Federal, State or local law.
- 3.02 The use of the masculine or feminine gender, or any titles which connote gender in this Agreement, shall be construed as including both genders and not as a sex limitation.
- 3.03 When a word is used in the singular or plural number, either number, the singular or plural of that word, shall apply.

ARTICLE 4
COMPANY - UNION RELATIONSHIP

- 4.01 The Company and the Union recognize that it is in the best interests of both Parties, the employees and the public that all dealings between them be, and continue to be, characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union, and their respective representatives at all levels, shall apply the terms of this Agreement fairly, in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Unit. Each party shall bring to the attention of all employees in the Unit, including new hires, that their purpose is to conduct themselves in a spirit of responsibility and respect for the measures they have agreed upon to insure adherence to this purpose.

ARTICLE 5
NO STRIKE

- 5.01 It is understood between the Parties that the services to be performed by the employees covered by this Agreement are essential to the operation of the Company and to the health, safety, and welfare of the public, and the Union agrees that it will not authorize or promote any strike or slowdown during the life of this Agreement. The Company agrees that it will not intentionally do anything to prevent the performance of the said services by the said employees insofar as the services are required in the operation of the Company's business.
- 5.02 Should any such employee engage in any strike or slowdown, without the authority and not as the result of the call of the Union, the Parties shall cooperate to enable the Company to carry on its operations without interruption or other injurious effect. It is understood that the Union will not condone participation in a sympathy strike in conjunction with any other personnel of any other employer. Such cooperation on the part of the Union shall include ordering the employees to desist from such strike or slowdown.
- 5.03 This Article is not intended to prohibit employees from honoring a picket line provided that the establishment or maintenance of said picket line is not a violation of any law.

ARTICLE 6
UNION SECURITY

- 6.01 Each employee, who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member of the Union and all persons becoming employees on or after the effective date of this Agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members, for the period from such effective date or, in the case of persons becoming employees after the effective date of this Agreement, on or after the thirtieth (30th) calendar day of employment, whichever of these dates is later, until the termination of this Agreement.

For the purpose of this Article, "employee" shall mean any member of the bargaining unit.

6.02 Each employee who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning thirty (30) calendar days after the effective date of this Agreement, until the termination of this Agreement.

6.03 The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit of any such employee but shall reapply to such employee on the thirtieth (30th) calendar day following his/her return to the bargaining unit.

The term "formal separation" as used above includes transfers out of the bargaining unit, removal from payroll of the Company and leaves of absence of more than one (1) month duration.

ARTICLE 7

UNION DUES DEDUCTIONS

Dues Deductions

7.01 The Company shall make collection of Union dues, agency fees and initiation fees through payroll deductions upon receipt of a properly executed authorization signed by the employee for whom the deductions are to be made and shall pay over to the appropriate Local Union each month the total amount thus deducted from all employees. Authorization by employees for such deductions shall be in a form mutually acceptable to the Union and the Company.

7.02 The Financial Secretary of the Union shall certify the amount of Union dues, agency fees and initiation fees to be deducted in each interval by the Company. Such certification shall be made to the Company on or before Friday, the eighth (8th) calendar day preceding the last day of the pay period for which the deduction is to be effective. Mass changes of deduction amounts shall be submitted twenty (20) days or more prior to the month in which such changes are to occur. Deductions from employees shall be made in the first pay period of each month. The Company shall forward such deductions to the

Financial Secretary of the appropriate Local Union within six (6) working days, when practicable, following the payday applicable to the payroll period in which the deductions are made. It is understood that the Company will not be liable except to deduct and forward such deductions to the Financial Secretary of the appropriate Local Union. The Union assumes full responsibility for the disposition of the monies so deducted once they have been forwarded to the Local Union Financial Secretary.

7.03 The Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees, or charges of any kind which may arise out of or result from the honoring by the Company of dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union.

7.04 Cancellation by an employee of such written authorization for payroll deduction shall be in writing and signed by the employee. Upon receipt thereof, the Company shall honor any such cancellations. A copy of such notice shall be sent to the Local Union. An employee's authorization shall be deemed automatically canceled if the employee leaves the employ of the Company or is transferred or promoted out of the bargaining unit.

7.05 Payroll deduction of dues or fees will be handled as follows:

(A) Deduction of dues or fees shall be suspended during the period of an employee's leave of absence.

(B) When an employee has insufficient pay to cover all authorized deductions, deductions for dues or fees and then deductions for allotments to the Savings and Security Plan for non-salaried employees shall have priority over all other authorized deductions except those required by law and for insurance.

7.06 When an employee who has authorized the Company to deduct dues or fees is temporarily promoted to a higher classification within the bargaining unit and is shown on payroll records as being in the higher classification, dues or fees will be based on the higher rate of pay for as long as the employee remains in the higher classification.

Information Provided To The Union And From The Union

7.07 The Company shall furnish the appropriate Local Union a monthly statement showing the following information for each employee having a dues or fees deduction authorization on file:

(A) Amount of dues or fees deducted.

(B) Union eligible employees for whom the Company has not made a dues or fees deduction and an appropriate explanation.

In addition, the statement will include a list of employees engaged or transferred by the Company who are eligible for Local Union membership. Such statement shall show the employee's name, title, NCS date, employee classification, rate of pay, Report Location, social security number, mailing address and Responsibility Code.

7.08 The Union and the Company shall keep each other currently informed of their respective duly authorized representatives and promptly notify each other of any change of such representatives.

7.09 It is agreed that any inadvertent omission or error in the preparation of the above records will not be considered a breach of this Agreement.

ARTICLE 8

**COMMITTEE ON POLITICAL EDUCATION
(COPE)**

8.01 The Company and the Union shall provide for a program and procedure (subject to payroll system capability) whereby eligible employees of the Company may make voluntary contributions through payroll deduction to the Committee on Political Education ("COPE"), a separately segregated political action committee sponsored by the Union.

8.02 Eligibility to participate in contributions to COPE through the payroll deduction program is restricted to those employees of the Company who are certified by the Union as eligible to participate under the Federal Election Campaign Act of 1971 and any applicable state laws. Participation by any such employees shall be on a voluntary basis and employees shall be so informed by the person soliciting his/her participation on behalf of the Union. The Union shall be responsible

for notifying the Company promptly when any such employee is no longer eligible to participate.

8.03 Representatives of the Union may solicit COPE participation of employees who are Union members, on Company premises, but such solicitation shall not occur during working hours. Any such solicitation shall be limited to small groups of employees and of short duration so as not to disrupt the work place.

8.04 Eligible employees wishing to participate must complete a payroll deduction authorization card available from a representative of the Union. The Company will provide the Union with a detailed layout of the authorization card suitable for reproduction. The Union at its own expense shall supply authorization cards to employees who are eligible to participate. When completed by the employee, the authorization card will be forwarded by the Union to the payroll office appropriate for that employee. The Union will be responsible for satisfying its own requirements for records retention.

8.05 Employee deductions shall be in the minimum amount of fifty cent (\$.50), or ten cent (\$.10) increments thereof, per month. Deductions from employees pay shall be made each pay period.

8.06 The Company shall remit to the Treasurer of COPE, within the third calendar week following the initial deductions and monthly thereafter, the full amount of authorized deductions for the preceding month. In addition, the company shall transmit monthly to the Treasurer of COPE a list of contributors through payroll deduction showing the contributor's name, Local Union and amount contributed.

8.07 Any employee's payroll deduction shall cease upon the occurrence of any of the following:

(A) Termination of a participating employee's employment with the Company.

(B) Retirement of a participating employee.

(C) Transfer of a participating employee out of the bargaining unit.

(D) Receipt in the payroll office of written notice to cancel contributions to COPE, signed by the employee.

(E) Receipt in the payroll office of written notice from the Union that an employee is no longer eligible to participate.

(F) Leave of absence of a participating employee.

- 8.08 Except as otherwise provided herein, deductions shall continue for employees while receiving disability benefits, or while temporarily promoted to management. No deductions will be made for employees receiving payments under the Supplemental Income Protection Plan (SIPP), or the Long-Term Disability (LTD) Plan.
- 8.09 Deductions shall not be made if the employee has insufficient earnings to contribute to COPE.
- 8.10 As provided for in the regulations of the Federal Elections Commission, the Union will reimburse the Company for the costs of development, implementation, and administration of the payroll deduction system for COPE.
- 8.11 This Article is subject to applicable laws and regulations and shall not be placed in effect where prohibited by any such law or regulation.
- 8.12 The Parties agree that the Company assumes no responsibility other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts collected to COPE. The Union agrees to indemnify the Company and hold it harmless from all claims, damages, costs, and expenses of any kind which may arise in connection with the program covered.
- 8.13 Any change in the aforementioned program shall be bargained for by both the Company and the Union.

ARTICLE 9

COLLECTIVE BARGAINING PROCEDURES

Collective Bargaining

- 9.01 All collective bargaining shall be conducted between authorized representatives of the Union as designated by its Business Manager or by a person empowered to act in the Business Manager's behalf and authorized representatives of the Company as designated by the appropriate Director-Labor Relations.

- 9.02 Unless mutually agreed otherwise, up to five (5) authorized representatives on the Union's bargaining team who are Company employees not on leave of absence for Union business, shall be paid by the Company for actual time spent in collective bargaining sessions with the Company's bargaining team, in an amount not to exceed eight (8) hours of his/her basic wage rate per day.
- 9.03 It is the intention of the Company and the Union, with respect to future collective bargaining of replacement agreements, to conduct negotiations in such a manner as to reach a new agreement on or before the termination date of the present Agreement.
- 9.04 Any agreements reached as a result of collective bargaining by representatives of the Parties to this Agreement shall become binding and effective only upon signature of the authorized representatives of the Parties as designated respectively by the Business Manager of the Union and by the appropriate Director-Labor Relations of the Company or by persons empowered to act in their behalf.
- 9.05 At least one (1) representative each of the Union and Company who is authorized to execute final and binding agreements shall be in attendance at each collective bargaining meeting unless this requirement is specifically waived on each occasion by authorized representatives of both Parties.
- 9.06 The Business Manager and the appropriate Director-Labor Relations of the Company, or persons empowered to act on their behalf in this regard, shall keep each other currently advised in writing of the names of representatives authorized to represent them in collective bargaining negotiations and in the execution of final and binding agreements and shall notify each other immediately of any changes of authorized representatives.
- 9.07 Employees who are granted excused absences for collective bargaining shall receive eight (8) hours of his/her basic wage rate per day spent in collective bargaining with the Company.
- 9.08 The costs of joint Union-Company conference facilities utilized for collective bargaining shall be shared equally by the Company and the Union.

Contract Distribution

- 9.09 The Company agrees to have this Agreement printed by a union printer and to provide copies requested by the Union at the time of printing. The Company shall pay for the first twelve thousand (12,000) copies requested by the Union at the time of printing. The costs of all additional copies requested by the Union shall be paid for by the Union. The Company shall pay for Company requested copies unless the Company and the Union mutually agree to an exception.

ARTICLE 10

BULLETIN BOARDS

- 10.01 Subject to the provisions of paragraph 10.02 below, the Company agrees to furnish space, without charge, to erect bulletin boards for the exclusive use of the Union. If practicable, and space permits, the area provided should accommodate boards of approximately 48 x 60 inches. Location of the boards shall be mutually decided upon by the appropriate Union Chief Steward/Business Agent and the appropriate supervisory levels at places where employees covered by this Agreement work or assemble.
- 10.02 The Union agrees to post notices about the following matters only: elections, meetings, reports, other official Union business and notices of Union social and recreational activities. The Union agrees not to post or permit to be posted controversial material or material of a derogatory nature regarding the Company or its personnel.
- 10.03 The Union assumes responsibility for complete compliance with the spirit and intent of the provisions of this Article. If the Company believes that the posted material is not in the spirit and intent of the provisions of this Article, such material shall be brought to the attention of the Business Agent of the Local Union and removed on request. If the Union fails to remove the material it may be removed by the Company.
- 10.04 The Company shall have the option of providing bulletin boards for the Union's use, without charge.

ARTICLE 11

UNION OFFICERS AND REPRESENTATIVES

Promotions & Transfers Of Union Representatives

- 11.01 The Company agrees that it will not promote or transfer any Local Union officer, Chief Steward/Area Representative, Business Representative/Business Agent/Assistant Business Manager, or Steward, or other equivalent titles of the Union (even though the previously mentioned Union representative is agreeable thereto) which affects the employee's existing status as a duly certified local Union representative of the Union, without first obtaining the consent of the Union. The Company shall give the Union written notice of the proposed promotion or transfer and the Union shall conclusively be presumed to have consented unless, within one (1) week after receipt of such written notification, it advises the Company in writing that it does not consent. The Union shall keep the Company advised in writing of the names of all representatives of each Local coming within the scope of this Section at the proper Union-Management level.
- 11.02 The above also applies to temporary changes to Report Location of the above mentioned Union representatives which are for a period in excess of thirty (30) days.

Stewards & Orientation

- 11.03 The Company will recognize Stewards selected in accordance with the Union rules and regulations as the Union representatives of the employees in the respective groups for which they are chosen. The Company also recognizes that the displacing of a Steward is the function of the Union. The Union will notify the Company of the identity of Stewards and, within five (5) working days, of any change in Stewards' status. When practical, Stewards shall not leave their work without notifying their supervisors.
- 11.04 Each newly hired employee will be introduced by a supervisor to the appropriate Local Union representative and the Local Union representative will have up to thirty (30) minutes to confer with the employee. Time spent in such meetings during the employee's regularly scheduled hours shall be paid.
- 11.05 Each transferee will be introduced by their supervisor to the appropriate Local Union representative, however, no additional meeting time will be allowed.

Payment For Joint Meeting Time

- 11.06 For purposes of processing grievances, the Company agrees to permit authorized Union representatives to confer with representatives of the Company without loss of pay during such employees' regularly scheduled working hours. In addition, such employees shall suffer no loss in pay for reasonable time spent during such regularly scheduled working hours in traveling for grievance meetings.
- 11.07 When the Company agrees to meet with a Union representative for purposes other than the processing of grievances and further agrees to pay for the time of the Union representative involved, such time shall be paid in accordance with the terms of this Agreement.
- 11.08 Employees who are excused in accordance with the provisions of this Section and Article 9 (Collective Bargaining Procedures), shall give his/her immediate supervisor reasonable notice of the intended absence and of the probable duration of the absence.

Absence For Union Business

- 11.09 The Company, insofar as work schedules permit, agrees to grant to any employee who is an Officer or properly designated representative of the Union the necessary time off without pay to transact business of the Union, provided that the Company is given reasonable advance notice of such absence.
- 11.10 It is understood that all absences mentioned in this Section pertain to the administration of this Collective Bargaining Agreement unless mutually agreed upon between the Local Union Business Manager and the appropriate Director - Labor Relations.
- 11.11 Excused absences for Union business include absences by Union officers or properly designated representatives of the Union to perform administrative duties concerning their Locals. In addition, such duties are understood to include attendance at conventions and training classes associated with those administrative duties, and Telephone Coordination Council meetings, by those officials or by their designated representatives.
- 11.12 Such excused absences do not include absences in connection with organizing activities with other employees, grievance and arbitration proceedings with other employers, or other activities related to the administration of collective bargaining agreements with other employers.

Leave Of Absence For Union Business

- 11.13 Excused absences granted to a Union representative shall not exceed thirty (30) consecutive calendar days or a total of three hundred sixty (360) cumulative scheduled hours in any calendar quarter. Absences in excess of this amount shall not be authorized except by a leave of absence to be applied for by the Union in writing.
- 11.14 Requests for leaves of absence for Union business shall be made as far in advance as possible. Such requests shall be submitted to the appropriate Director - Labor Relations to arrange for approval and such requests shall be granted provided that all eligibility requirements are met. The initial period of such a leave of absence shall not exceed one (1) year, however, at the request of the Union and following similar procedures, it may be renewed on an annual basis. The total combined period of all such leaves of absence will not exceed eighteen (18) years.
- 11.15 The conditions of such leaves of absence for Union business are outlined in a current Memorandum of Agreement between the Parties.
- 11.16 A Union representative upon return from an excused absence or leave of absence, shall be reinstated to the same job title or a job title of equal pay to that in which the employee was engaged immediately preceding the absence subject to the provisions of this Agreement relating to layoffs. The employee shall be placed on the payroll at the rate then in effect for his/her assignment and for the period of service which was credited for wage purposes at the start of the leave of absence. No physical or other examination shall be required for reinstatement. However, the Company reserves the right to have such person examined to determine fitness for work or job placement if required by the law or if the Company would also subject any other employee returning from an excused absence or leave of absence to the same examination.

ARTICLE 12

FULL COMMITTEE

- 12.01 The Company recognizes there is a System Council, composed of a representative (or someone delegated by such representative) of each of the Local Unions 165, 188, 336, 383 and 399, herein referred to as the System Council T-4.
- 12.02 The Company will designate a representative or representatives of the Company to meet with the System Council T-4. Said System Council T-4 and Company representatives will be known as the Full Committee. It shall be the function of the Full Committee to study and make recommendations to the Parties hereto with respect to such matters as may be presented to the Full Committee relating to any of the Company's plans or practices affecting the educational, health, welfare and social status of employees. In addition, as may be required, matters regarding technological change in the business of the Company will be reviewed by the Full Committee as provided herein.
- 12.03 Meetings of the Full Committee will be on a monthly basis. Other meetings may be called from time to time on reasonable notice by either the Union or the Company.
- 12.04 The Committee may, at its discretion, create ad hoc committees to address issues such as safety, training and development and health care cost containment. Such committees shall present their findings to the Full Committee as often as the Full Committee deems necessary.

ARTICLE 13

PROBLEM RESOLUTION PROCEDURES

Union Representation & Notification

- 13.01 At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, a Union representative shall be present if the employee so requests. A copy of any non-confidential or non-proprietary documentation used at the meeting shall be provided to the employee at the employee's request.

- 13.02 In the event the Company contemplates the demotion or dismissal for just cause of any employee, the Company shall notify the Business Manager or appointed designee of the Local Union involved and review the facts with the Business Manager prior to the actual demotion or dismissal.
- 13.03 In the event the Company suspends for just cause any employee, the Company shall notify the employee's Chief Steward or Area Representative as soon as practicable, but not later than the close of the next working day, and review the reasons for the suspension.

Union - Management Review Board

- 13.04 After the Company gives notification of a contemplated dismissal for just cause of an employee with six (6) or more months of Net Credited Service, the Union may, within two (2) working days, request that a Union Management Review Board be convened relative to the contemplated dismissal. Such a request by the Union must be made to the appropriate Labor Relations Director.
- 13.05 Within two (2) working days after the Union request is made, the Company shall notify the Union as to the names of the two (2) Company members of the Board, and the Union shall notify the Company as to the names of the two (2) Union Board members.
- 13.06 The Board will meet within fifteen (15) days from the original notification of contemplated dismissal unless extended by mutual agreement. It is the Parties' intent that the employee shall attend the Board meeting except in unusual circumstances and the Union shall advise the employee whose dismissal is contemplated of this intent. The purpose of the Board meeting will be to review the facts that are available concerning the contemplated dismissal and to permit the employee (or in his/her absence, the Union) to present any facts which the employee believes should be brought to the Company's attention when considering the matter and for the Parties to attempt to resolve the issue. Union Board members who are employees, will participate in the Board meeting without loss of pay during scheduled working hours when the employee whose dismissal is contemplated is present, unless the Company has requested that the employee not be present at the meeting or unless the Company and the Union mutually agree that uncontrollable circumstances dictate otherwise.

13.07 The Parties agree to work together to provide reasonable security for the safety of Board participants when either party determines that a need for such security exists.

13.08 If after the meeting of the Board the Company dismisses the employee, any grievance involving the dismissal shall be deemed withdrawn thirty (30) calendar days after the date of dismissal unless the Union elects:

(A) To advance the matter to impartial arbitration as provided in "Arbitration" following, if the employee was present at the Board meeting; or

(B) To advance the matter to Step 3 of the grievance procedure as provided in "Grievance Procedure" following, if the employee was not present at the Board meeting.

13.09 In the event that the Union provides the Company with notification of a desire to hold a Union - Management Review Board and no meeting is held, the Union will be notified within fifteen (15) days from the original notification of contemplated dismissal, that either the employee is being dismissed or that circumstances warrant further investigation. If the employee is so dismissed, the Union may appeal the dismissal under the grievance procedure provided in "Grievance Procedure" following.

Grievance Procedure

13.10 Should differences arise between the Company and the Union regarding the interpretation or application of any of the terms or provisions of this Agreement or should any other grievance or dispute appear, such matters shall be processed according to the grievance procedures set forth in this Section. The Company and the Union recognize and confirm that the grievance procedures set forth in this Section, and, where applicable, "Arbitration" and "Expedited Arbitration" set forth in the Sections following, provide for the mutually agreed upon and exclusive forums for resolution and settlement of employee disputes during the term of this Agreement. Neither the Company nor the Union, its Locals or Representatives, will attempt either directly or indirectly by means other than the grievance, arbitration and/or expedited arbitration procedures to bring about the resolution of any issue which is properly a subject for disposition through such procedures. It shall be the objective of both the Company and the

Union to settle any grievance promptly and at the lowest step of the grievance procedure.

13.11 Discussion or Settlement of Grievance:

(A) Any individual employee or group of employees shall have the right to present grievances to the Company and such grievances may be settled without the intervention of the Union, so long as the settlement is not inconsistent with the terms of this Agreement and provided that the Union has been given an opportunity to be present at such settlement. After an employee has referred a grievance to the Union and the Union representative has so informed the Company that the Union represents that employee, the Company shall not discuss or settle such grievance directly with said employee initiating the grievance unless a Union representative is given an opportunity to be present.

(B) The grievance procedure shall consist of three steps:

Step 1 - A grievance shall be presented to the management representative to whom the aggrieved employee or affected employee group directly reports. It is intended that a grievance at this step shall be handled on an informal basis and verbal notice of the grievance shall be sufficient.

Step 2 - A grievance appeal shall be made to the next higher level management representative or other designated representative of the organization to which the aggrieved employee or affected employee group directly reports.

Step 3 - Notice of a further appeal shall be made in writing to the appropriate Labor Relations Director or other designated Labor Relations Representative.

(C) Any resolution of a grievance at Step 1, 2 or 3 shall be final and binding for the particular grievance involved, however, a resolution at Step 1 shall not be used as a precedent by either party.

13.12 Time and Method for Filing Grievances and Appeals:

- (A) No grievance or appeal shall be heard by the Company unless the same has been timely and properly filed as follows:
- (1) A grievance must be presented by the Union at Step 1 within thirty (30) days (180 days if the facts relevant thereto are a matter of Company record) of the action (or failure to act) which is the subject of the grievance.
 - (2) In the event the grievance is not resolved at Step 1 and the Union wishes to further appeal, such appeal must be made by the Union at Step 2 within thirty (30) days of the receipt of the Company's decision at Step 1.
 - (3) In the event the grievance is not resolved at Step 2 and the Union wishes to further appeal, such appeal must be made by the Union in writing at Step 3 within thirty (30) days of the receipt of the Company's decision at Step 2.
 - (4) In the event the Union fails to advise the Company of its decision to appeal within the thirty (30) day time limit described in A (1), A (2) or A (3) above, the Company's decision will stand and the grievance considered closed.
 - (5) Time limitations set forth in this Section may be extended upon mutual consent of both Parties.
- (B) At any step of the grievance procedure, the Union representative shall set forth the identity of the aggrieved employee involved, a statement of the act or occurrence complained of and the date thereof, the provision of this Agreement alleged to have been violated, and the remedy requested. At Step 3, the Union will send a letter of confirmation to the appropriate Labor Relations Director stating the grievance number; the nature of the grievance; the date, time and location of the action (or failure to act); and the Union representative involved. At Step 3, the Company will provide the Union with a written response to the Union's appeal.
- (C) The decision of the Company at Steps 1, 2 and 3 shall be given to the Union within fourteen (14) days of the close of the grievance meeting, or within a mutually agreed upon later date. Where no decision by the Company is received by the Union within the

time period described herein, the grievance shall be considered denied by the Company.

- (D) Upon mutual agreement of the Parties, any single grievance may initially be heard at the third step of the grievance procedure without having been heard at either Step 1 or 2, however, in no event shall Step 3 be omitted or bypassed.

13.13 Grievance Meetings:

- (A) A meeting at any step of the grievance procedure shall be held promptly and not later than fourteen (14) days after presentation of the grievance or notice of appeal unless the Parties mutually agree to a later date. A meeting at any step of the grievance procedure may be recessed and reconvened at a later date if the Parties mutually agree.
- (B) In the absence of agreement for such later or continued date, if such meeting is not held within fourteen (14) calendar days, the grievance shall be considered denied by the Company as of the fourteenth calendar day. The Union may then appeal the grievance to the next step of the grievance procedure.
- (C) All meetings will be held within the geographical jurisdiction of the bargaining unit at a mutually agreed time and place.

13.14 Union Representation:

The Union agrees to limit the number of Union representatives and aggrieved employees conferring and negotiating employee grievances with Company representatives, as provided in this Section, to those provided below, except that one (1) additional Union representative may be present, when unusual circumstances warrant, and the Union notifies, in advance, the Company representatives at whose level the grievance is being heard:

- (A) Not more than three (3) Union representatives if conferring with a Company representative at Step 1, Step 2 and Step 3.
- (B) The aggrieved employee or employees, as may be jointly agreed to by the Union and the Company representatives at whose level the grievance is being heard.

13.15 Cooperation and Notification:

- (A) Each party recognizes the right of the other to investigate the circumstances surrounding any grievance or accident and agrees to cooperate with the other in such investigations.
- (B) The Company and the Union shall keep each other informed regarding the personnel who are authorized to represent them in grievance and accident investigations.

Arbitrable Topics

13.16 The right to invoke arbitration shall extend only to matters which involve:

- (A) The interpretation or application of any of the terms or provisions of this Agreement, unless excluded by specific provisions of this Agreement.
- (B) The discipline of an employee with six (6) or more months of Net Credited Service.

Arbitration

13.17 An arbitrable matter shall be submitted to arbitration at the request of either party, provided the party seeking arbitration has notified the other party, by letter, within thirty (30) calendar days of the date of the final decision rendered at Step 3 under the grievance procedure or following a Union - Management Review Board dismissal, of its desire for arbitration.

13.18 Within seven (7) working days of the Company's receipt of the Union's request for arbitration, the Parties will select an arbitrator by alternately striking names from a randomly assigned "panel" of arbitrators. The method for determining which party will strike first shall be by flip of a coin. There will be thirty (30) such "panels" each consisting of seven (7) arbitrators who are members of the National Academy of Arbitrators and who have been selected to serve on a "panel". The panels will be created by both Company and Union each submitting one hundred and five (105) names. The Company and Union will make blind selections from the pool. The first seven (7) names will comprise Panel 1, and so on for each subsequent panel until all two hundred and ten (210) names are used. In the event an arbitrator is selected from each of thirty (30) panels, the 210 names will be

reordered in a random manner for the creation of thirty (30) new panels. The selected arbitrator shall conduct an appropriate hearing concerning the grievance, and render a decision, thereby resolving the grievance. The number of panels provided for in this paragraph may be increased by mutual agreement.

13.19 Hearings shall commence as quickly as possible following the designation and availability of the arbitrator and shall be carried to conclusion without unnecessary delay. The Company and the Union shall attempt to agree upon and reduce such issue or issues to writing at or before the commencement of the hearings. The hearing and decision of the arbitrator shall be confined to the issue or issues presented and the arbitrator shall not, as part of any decision, impose upon the Parties any obligation to arbitrate a subject which has not been agreed upon in this Agreement as a topic for arbitration.

13.20 The arbitrator shall render the decision in writing within thirty (30) calendar days following receipt of the Parties' briefs and the record in the case is closed. The award of the arbitrator shall be final and binding upon the Parties, subject to law, and the Company and the Union agree to abide by the decision of the arbitrator.

13.21 A grievance which the Union has elected to submit to arbitration under the provisions of this Section will be deemed to have been withdrawn if not submitted for final decision and processed within the time limitations prescribed in this Section. The time limitations set forth in this Section may be extended by mutual agreement.

13.22 The arbitrator shall have no authority to add to, subtract from, or change any of the terms of this Agreement.

13.23 The compensation and expenses of the arbitrator and the general expenses of the arbitration such as transcripts, hearing rooms, etc., shall be shared equally by the Company and the Union. Each party shall bear the expense of its representatives and witnesses.

13.24 In no event shall any retroactive pay treatment extend beyond thirty (30) days (180 days if the facts relevant thereto are a matter of Company record) prior to the date of notice of the grievance appeal in Step 2 of the grievance procedure. Any retroactive pay accorded shall be reduced or offset by all interim earned income, unemployment compensation, termination pay (or similar allowances paid pursuant to any provisions of an applicable agreement or established plan) or disability or pension benefits.

Expedited Arbitration

- 13.25 Any grievance involving the suspension of an individual employee, except those which also involve an issue of arbitrability, contract interpretation, or work stoppage (strike) activity and those which are also the subject of an administrative charge or court action shall be submitted to arbitration under this expedited arbitration procedure within fifteen (15) calendar days after the filing of a request for arbitration. In all other grievances involving disciplinary action which are specifically subject to arbitration, as specified in Section: Arbitration above, both Parties may, within fifteen (15) calendar days after the filing of the request for arbitration, elect to use this expedited arbitration procedure. The election shall be in writing and, when signed by authorized representatives of the Parties, shall be irrevocable. If no such election is made within the foregoing time period, the full arbitration procedure specified in Section: Arbitration above shall be followed.
- 13.26 As soon as possible after this Agreement becomes final and binding, a panel of ten (10) umpires shall be selected by the Parties. Each umpire shall serve until the termination of this Agreement unless his/her services are terminated earlier by written notice from either party to the other. The umpire shall be notified of such termination by a joint letter from the Parties. The umpire shall conclude his/her services by settling any grievance previously heard. A successor umpire shall be selected by the Parties. Umpires shall be assigned cases in rotating order designated by the Parties.
- 13.27 If an umpire is not available for a hearing within thirty (30) working days after receiving an assignment, the case will be passed to the next umpire in the rotation. If no umpire can hear the case within thirty (30) working days, the case will be assigned to the umpire who can hear the case on the earliest date.
- 13.28 The procedure for expedited arbitration shall be as follows:
- (A) The Parties shall notify the umpire in writing of the submission within the time specified in paragraph 13.25. The umpire shall notify the Parties in writing of the hearing date.
 - (B) Prior to the hearing, the Parties may submit to the umpire a written stipulation of all facts not in dispute.

- (C) The hearing shall be informal without formal rules of evidence and without a transcript. However, the umpire shall be satisfied that the evidence submitted is of a type on which he or she can rely, that the hearing is in all respects a fair one, and that all facts that are reasonably obtainable and necessary to a fair decision are brought before the umpire.
- (D) Each party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position within five (5) working days of the hearing, unless the Parties mutually agree to an extension of time. There will be no extension to the Parties after the written briefs are submitted. The umpire shall render his/her decision within five (5) working days after receiving the brief. The umpire shall provide the Parties a brief written statement of the reasons supporting the decision.
- (E) The umpire's decision shall apply only to the instant grievance, which shall be settled thereby. The Company and the Union agree to abide by the decision. The decision shall not constitute a precedent for other cases or grievances and may not be cited or used as a precedent in other arbitration matters between the Parties unless the decision or a modification thereof is adopted by the written concurrence of the representatives of each party at the third step of the grievance procedure.
- (F) In emergency situations only, the time limits in (A) and (D) above may be extended by agreement of the Parties or at the umpire's request. Such extensions shall not circumvent the purpose of this procedure.
- (G) In any grievance arbitrated under the provisions of this Section, the Company shall under no circumstances be liable for backpay for more than six (6) months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company) after the date of the disciplinary action. Delays requested by the Union in which the Company concurs shall not be included in such additional time. Any backpay awarded shall be reduced or offset by all interim earned income, unemployment compensation, termination pay (or similar allowances paid pursuant to any provisions of an applicable agreement or established plan), or disability or pension benefits.
- (H) The umpire shall have no authority to add to, subtract from, or modify any provisions of this Agreement.

- (i) The compensation and expenses of the umpire and the general expenses of the expedited arbitration shall be shared equally by the Company and the Union. Each party shall bear the expense of its representatives and witnesses.

ARTICLE 14

WAGE ADMINISTRATION

Basic Committed Wages

- 14.01 The minimum, progression and maximum weekly basic wage rates for all covered job titles will be as provided in the wage schedules included in Appendix B.

14.02 Current Increases

Effective June 28, 1998, wages will be increased by 3.5% at the maximum rate, exponentialized with no change in the start rate. In addition, each regular full or part-time employee on the payroll as of May 25, 1998 will receive a single \$500 lump sum contract ratification bonus.

14.03 Basic Wage Increase - First Anniversary

Effective June 27, 1999, the maximum wage rate for each job title shall be increased by 3.7%. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

14.04 Basic Wage Increase - Second Anniversary

Effective June 25, 2000, the maximum wage rate for each job title shall be increased by 3.6%. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

Wage Deferral

- 14.05 In the event the job performance of any employee is unsatisfactory to the Company and the Company contemplates the deferral of an employee's regular scheduled progression wage increase, the Company shall notify, in writing, such employee and the employee's Stew-

ard at least fifteen (15) days before the beginning of the payroll period in which the increase was to become effective.

- 14.06 The deferred increase shall not affect the employee's wage guide treatment date for future progressional increases.

- 14.07 Should any employee claim that a wage consideration within the established wage progression scheduled had been improperly withheld, the matter will, at the request of the Union, if made within forty-five (45) calendar days of such deferment, be subject to the provisions of the grievance procedure as set forth in Article 13.

Demotion / Downgrade / Lateral Transfer

- 14.08 An employee who is demoted, downgraded or laterally transferred shall be given the appropriate title for the work to be performed and receive the following wage treatment:

- (A) If at maximum, the employee will be placed at maximum on the new schedule. No employee will be given a wage rate greater than the maximum on the new schedule.
- (B) If in progression, place on the wage schedule step for the new title which allows full wage experience credit from the old wage schedule. The employee's wage schedule treatment date will not change.

- 14.09 A move from a current job title to a new job title will be considered a "lateral move" when the maximum basic weekly wage rate of the employee's new job title is within Ten Dollars (\$10), plus or minus, of the maximum weekly wage rate for the employee's current job title.

Impact Of Absence On Wage Increases

- 14.10 An employee absent for more than one (1) month for any reason other than sickness or accident disability absence will receive no credit on the wage progression consideration interval for the period of absence in excess of thirty (30) days.

Promotional Increases

- 14.11 An employee promoted shall be given the appropriate title for the work to be performed and receive the following promotion wage treatment:

- (A) If at maximum, place on the nearest wage schedule step for the new title which results in a higher rate of pay. If this increase is less than Ten Dollars (\$10) per week, give one additional wage step increase. The effective date of the promotion shall become the new wage schedule treatment date.
- (B) If in progression, place on the nearest wage schedule step for the new title which results in a higher rate of pay. The employee's wage schedule treatment date will not change.

ARTICLE 15

NET CREDITED SERVICE & SENIORITY

- 15.01 Net Credited Service shall mean "term of employment" as set forth in the pension plan applicable to employees covered by this Agreement.
- 15.02 Except as set forth in paragraphs 15.03 and 15.04, seniority shall be determined by the Net Credited Service of the employee affected, plus any period of service (not otherwise included in the employee's Net Credited Service) with an Ameritech company that participated in the CPE Retirement and Savings Plan. Where two (2) or more employees have the same Net Credited Service, the employee with the lowest last four (4) digits of social security number shall be considered the most senior.
- 15.03 Effective June 25, 1995, an Ameritech management employee who moves into the bargaining unit shall be granted seniority in the following manner.
 - (A) An employee previously covered by any Ameritech collective bargaining agreement shall immediately be granted the amount of seniority established as of the date the previous bargaining unit employment ended. After he or she accumulates an additional twenty-four (24) consecutive months of seniority within the bargaining unit, the employee shall be credited with seniority equal to his/her total Net Credited Service (plus any additional seniority credited under paragraph 15.02 above).
 - (B) An employee not previously covered by any Ameritech collective bargaining agreement shall be credited with seniority equal

to his/her total Net Credited Service after he or she accumulates an additional twenty-four (24) consecutive months of seniority within the bargaining unit (plus any additional seniority credited under paragraph 15.02 above).

- 15.04 A person hired for employment shall be regarded as a probationary employee until they have established seniority with the Company. Such employee may acquire seniority by working six (6) consecutive months on work covered by this Agreement, at which time the employee will be automatically credited with six (6) months seniority.

ARTICLE 16

JOB CLASSIFICATIONS AND PROMOTIONS

New Job Titles & Job Classifications

- 16.01 Whenever the Company determines it appropriate to create a new job title or job classification in the bargaining unit it shall provide sixty (60) days advance notice of that action to the Union. Such notice shall include the job title or classification, a job description of the duties for such job title or classification and the initial wage rates and schedule for such job title or classification. Following such notice, the Company may proceed to staff such job title or classification.
- 16.02 Within thirty (30) days from receipt of such notice, the Union may initiate negotiations concerning the initial wage rates or schedules which the Company has established for the new job title or classification. If negotiations are not so initiated, the initial wage rates and schedules set by the Company shall remain in effect.
- 16.03 If negotiations are initiated pursuant to paragraph 16.02 above, and if agreement is reached between the Parties within sixty (60) days following the Union's receipt of notice from the Company concerning the initial wage rates and schedules, the agreed upon wage rates and schedules shall be implemented as of the date of such agreement.
- 16.04 If negotiations are initiated pursuant to paragraph 16.02 above, and the Parties are unable to reach agreement on a schedule of wage rates for the new job title or classification within sixty (60) days following the Union's receipt of notice from the Company, the Union may, within thirty (30) days of the expiration of the sixty (60) day period for negotiations, demand that the issue of an appropriate sched-

ule of wage rates for the new job title or classification be submitted for resolution to a neutral third party, to be selected by mutual agreement from among those who possess acknowledged expertise in the area of employee compensation. Such neutral third party shall be an individual or an enterprise engaged in the business of determining employee compensation.

- 16.05 The Parties may submit all evidence deemed relevant to the issue to the neutral third party. At the request of either party, a hearing with transcript (in the case of an individual neutral third party) or meetings (in the case of an enterprise) shall be held to receive such evidence. In the event the Parties agree on an enterprise to resolve the dispute, all meetings with representatives of the enterprise shall be attended by Company and Union representatives and copies of documents submitted by one party to the enterprise shall be given to the other party. Union representatives at hearings and meetings will not be paid by the Company. Any such hearing or meeting shall be held within thirty (30) days after the matter is referred to the neutral third party, who shall render a written decision as to an appropriate schedule of wage rates for the new job title or classification within sixty (60) days of the date that the matter is first referred for resolution.
- 16.06 In the event the neutral third party determines that a different schedule of rates is appropriate, the new schedule shall be placed in effect as of the date of the neutral third party's decision.
- 16.07 All costs associated with the resolution of the dispute by the neutral third party (fees, transcript costs, hotel, travel, etc.) shall be shared equally by the Parties.
- 16.08 The procedures set forth in this Section shall be the exclusive means by which the Union may contest the schedule of wage rates which the Company sets for any new job title or classification.
- 16.09 The time limits set forth in this Section may be waived by agreement of the Parties.

Promotion and Refusal Of

- 16.10 When a vacancy occurs in a higher rated job title, employees with the greatest seniority shall be given full consideration before an appointment or transfer is made. However, seniority shall not be the governing factor and shall not prevent the transfer or appointment of an employee with less seniority, whose ability or qualifications are

greater than that of the senior employee under consideration for the work in the higher rated job title. The Company will weigh very carefully the ability and qualifications of the employees with seniority together with his/her availability as to location before making these appointments.

- 16.11 Should an employee decline a promotion, such action by the employee shall have no effect on that employee's future promotion.
- 16.12 Promotional increases shall be granted employees upon transfer to a higher title classification. Such increases will be granted at the beginning of the biweekly payroll period starting on or after the date of promotion.

ARTICLE 17

BENEFITS

- 17.01 No change shall be made in the terms of the existing Ameritech Comprehensive Health Care Plan, Dental Expense Plan, Vision Care Plan, Group Life Insurance Program, Sickness and Accident Disability Plan, Pension Plan, Savings and Security Plan and/or Long Term Disability Plan or their successor Plans which would reduce or diminish the benefits or privileges provided thereunder as they apply to employees represented by the Union without the consent of the Union.
- 17.02 Unless the Parties mutually agree, there shall be no negotiations concerning changes in the Plans during the period of this Agreement. Such negotiations shall not extend more than thirty (30) days following such mutual agreement.
- 17.03 Neither the Benefit Plans, their administration nor the terms of a proposed change in the plans are subject to the grievance or arbitration procedures of this Agreement.
- 17.04 Disputes involving the true intent and meaning of this Article may be submitted to the grievance and arbitration procedures of this Agreement.
- 17.05 The Company will provide the Union with a copy of the Ameritech Benefit Plans upon execution of this Agreement.

ARTICLE 18

SCHEDULING AND PAYMENT FOR TIME WORKED FOR EMPLOYEES REPRESENTED BY LOCAL UNION 165, 336 OR 399 APPENDIX B EXHIBITS 1, 2 AND 3

Scheduling

18.01 Definitions

- (A) The term shift shall designate the hours constituting a regular day's work, normally eight (8) hours assigned by the Company, except as otherwise provided in this Agreement.
- (B) The term tour shall designate collectively the shifts to be worked in a calendar week, assigned by the Company. Normally, a tour consists of five (5) shifts totaling forty (40) hours, except as otherwise provided in this Agreement.

18.02 Shift And Weekly Work Tour Scheduling (General)

- (A) Shift and weekly work tour scheduling shall recognize the desire of most employees to work five (5) consecutive days in a calendar week, and to work the same shift each day of the tour. Normally, eight (8) hours reckoned between 8:00 a.m. and 5:00 p.m. with an intermission not to exceed one (1) hour for meals, shall constitute a regular day's work and five (5) days Monday to Friday, inclusive, shall constitute a regular weekly work tour.
- (B) For job coverage, an employee's starting and/or quitting time of Saturday and/or Sunday shifts may be varied by not more than one (1) hour from the starting and/or quitting time of the shifts scheduled for the balance of his/her weekly work tour.
- (C) For temporary assignments of one (1) day or more for training, special group meetings, special projects or loans to other work groups, etc., starting and/or quitting times may be varied within the hours of the shift type to accommodate the hours of the temporary assignment.
- (D) Where the total work time and paid travel time, if any, in Section: Prearranged Overtime or Section: Call Out equals or exceeds four (4) hours and is either continuous with the employee's next

regularly scheduled shift or ends six (6) hours or less before that shift, the hours worked on that shift shall be paid for at the premium rate. If the employee is directed to go home by management for non-disciplinary reasons before the end of the employee's scheduled shift, the employee will be paid for the balance of such shift at the straight time rate.

18.03 Scheduling Outside Regular Hours

The Company may schedule outside of regular hours the necessary force in limited numbers to efficiently meet reasonable customer demand, maintain adequate service and protect property. Before adding additional scheduled shifts outside of regular hours, the local manager will discuss, and review with the Union the data being used in this decision. Notwithstanding the provisions of Article 13, Problem Resolution Procedures, should the Union and the local manager be unable to resolve any differences or concerns regarding this issue the matter may be referred to the appropriate Director - Labor Relations and the appropriate Union official for resolution.

The following definitions apply to those employees identified in Appendix B, Exhibits 1, 2 and 3, except employees covered by Appendices E, F, G and K.

- (A) Day shifts shall be eight (8) hours reckoned between the hours of 6:00 a.m. and 6:00 p.m.
- (B) Evening shifts shall be eight (8) hours reckoned between the hours of Noon and 1:00 a.m.
- (C) Night shifts shall be eight (8) hours reckoned between the hours of 11:00 p.m. and 9:00 a.m.
- (D) The Company may schedule shifts to begin up to one (1) hour before, and/or to end up to one (1) hour after, the shift hours designated in (A), (B) and (C) above. For such shifts, the hours worked within those designated in (A), (B) and (C) above will be paid at the employee's basic hourly wage rate plus applicable differential, if any, and the scheduled one (1) hour or less worked outside those designated in (A), (B) or (C) will be paid at the premium rate of one and one-half (1 1/2) times the employee's basic hourly wage rate.

The following definitions apply to those employees identified in Appendix B, Exhibits 1, 2 and 3, who are covered by Appendices E, F, G and K.

- (E) Day shift - a shift where all scheduled hours fall between 6:00 a.m. and 6:00 p.m.
- (F) Night shift - a shift where any of the scheduled hours fall between 6:00 p.m. and 6:00 a.m.

Item (G) following applies to all employees identified in Appendix B, Exhibits 1, 2 and 3.

- (G) Applicable differential payments for shifts defined in (A), (B), (C), (E) and (F) above will be paid in accordance with Article 22, Differentials.
- (H) Construction Employees:
 - (1) The regular weekly work tour of the Construction employees shall be established by paragraph 18.02(A) of this Article, unless other hours are agreed to by the Company and the Chief Steward of the Supervisor's group affected.
 - (2) When circumstances require, the Company may assign Construction employees to work other than regular shifts of eight (8) hours or more. All hours worked on such other shifts outside the hours established for the Supervisor's group pursuant to paragraph 18.03 (H) (1) above shall be paid for at the applicable differential, premium and/or overtime rate.
 - (3) An employee with any job title that is not included in paragraph 18.03 (H) (4) below will be paid the employee's basic wage rate plus night or evening differential.
 - (4) A Construction employee with one of the following job titles when scheduled for a evening or night tour will be paid at the premium rate for the first fifteen (15) consecutive days worked and the employee's basic wage rate plus shift differential for the succeeding days worked. When such evening or night tour is terminated and later rescheduled the same treatment previously described will be repeated

An assigned evening or night tour shall remain in effect for a period no longer than six (6) weeks. Such an assignment shall be made on a rotational basis, from among all qualified employees in the local Construction force.

Cable Splicing Technician

Outside Plant Technician

18.04 Shift/Shift Hours Preference

(A) Preference in selection of shifts and shift hours shall be on a seniority basis in groups of employees with the same titles performing the same or like work at the same work locations, within the same work group, providing however, that the Company reserves the right to assign and maintain on all shifts a sufficient number of employees who possess the skill and knowledge necessary to properly attend to the needs of the business. Preference when exercised, shall remain in effect for a minimum of six (6) successive weeks. Exceptions to the six (6) week rule can be mutually agreed to on a local basis, between the Union and the Company.

(B) Certain employees may be permanently assigned to an evening or night shift where they cannot exercise seniority to claim a day shift because no day shift is scheduled. When such employees are temporarily assigned to day shifts for one (1) or more weeks of training, they will continue to receive the differential unless a greater payment is required under other provisions of this Agreement.

18.05 Not later than 3:00 p.m. on Wednesday of each week, assignments for the next calendar week shall be posted to show the assigned tour each employee is to work during the following week. If the schedule is not posted by 3:00 p.m. Wednesday, the schedule shall be the same as that for the current week.

18.06 Employees hired, upgraded, transferred in, or returned from leave of absence shall, on the effective date of return, be assigned to available shifts. This will remain in effect until the next shift preferencing occurs.

18.07 After schedules have been posted or otherwise made available, employees may be permitted to change their tour, or one or more shifts

or to exchange their tour or one or more shifts with another employee within the same work group, provided such arrangement is approved by the immediate supervisor concerned. The tours or shifts agreed upon to be worked by each employee involved shall be considered as if originally so scheduled for the purpose of determining payment for hours worked.

18.08 Changes in shifts and tour assignments may be originated by the Company. These changes may be made at any time during the preferencing period. Employee preferencing will be done on a seniority basis per paragraph 18.04.

18.09 Should the Company make shift or tour assignment changes after 3:00 p.m. on Wednesday of the preceding week, the changed shift or tour will be paid at the premium rate without shift differential but otherwise considered as scheduled. Shift differentials will be included in the computation of such premium rate when the changed shift or tour would have been paid for at the premium rate or when the worked shift occurs on Sunday.

Lunch Period And Breaks

18.10 The unpaid lunch period for full-time employees and part-time employees working six (6) continuous hours or more shall be one (1) hour and it shall be taken between the third and the sixth hour of the shift as scheduled by the Company. Shorter lunch periods may be mutually agreed upon by the Union and local management. A part-time employee working a six (6) continuous hour shift will have the option to combine the two (2) fifteen (15) minute relief breaks as a half-hour paid meal period.

18.11 If the job assignment/title does not permit the employee to leave the building or job site/assignment, it is assumed no lunch period has been taken. In the event of such continuous duty, the employee will be permitted reasonable paid time to eat on the job.

18.12 Full-time employees and part-time employees working six (6) continuous hours or more shall be allowed two (2) fifteen (15) minute paid relief breaks per day. One (1) such relief break shall be allowed before and one (1) after the meal period, at a time designated by the Company. Part-time employees working three (3) continuous hours or more but less than six (6) hours, shall be allowed one (1) fifteen (15) minute paid relief break per day.

Overtime & Premium Pay

18.13 The basic hourly wage rate including applicable differentials shall be paid for all time worked, except where overtime rates or premium rates are specifically provided for elsewhere in this Agreement.

18.14 Employees shall be paid at the overtime rate of one and one-half (1 1/2) times their basic hourly wage rate including applicable differentials for work performed under the following conditions, except as provided in paragraph 18.15 below:

- (A) Time worked in excess of eight (8) hours in a day; or
- (B) Time worked in excess of forty (40) hours in a week; or
- (C) Time worked on a non-scheduled day; or
- (D) Time worked on a call out.

18.15 Overtime hours worked in excess of nine (9) hours per week shall be paid at the rate of two (2) times the basic hourly wage rate plus applicable differentials, except as otherwise provided herein.

18.16 A premium payment at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials shall be paid to employees for hours worked as scheduled Sunday shifts or as otherwise provided in this Agreement. Premium payments for Holidays will be paid as described in Article 25, Recognized Holidays.

18.17 No combination of overtime, premium and/or any other payments for time worked and/or any payments for time not worked, may produce an effective rate greater than two and one-half (2 1/2) times an employee's basic hourly wage rate including applicable differentials.

18.18 For the purpose of crediting time not worked towards an employee's eligibility for overtime payments (as defined in paragraphs 18.14 and 18.15 above) only the following absences during a scheduled shift shall be considered:

- Illness (Paid)
- Death in Family (Paid)
- Jury or Other Court Duty (Paid)
- Severe Weather (if employee reports to work)

- Visit to Medical Facility or Company-Designated Physician at Company's Request
- Travel Time at Company's Request
- Civic Affairs (such as Community Fund, Red Cross, etc.) when Assigned by Company
- Authorized Attendance at Joint Meetings with the Company including Joint Union-Company Committee Meetings, Grievance Meetings and Union-Management Review Board Meetings
- Excused Time for Union Business (Unpaid)
- Vacation Days and Vacation Weeks
- Recognized Holidays
- Excused Work Days (Paid and Unpaid)
- Excused Time Requested by Company
- Collective Bargaining with the Company
- Sickness and Accident Disability (Paid)
- Leave of Absence (Paid)

18.19 The Company will distribute overtime as fairly as is practicable between employees within the work group affected by such overtime.

Prearranged Overtime

18.20 When arrangements for overtime work are made in advance of the time work is to begin, pay treatment shall be as follows:

- (A) Overtime which is worked immediately before an employee's scheduled shift shall be paid at the overtime rate without pay for travel time.
- (B) Overtime which is worked immediately after an employee's scheduled shift shall be paid at the overtime rate without pay for travel time.
- (C) Overtime which is worked as an extra shift shall be paid for at the overtime rate without pay for travel time but including shift differential payment if one-half (1/2) or more of the employee's scheduled shifts in that week include such payment.
- (D) Prearranged overtime not covered in (A) (B) or (C) above, for jobs anticipated to be of less than eight (8) hours duration, shall be paid for at the overtime rate, including travel time to and from the employee's home. However, return travel time is not applicable when the time worked continues to the end of the employee's next scheduled shift.

Meal Allowance During Overtime

18.21 When an employee is required to work three (3) or more additional hours beyond the employee's scheduled quitting time on a regular shift, works a prearranged twelve (12) hours shift, or works eleven (11) or more consecutive hours including travel time which are paid at the overtime rate, the employee will be provided a meal or a Meal Allowance of Nine Dollars (\$9.00).

Call Outs

18.22 When an employee is contacted outside of his/her regularly scheduled shift for immediate reporting, pay will begin with the time called and continue until the employee returns home unless the time worked continues to the completion of the employee's next scheduled shift. Should the assignment continue to the completion of the employee's next scheduled shift, the employee will only be compensated for the time actually worked and reasonable travel time from his/her residence using the most direct route. A minimum of two (2) hours pay at the overtime rate will be paid unless the call occurs less than two (2) hours before the start of the employee's next scheduled shift.

Out-Of-Hours Calls

18.23 When an employee is contacted by telephone, outside of his/her regular shift, while on vacation or on a non-scheduled day, to discuss matters related to the job and the call has been authorized by management, the employee will be paid Sixty-Five Dollars (\$65).

18.24 Employees may be notified concerning working overtime either on or off the job. However, off the job notification shall be made not later than three (3) hours after shift has been worked or earlier than three (3) hours before a shift is to be worked. On the days the employee is not scheduled to work, calls shall be made between 10:00 a.m. - 10:00 p.m. Employees who are called outside these time limits will be paid per the above schedule. Payments will not apply if the call is made to cancel overtime or if the employee is receiving an on call differential.

18.25 If an out-of-hours call is prompted by the error or omission of the employee, no payment shall be made.

Report Pay

- 18.26 When it becomes necessary to cancel or defer work on prearranged overtime assignments not concurrent with scheduled shift, any employee not notified and who reports for work shall be paid for time actually worked or for a minimum of Sixty-Five Dollars (\$65). If the employee reports and no work was started, the employee shall be paid Forty Dollars (\$40) and released for the day without further payment.

ARTICLE 19

SCHEDULING AND PAYMENT FOR TIME WORKED FOR EMPLOYEES REPRESENTED BY LOCAL UNION 188 OR 383 APPENDIX B EXHIBITS 4 AND 5

Scheduling

- 19.01 Shift and weekly work tour scheduling shall recognize the desire of most employees to work five (5) consecutive days in a calendar week, and to work the same shift each day of the tour, however, the responsibility for determining the required shifts and tours required to meet the needs of the business rests solely with the Company.
- 19.02 Except where agreed mutually by the Company and the Union, preference in selection of full-time and part-time tours shall be on a seniority basis in groups of employees with the same titles performing the same or like work at the same locations providing however, that the Company reserves the right to assign and maintain on all shifts a sufficient number of employees who possess the skill and knowledge necessary to properly attend to the needs of the business. Preference when exercised, shall remain in effect for a minimum of three (3) successive months. Exceptions to the three (3) month rule can be mutually agreed to between the Union and the Company.
- 19.03 Not later than 3:00 p.m. on Wednesday of each week, assignments for the next calendar week shall be posted to show the assigned tour each employee is to work during the following week. If the schedule is not posted by 3:00 p.m. Wednesday, the schedule shall be the same as that for the current week.
- 19.04 Employees hired, upgraded, transferred in, or returned from leave of absence shall, on the effective date of return, be assigned to available shifts. This will remain in effect until the next shift preferencing occurs.

- 19.05 After schedules have been posted or otherwise made available, employees may be permitted to change their tour, or one or more shifts or to exchange their tour or one or more shifts with another employee within the same work group, provided such arrangement is approved by the immediate supervisor concerned. The tours or shifts agreed upon to be worked by each employee involved shall be considered as if originally so scheduled for the purpose of determining payment for hours worked.

- 19.06 Changes in shifts and tour assignments may be originated by the Company. These changes may be made at any time during the preferencing period. Employee preferencing will be done on a seniority basis per paragraph 19.02. In cases where office hours or days of operation change, employee preferencing will be done on a seniority basis per paragraph 19.02, and notification of the change will be made at least two (2) weeks before the change is to take effect, unless otherwise mutually agreed to by the Company and the Union.

- 19.07 Should the Company make shift or tour assignment changes after 3:00 p.m. on Wednesday of the preceding week, the changed shift or tour will be paid at the premium rate without shift differential but otherwise considered as scheduled. Shift differentials will be included in the computation of such premium rate when the changed shift or tour would have been paid for at the premium rate or when the worked shift occurs on Sunday.

Lunch Period And Breaks

- 19.08 The unpaid lunch period for full-time employees and part-time employees working six (6) continuous hours or more shall be one (1) hour and it shall be taken between the third and the sixth hour of the shift as scheduled by the Company. Shorter lunch periods may be mutually agreed upon by the Union and local management. A part-time employee working a six (6) continuous hour shift will have the option to combine the two (2) fifteen (15) minute relief breaks as a half-hour paid meal period.
- 19.09 If the job assignment/title does not permit the employee to leave the building or job site/assignment, it is assumed no lunch period has been taken. In the event of such continuous duty, the employee will be permitted reasonable paid time to eat on the job.

19.10 Full-time employees and part-time employees working six (6) continuous hours or more shall be allowed two (2) fifteen (15) minute paid relief breaks per day. One (1) such relief break shall be allowed before and one (1) after the meal period, at a time designated by the Company. Part-time employees working three (3) continuous hours or more but less than six (6) hours, shall be allowed one (1) fifteen (15) minute paid relief break per day.

Overtime & Premium Pay

19.11 The basic hourly wage rate including applicable differentials shall be paid for all time worked, except where overtime rates or premium rates are specifically provided for elsewhere in this Agreement.

19.12 Employees shall be paid at the overtime rate of one and one-half (1 1/2) times their basic hourly wage rate including applicable differentials for work performed under the following conditions, except as provided in paragraph 19.13 below:

- (A) Time worked in excess of eight (8) hours in a day; or
- (B) Time worked in excess of forty (40) hours in a week; or
- (C) Time worked on a non-scheduled day; or
- (D) Time worked on a call out.

19.13 Overtime hours worked in excess of nine (9) hours per week shall be paid at the rate of two (2) times the basic hourly wage rate plus applicable differentials, except as otherwise provided herein.

19.14 A premium payment at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials shall be paid to employees for hours worked as scheduled Sunday shifts or as otherwise provided in this Agreement. Premium payments for Holidays will be paid as described in Article 25, Recognized Holidays.

19.15 No combination of overtime, premium and/or any other payments for time worked and/or any payments for time not worked, may produce an effective rate greater than two and one-half (2 1/2) times an employee's basic hourly wage rate including applicable differentials

19.16 For the purpose of crediting time not worked towards an employee's eligibility for overtime payments (as defined in paragraphs 19.12 and

19.13 above) only the following absences during a scheduled shift shall be considered:

- Illness (Paid)
- Death in Family (Paid)
- Jury or Other Court Duty (Paid)
- Severe Weather (if employee reports to work)
- Visit to Medical Facility or Company-Designated Physician at Company's Request
- Travel Time at Company's Request
- Civic Affairs (such as Community Fund, Red Cross, etc.) when Assigned by Company
- Authorized Attendance at Joint Meetings with the Company including Joint Union-Company Committee Meetings, Grievance Meetings and Union-Management Review Board Meetings
- Excused Time for Union Business (Unpaid)
- Vacation Days and Vacation Weeks
- Recognized Holidays
- Excused Work Days (Paid and Unpaid)
- Excused Time Requested by Company
- Collective Bargaining with the Company
- Sickness and Accident Disability (Paid)
- Leave of Absence (Paid)

19.17 The Company will distribute overtime as fairly as is practicable between employees within the work group affected by such overtime.

Meal Allowance During Overtime

19.18 When an employee is required to work two and one-half (2 1/2) or more additional hours beyond the employee's scheduled quitting time on a regular shift, works a prearranged twelve (12) hours shift, or works eleven (11) or more consecutive hours including travel time which are paid at the overtime rate, the employee will be provided a meal or a Meal Allowance of Ten Dollars (\$10.00).

Call Outs

19.19 When an employee is contacted outside of his/her regularly scheduled shift for immediate reporting, pay will begin with the time called and continue until the employee returns home unless the time worked continues to the completion of the employee's next scheduled shift. Should the assignment continue to the completion of the employee's next scheduled shift, the employee will only be compensated for the

time actually worked and reasonable travel time from his/her residence using the most direct route. A minimum of two (2) hours pay at the overtime rate will be paid unless the call occurs less than two (2) hours before the start of the employee's next scheduled shift.

Out-Of-Hours Calls

- 19.20 When an employee is contacted by telephone, outside of his/her regular shift, while on vacation or on a non-scheduled day, to discuss matters related to the job and the call has been authorized by management, the employee will be paid Sixty-Five Dollars (\$65).
- 19.21 Employees may be notified concerning working overtime either on or off the job. However, off the job notification shall be made not later than three (3) hours after shift has been worked or earlier than three (3) hours before a shift is to be worked. On the days the employee is not scheduled to work, calls shall be made between 10:00 a.m. - 10:00 p.m. Employees who are called outside these time limits will be paid per the above schedule. Payments will not apply if the call is made to cancel overtime or if the employee is receiving an on call differential.
- 19.22 If an out-of-hours call is prompted by the error or omission of the employee, no payment shall be made.

ARTICLE 20

WORK DONE BY SUPERVISORS

- 20.01 Supervisory employees will normally perform supervisory duties. Nothing herein is intended, however, to prevent supervisory employees from receiving or giving training.

ARTICLE 21

TREATMENT OF TIME NOT WORKED

Absence - General Pay Treatment

- 21.01 In general, employees shall not receive payment for scheduled time not worked except as provided elsewhere in this Collective Bargaining Agreement.

- 21.02 An employee who is unable to report for duty for any reason shall, if possible, notify his/her supervisor prior to the scheduled starting time of his/her shift.

- 21.03 For the purpose of crediting time not worked towards an employee's eligibility for overtime payments only the following absences during a scheduled shift shall be considered:

- Illness (Paid)
- Death in Family (Paid)
- Jury or Other Court Duty (Paid)
- Severe Weather (if employee reports to work)
- Visit to Medical Facility or Company-Designated Physician at Company's Request
- Travel Time at Company's Request
- Civic Affairs (such as Community Fund, Red Cross, etc.) when Assigned by Company
- Authorized Attendance at Joint Meetings with the Company including Joint Union-Company Committee Meetings, Grievance Meetings and Union-Management Review Board Meetings
- Excused Time for Union Business (Unpaid)
- Vacation Days and Vacation Weeks
- Recognized Holidays
- Excused Work Days (Paid and Unpaid)
- Excused Time Requested by Company
- Collective Bargaining with the Company
- Sickness and Accident Disability (Paid)
- Leave of Absence (Paid)

Personal Illness

- 21.04 Payments to a regular employee for absence due to the employee's personal illness shall be made in accordance with the following:

- (A) If an employee with one (1) year or more of service reports to work and becomes ill during his/her shift, the time not worked during the remaining hours of the shift shall be paid for at his/her basic wage rate, including applicable shift differential for which the employee is eligible pursuant to Articles 22 or 23 (as appropriate) Differentials, Section: Shift Differential.
- (B) If an employee with less than one (1) year of service reports to work and becomes ill during his/her shift, the time not worked during the remaining hours of the shift will be unpaid.

(C) Except as specified in (A) and (B) above, payment for personal illness absence during the first seven (7) consecutive days of absence will be as follows:

- Less than one (1) year of service -
No Pay.
- One (1) year of service but less than two (2) years -
Pay after the second scheduled work day.
- Two (2) years of service but less than five (5) years -
Pay after the first scheduled work day.
- Five (5) years of service and over -
Pay from and including the first scheduled work day.
- No more than five (5) days will be paid for sickness absence in any calendar week.

Absences of longer than seven (7) consecutive days will be governed by the Sickness and Accident Disability Plan.

(D) The first full shift (except for sixth shifts) for which an employee does not report or is unable to begin work because of personal illness shall be considered as the first day of absence for illness pay purposes. If after the first day of such absence, the employee returns to duty and is subsequently unable to report for duty on a shift (except for sixth shifts) because of personal illness, the latter day of absence shall be considered as the first day of absence for illness pay purposes, and any subsequent returns to duty and absences because of personal illness shall be similarly treated.

Death In Family

21.05 Payments for absence due to a death in the family may be allowed for regular employees with a minimum of six (6) months service as described below. Pay for this purpose shall include applicable shift differentials for which the employee is eligible pursuant to Articles 22 or 23 (as appropriate) Differentials, Section: Shift Differential.

21.06 Employees absent due to death of a child or spouse or any relative listed in paragraphs 21.07 or 21.08 who resides in the same house

with the employee will be excused from duty without loss of pay for up to a maximum of three (3) scheduled work days (including travel time) beginning with the day of death through the day of the funeral.

21.07 Except as provided for in paragraph 21.06, employees absent due to the death of a parent, stepchild, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent or grandchild will be excused from duty without loss of pay for up to a maximum of two (2) scheduled work days (including travel time) beginning with the day of death through the day of the funeral.

21.08 Except as provided for in paragraph 21.06, employees absent due to the death of a brother-in-law, sister-in-law, stepparent, their minor child's parent or spouse's grandparent will be excused from duty without loss of pay for up to one (1) scheduled work day (including travel time) beginning with the day of death through the day of the funeral.

21.09 The maximum number of days referred to in paragraphs 21.06, 21.07 and 21.08 above normally shall be increased by one (1) for travel time if an employee attends a funeral which is held more than two hundred (200) miles from the employee's normal work location.

21.10 In addition, in the event of a death as noted herein, employees shall upon request be excused from scheduled time for one (1) additional unpaid day. A paid Vacation or Excused Work Day may be substituted for this day at the employee's option.

Serious Distress

21.11 Payment for absence due to serious distress may be made to regular employees with a minimum of six (6) months service. "Serious Distress" refers to an unwelcome situation beyond the control of the employee which requires the employee to meet a family duty or obligation, which is not pre-planned and which cannot appropriately be served by others or attended to by the employee at any time when the employee is off the job. Payment, if made, shall be for a maximum of one (1) scheduled shift.

Jury or Other Court Duty

21.12 Employees under subpoena or summons shall receive pay for time lost on account of jury or other court duty without deduction for any amount received from civil authorities, except that fees received by an employee in connection with a legal action directly or indirectly

pertaining to Company matters or Company records become the property of the Company. The employee should notify the Company of the jury or other court duty as soon as possible.

- 21.13 Evening and night shift employees are expected to attend such jury or other court duty during the day and are not expected to work his/her scheduled evening or night shift. However, pay for this purpose shall include applicable shift differentials for which the employee is eligible pursuant to Articles 22 or 23 (as appropriate) Differentials, Section: Shift Differential. If such jury or other court duty continues into a second calendar week, the Company may re-schedule an employee who normally works an evening or night shift to a day shift.
- 21.14 "Other Court Duty" as referred to in this Section, is intended to cover those circumstances where an employee acts in the interest of good citizenship such as when an employee who is a witness to an accident, assault, robbery, etc. is requested to appear in court as a witness. The employee's appearance would qualify as "Other Court Duty" since such an appearance is considered to be meeting a civic responsibility.
- 21.15 Notwithstanding any of the above, "Other Court Duty" as referred to in this Section, does not include lost time associated with criminal or civil actions, whether under subpoena or summons or not, if the employee is a plaintiff or defendant, or is otherwise a direct or indirect party to the action. Absence requests for court appearances in connection with such matters are considered personal, however, employees may be excused without pay.
- 21.16 Day shift employees involved with any jury or other court appearances must report back to work to complete his/her scheduled shift immediately upon being released from attendance at court that day, unless otherwise directed by management.
- 21.17 Employees completing jury or other court appearances may be required to obtain documentation of his/her attendance.

Voting

- 21.18 Employees shall be excused without pay for such time as is reasonably necessary to vote in a duly sanctioned government election. Application for such time off must be made prior to election day.

Election Service

- 21.19 Employees may be excused without pay for serving as an Inspector.

Judge, Assistant Clerk, Clerk, Sheriff or its equivalent in connection with Federal, State, Municipal or County elections. This excludes services for any political party.

Severe Weather

- 21.20 The Company recognizes that the nature of the work and the health and safety of employees are important factors when assigning work during severe weather. Continuous exposure to the elements in severe weather will not be required except to maintain service and/or to protect life or property. The Company will furnish protective equipment, such as tent heaters, heating equipment, or heated motor vehicles so that employees can get out of the weather for periods necessary to avoid continuous exposure. Employees must report.
- 21.21 When scheduled straight time work is suspended due to severe weather, other suitable work will be assigned if available. Employees will be paid for a full day's shift.

ARTICLE 22

DIFFERENTIALS FOR EMPLOYEES REPRESENTED BY LOCAL UNION 165, 336 OR 399 APPENDIX B EXHIBITS 1, 2 AND 3

Shift

- 22.01 Employees who are scheduled to work an evening or night shift will be paid a shift differential of Ten Dollars (\$10) per day or ten percent (10%) of their basic wage rate, whichever is greater.
- 22.02 A shift differential shall not be paid for any day shift that extends beyond 6:00 p.m. due to an employee working overtime.
- 22.03 Regular employees normally working an evening or night shift will be paid shift differential for scheduled time not worked, only in the following instances and under the following conditions:
- Illness (Paid)
 - Death In Family (Paid)
 - Jury Or Other Court Duty (Paid), however, if such absence continues into a second calendar week, the Company may reschedule the employee to a day shift
 - Severe Weather, if employee reports to work

- Vacations, if shift differential has been received by the employee for one (1) week immediately prior to the beginning of the vacation period
- Recognized Holidays
- Excused Work Days (Paid)
- Visits to Medical Facility or Company - Designated Physician at Company's Request
- Travel Time at Company's Request
- Civic Affairs (such as Community Fund, Red Cross, etc.) When Assigned by The Company
- Sickness and Accident Disability (Paid)

Swing Tour

22.04 Swing tours consisting of one (1) shift of one type and four (4) shifts of another, or two (2) shifts of one type and three (3) shifts of another, may be assigned to provide coverage which cannot be reasonably cared for by other tour scheduling. The one or two odd shifts, as appropriate, will be paid for at the premium rate without differential, except on Sunday when the differential will be included in the computation of the premium rate.

Work Up Rate

- 22.05 An employee who is temporarily assigned to a higher paid job title within the Bargaining Unit will be paid the difference in the maximum daily wage rate between the job title to which the employee is temporarily assigned and the job title to which the employee is regularly assigned.
- 22.06 An employee shall not be so assigned more than sixty (60) scheduled shifts in a calendar year and such assignment shall not be used to prevent a promotion to a higher job title. This limit may be extended as circumstances warrant upon agreement of the appropriate Director of the Company and Business Manager of the Local Union involved. If in the local work group, such temporary assignments result in employees working cumulatively one hundred twenty (120) shifts in any one title during a calendar year, the most senior qualified employee so assigned shall be promoted.
- 22.07 Whenever an employee is temporarily assigned to perform job duties of a job title rated lower than their regular job, except as otherwise stated in this Agreement, the employee shall not suffer a reduction of their basic wage rate and shall be eligible for applicable differentials of the new assignment.

Temporary Supervisor

- 22.08 The Company may, if it deems necessary, appoint from among volunteers, a qualified Bargaining Unit employee, who is at the maximum wage rate for the employee's job title, to act temporarily as a supervisor over other employees within the appropriate work group. Employees at the maximum wage rate with seniority shall be given full consideration before the appointment is made. However, seniority shall not be the governing factor and shall not prevent the appointment of an employee with less seniority who is better qualified for the appointment. If there are no such employees at the maximum wage rate in the group to be considered, another employee may be appointed. When an employee is acting as temporary supervisor, the employee shall perform only those duties normally performed by the supervisor the employee is replacing.
- 22.09 When appropriate, the group to be considered in the selection of a temporary supervisor will consist of those employees included on the same vacation schedule and overtime list. If these two (2) lists are not the same, the smaller of the two (2) will be used.
- 22.10 Prior to the commencement of the assignment, the employee shall be told whether the appointment will be on an hourly, daily, weekly or longer period basis. However, the assignment may be terminated earlier if a supervisor being replaced returns or unanticipated circumstances severely affecting service arise, such as fire, flood, storm or disaster. The assignment may also be terminated earlier when circumstances arise which management and the Union mutually agree warrant such termination. Once the assignment has been so terminated, it will not be reinstated during the current absence of a supervisor being replaced without the consent of the Union. While the employee is acting as a temporary supervisor, the employee will not be worked as a Bargaining Unit employee during regular hours.
- 22.11 Should the needs of the business require the temporary supervisor being worked as a Bargaining Unit employee on an overtime basis, such assignment shall take place only if all other qualified Bargaining Unit employees available at the required time within the particular overtime group have been offered the opportunity to work.
- 22.12 Weekly appointments are those made to cover a full Monday through Friday supervisory absence. When such appointments are prearranged, the "week" in effect will be considered to run from Sunday through Saturday.

- 22.13 Appointments which could not be prearranged, but which are made to cover a full Monday through Friday supervisory absence, are also weekly appointments, but considered to run from the time of appointment through Saturday. (Note: This would also include an appointment for the rest of a week made on Tuesday morning following a Monday holiday.)
- 22.14 The type of supervisory absence which necessitates a temporary assignment is of no consequence in defining an appointment.
- 22.15 Temporary assignments shall not be made for longer than a three (3) month period in a calendar year, but may be extended as circumstances warrant upon mutual agreement between management and the Business Manager of the Local Union involved.
- 22.16 When temporary supervision has been used on a job for a period of six (6) months, a supervisor will be appointed, except in those cases where the regular supervisor is being temporarily replaced because of sickness, leave or other absence or special assignment and is expected to return to the position, in which case management and the Business Manager of the Local Union involved shall review at three (3) month intervals.
- 22.17 An employee temporarily assigned as a temporary supervisor shall receive a temporary supervisor differential of ten percent (10%) of the employee's basic daily wage rate for each day worked as a temporary supervisor. Such differential shall also be paid:
- (A) To an employee on vacation of one (1) week or more if the employee is assigned to the temporary supervisor assignment at least one (1) continuous week immediately preceding the vacation week.
 - (B) To an employee for a Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday if the employee is assigned to the temporary supervisor assignment the day before and the day after the Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday.
 - (C) To an employee absent (not including disability) while assigned as a temporary supervisor if the assignment has been for at least one (1) continuous week immediately preceding the absence.

Lead Person

- 22.18 The Company may, if it deems necessary, appoint from among volunteers, a qualified Bargaining Unit employee who is at the maximum wage rate for the employee's job title, to act as a "lead person" over other employees.
- 22.19 A lead person may also be assigned to perform the duties of a temporary supervisor as specified in Section: Temporary Supervisor above, if the supervisor will be absent for less than one (1) week.
- 22.20 Employees at the maximum wage rate with seniority shall be given full consideration for such appointments. However, seniority shall not be the governing factor and shall not prevent the appointment of an employee with less seniority who is better qualified for the appointment. If there are no such employees at the maximum wage rate in the group to be considered, another employee may be appointed.
- 22.21 While serving in this capacity, the employee will perform non-disciplinary administrative and organizational supervisory tasks, as well as the Bargaining Unit work associated with the assignment.
- 22.22 The assignment of a "lead person" will not be made to replace a supervisor who is absent from work for a full week or more. Such assignment as a temporary supervisor, replacing an absent supervisor, will be made as provided for in Section: Temporary Supervisor above.
- 22.23 An employee so temporarily assigned shall receive a lead person differential of ten percent (10%) of the employee's basic daily wage rate for each day worked as a lead person. Such differential shall also be paid:
- (A) To an employee on vacation of one (1) week or more if the employee is assigned to the lead person assignment at least one (1) continuous week immediately preceding the vacation week.
 - (B) To an employee for a Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday if the employee is assigned to the lead person assignment the day before and the day after the Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday.

- (C) To an employee absent (not including disability) while assigned as a lead person if the assignment has been for at least one (1) continuous week immediately preceding the absence.

On Call

- 22.24 The Company may assign qualified employees from among those who volunteer, on a rotational basis, to be "on call" with a pager or another type of notification device and to be available for out-of-hours work on a daily or weekly basis.
- 22.25 When so assigned, the employee will carry the pager or notification device at all times from the end of his/her shift to the beginning of his/her next scheduled shift. In addition to payment for any time worked, the employee will be paid an on call differential as follows:
- (A) Ten Dollars (\$10.00) if worn from end of his/her shift to the beginning of his/her next scheduled shift except for (D) below;
 - (B) Twenty Dollars (\$20.00) if worn on a day for which the employee is not scheduled to work except for (D) below;
 - (C) Twenty-Five Dollars (\$25.00) if worn on a Recognized Holiday, whether scheduled or not scheduled to work;
 - (D) Sixty Dollars (\$60) if worn for the period of time from the end of the employee's Friday shift until the start of the employee's Monday shift.
- 22.26 When the Company contemplates use of this provision in work force, the Area Manager will contact the Chief Steward/Area Representative or Business Representative/Assistant Business Manager for the purpose of developing implementation procedures. If the assignment is to cover an entire week, notification of such assignment will be made by the close of the shift on Wednesday of the preceding week.

ARTICLE 23 DIFFERENTIALS FOR EMPLOYEES REPRESENTED BY LOCAL UNION 188 OR 383 APPENDIX B EXHIBITS 4 AND 5

Shift

- 23.01 Regular employees scheduled to work a shift beginning before 7:00 a.m. or ending after 7:00 p.m. shall be paid a daily shift differential of Ten Dollars (\$10.00) for working that shift, or an hourly shift differential of an additional ten percent (10%) of their basic hourly wage rate for those hours worked before 7:00 a.m. or after 7:00 p.m., whichever is greater.
- 23.02 A shift differential shall not be paid for any shift that extends beyond 7:00 p.m. due to an employee working overtime.
- 23.03 Regular employees normally working an evening or night shift will be paid shift differential for scheduled time not worked, only in the following instances and under the following conditions:
- Illness (Paid)
 - Death In Family (Paid)
 - Jury Or Other Court Duty (Paid), however, if such absence continues into a second calendar week, the Company may reschedule the employee to a day shift
 - Severe Weather, if employee reports to work
 - Vacations, if shift differential has been received by the employee for one (1) week immediately prior to the beginning of the vacation period
 - Recognized Holidays
 - Excused Work Days (Paid)
 - Visits to Medical Facility or Company - Designated Physician at Company's Request
 - Travel Time at Company's Request
 - Civic Affairs (such as Community Fund, Red Cross, etc.) When Assigned by The Company
 - Sickness and Accident Disability (Paid)

Swing Tour

- 23.04 Swing tours consisting of one (1) shift of one type and four (4) shifts of another, or two (2) shifts of one type and three (3) shifts of another.

may be assigned to provide coverage which cannot be reasonably cared for by other tour scheduling. The one or two odd shifts, as appropriate, will be paid for at the premium rate without differential, except on Sunday when the differential will be included in the computation of the premium rate.

Work Up Rate

- 23.05 An employee who is temporarily assigned to a higher paid job title within the Bargaining Unit will be paid the difference in the maximum daily wage rate between the job title to which the employee is temporarily assigned and the job title to which the employee is regularly assigned.
- 23.06 An employee shall not be so assigned more than sixty (60) scheduled shifts in a calendar year and such assignment shall not be used to prevent a promotion to a higher job title. This limit may be extended as circumstances warrant upon agreement of the appropriate Director of the Company and Business Manager of the Local Union involved. If in the local work group, such temporary assignments result in employees working cumulatively one hundred twenty (120) shifts in any one title during a calendar year, the most senior qualified employee so assigned shall be promoted.
- 23.07 Whenever an employee is temporarily assigned to perform job duties of a job title rated lower than their regular job, except as otherwise stated in this Agreement, the employee shall not suffer a reduction of their basic wage rate and shall be eligible for applicable differentials of the new assignment.

Temporary Management

- 23.08 The Company may, if it deems necessary, appoint from among volunteers, an employee within the work location to act temporarily in a management position. The Company may appoint an employee from another work location within the Bargaining Unit, if force or work load do not permit temporary assignments from within the work location.
- 23.09 The employee selected may perform all those duties normally performed by someone permanently assigned to said position except the temporary management employee shall not take planned disciplinary action against other employees.
- 23.10 An employee who is acting in a temporary management capacity

may perform Bargaining Unit work during overtime periods, provided all other qualified employees in the work location have been offered the opportunity to work the overtime first.

- 23.11 Temporary assignments shall not be made for less than one-half shift and shall not exceed six (6) months, but may be extended by mutual consent between the Company and the Union.
- 23.12 Employees working in a temporary management assignment for a consecutive six (6) month period or more shall not be reassigned to the same temporary management position within sixty (60) days following the completion of the assignment.
- 23.13 An employee so temporarily assigned shall receive a temporary management differential of ten percent (10%) of the employee's basic hourly wage rate for each hour worked in the assignment. The assignment may be for one-half shift or a full shift. Such differential shall also be paid:
- (A) To an employee on vacation of one (1) week or more if the employee is assigned to the temporary management assignment at least one (1) continuous week immediately preceding the vacation week.
 - (B) To an employee for a Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday if the employee is assigned to the temporary management assignment the day before and the day after the Recognized Holiday, vacation day, paid Excused Work Day or Floating Holiday.
 - (C) To an employee absent (not including disability) while assigned as temporary management, if the assignment has been for at least one (1) continuous week immediately preceding the absence.
- 23.14 Temporary management assignments shall not constitute transfers outside the Bargaining Unit.

On Call

- 23.15 The Company may assign qualified employees from among those who volunteer, on a rotational basis, to be "on call" with a pager or another type of notification device and to be available for out-of-hours work on a daily or weekly basis.

23.16 When so assigned, the employee will carry the pager or notification device at all times from the end of his/her shift to the beginning of his/her next scheduled shift. In addition to payment for any time worked, the employee will be paid an on call differential as follows:

- (A) Ten Dollars (\$10.00) if worn from end of his/her shift to the beginning of his/her next scheduled shift except for (D) below;
- (B) Twenty Dollars (\$20.00) if worn on a day for which the employee is not scheduled to work except for (D) below;
- (C) Twenty-Five Dollars (\$25.00) if worn on a Recognized Holiday, whether scheduled or not scheduled to work;
- (D) Sixty Dollars (\$60) if worn for the period of time from the end of the employee's Friday shift until the start of the employee's Monday shift.

23.17 When the Company contemplates use of this provision in work force, the Area Manager will contact the Chief Steward/Area Representative or Business Representative/Assistant Business Manager for the purpose of developing implementation procedures. If the assignment is to cover an entire week, notification of such assignment will be made by the close of the shift on Wednesday of the preceding week.

ARTICLE 24

CLASSIFICATION AND TREATMENT OF REGULAR PART-TIME EMPLOYEES

24.01 The classification of a regular part-time employee is based on the employee's "part-time equivalent work week" which shall be determined prospectively by dividing the employee's total normally scheduled hours per month by 4.35 and rounding the result to the next higher whole number. (Illustration: 68 hours per month divided by 4.35 equals 15.6, rounded to a "part-time equivalent work week" classification of 16.)

24.02 The "part-time equivalent work week" classification of each regular part-time employee shall be reviewed by the Company quarterly and

adjusted on a prospective basis, if appropriate. In determining whether such adjustment is appropriate, the Company will consider the actual average number of hours worked per month (excluding overtime hours) during the preceding quarter and the likelihood that such number of work hours will continue for a reasonably foreseeable period of time.

24.03 Where applicable, payments to a regular part-time employee under Company benefit plans shall be prorated based on the relationship of the individual part-time employee's "part-time equivalent work week" classification to a forty (40) hour work week. A regular part-time employee shall not be paid for time not worked for absence due to sickness (not under the "Ameritech Pension Plan" and/or the "Sickness and Accident Disability Plan" or their successor Plans) unless such absence due to sickness occurs on a day of the week on which the employee is scheduled to work.

24.04 Employees who have a Net Credited Service date of December 31, 1980, or before, and who hold a part-time employee classification as of the effective date of this Agreement shall, during his/her current term of employment, receive payment for the benefits and other items listed above on the same basis as a full-time employee.

24.05 Employees who are hired on or after January 1, 1981, and who work as part-time employees shall, if otherwise eligible to participate under the terms of such plans, be eligible for coverage under the Comprehensive Health Care Program, Dental Expense Plan, and Vision Care Plan, as follows:

- (A) Employees whose part-time equivalent work week classification is sixteen (16) or less shall be eligible by enrollment and employee payment of one hundred percent (100%) of the premiums for such coverage;
- (B) Employees whose part-time equivalent work week classification is seventeen (17) through twenty-four (24) shall be eligible by enrollment and employee payment of fifty percent (50%) of the premiums for such coverage.
- (C) Employees whose part-time equivalent work week classification is twenty-five (25) or more shall be eligible for such coverage on the same basis as a regular full-time employee.

24.06 Except for payment for overtime or premium hours worked, all hours

worked by a regular part-time employee shall be paid at the equivalent basic hourly wage rate including applicable differentials for a comparable regular full-time employee.

- 24.07 Overtime hours worked shall be paid at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials. Overtime is as defined in Article 2, Definitions, Section: Scheduling & Wage Related.
- 24.08 A premium payment at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials shall be paid to regular part-time employees for hours worked as scheduled Sunday shifts. Premium is as defined in Article 2, Definitions, Section: Scheduling & Wage Related.
- 24.09 Regular part-time employees scheduled to work on a Recognized Holiday may be excused without pay for time not worked to the extent that service requirements will permit and without loss of the Holiday Allowance payment.
- 24.10 A Holiday Allowance will be paid on the basis of one-fifth (1/5) of the average weekly hours, rounded to the nearest quarter hour, the regular part-time employee was scheduled to work over the previous four (4) weeks.
- 24.11 Regular part-time employees absent without pay, other than for Company excused absences, on either the employee's last scheduled work day before the Recognized Holiday or the employee's first scheduled work day after the Recognized Holiday shall not be paid a Holiday Allowance.
- 24.12 A regular part-time employee who works a holiday shift will be paid in accordance with Article 25, Recognized Holidays, paragraph 25.10.
- 24.13 Any regular part-time employee shall receive the appropriate differential for any time worked.
- 24.14 Regular part-time employees, regardless of work week classification, shall be eligible for Excused Work Days and day-at-a-time vacation days as provided in Article 26, Excused Work Days and Article 27, Vacations, Section: Day-At-A-Time. However, payment for such days shall be on the basis of one fifth (1/5) of the average weekly hours, rounded to the nearest quarter hour, the employee was scheduled to work over the previous four (4) weeks.

- 24.15 A regular part-time employee must request a specific day in the calendar year other than a non-scheduled day, a Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the employee's Floating Holidays. Those regular part-time employees who work only on Saturday and Sunday may schedule Floating Holidays on a Saturday or Sunday.

ARTICLE 25 RECOGNIZED HOLIDAYS

- 25.01 Effective January 1, 1996 the following are the Recognized Holidays for which regular employees shall be paid a Holiday Allowance consisting of a day's pay at the basic wage rate including applicable shift differential for which the employee is eligible pursuant to Articles 22 or 23 (as appropriate) Differentials:

- New Year's Day
- Martin Luther King Jr.'s Birthday or Good Friday*
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday After Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Holiday

* An employee must designate one of these days as his/her Recognized Holiday. Once designated, it cannot be changed by either the employee or the Company.

- 25.02 The following additional provisions apply to eligibility and scheduling requirements for the Recognized Holiday and the Floating Holiday:
 - (A) A regular employee with at least six (6) months of Net Credited Service on January 1, shall be eligible for and shall designate one (1) Floating Holiday as provided below. A regular employee with less than six (6) months of Net Credited Service on January 1, shall become eligible for one (1) Floating Holiday after completing six (6) months of service and shall designate such day as provided below.

- (B) An eligible regular employee must request specific days in the calendar year other than a non-scheduled day, Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the employee's Floating Holiday.
 - (C) Prior to January 1st, an employee must identify either Martin Luther King Jr.'s Birthday or Good Friday as a Recognized Holiday for the next year and it must be taken on the observed date.
 - (D) Should an employee be scheduled to work on a day selected as either a Recognized Holiday or a Floating Holiday as described in 25.02 (A) and (C) above, the employee will receive pay treatment as described in paragraph 25.10 (A), (B), and (C).
- 25.03 When a Recognized Holiday falls on Saturday, employees not scheduled to work will have the option of electing either a paid Holiday Allowance or a day off with pay at his/her basic wage rate thereafter in the calendar year or during the first four (4) months of the following year as approved by the supervisor. The day subsequently approved in lieu of the Saturday holiday will be treated as the Recognized Holiday for all purposes and may not be changed or rescheduled. This provision does not apply to Floating Holidays.
- 25.04 When a Recognized Holiday falls on a Sunday, the following Monday shall be observed as the Recognized Holiday and shall be treated the same as any Monday on which a Recognized Holiday falls. For pay purposes, the Sunday shall be treated the same as any Sunday on which a Recognized Holiday does not fall. However, when the Christmas Eve holiday falls on a Sunday, that holiday will be treated as an additional Floating Holiday to be taken between December 26 of that year and December 31 of the following year.
- 25.05 Employees may be scheduled for work on Recognized Holidays. The number of holiday shifts scheduled will be kept to the minimum required to meet the needs of the business.
- 25.06 Schedules of individuals who will be required to work a Recognized Holiday shall be posted or otherwise be made available by noon on Wednesday of the second preceding week. Inadvertent failure to post the schedule or otherwise make it available on the specified Wednesday shall not constitute a breach of the Agreement.
- 25.07 Regular full-time employees scheduled to work on a Recognized Holiday may be excused without pay for time not worked to the extent

the service requirements will permit without loss of the Holiday Allowance.

- 25.08 Regular full-time employees absent without pay other than for Company excused absences, on either the employee's last scheduled work day before the Recognized Holiday or the employee's first scheduled work day after the Recognized Holiday shall not be paid a Holiday Allowance.
- 25.09 If a regular full-time employee is absent from work because of a personal illness on both of the regular work days which immediately precede and follow a Recognized Holiday, the Recognized Holiday shall be considered a day of illness and the entire absence shall be handled as any other illness case.
- 25.10 In addition to the Holiday Allowance as provided above, an employee will receive pay for hours worked as follows:
- (A) Premium Rate:
A scheduled day, evening, night or swing shift on a Monday through Friday holiday.
 - (B) Overtime Rate:
All non-scheduled hours worked on the holiday within the employee's normal shift.
All scheduled or non-scheduled hours worked as sixth shift on a holiday within the employee's normal shift.
 - (C) Basic Plus Premium Rate:
All scheduled or non-scheduled hours including a sixth shift, worked outside the employee's normal shift on the holiday except those covered by subparagraph (A) above, and all hours worked outside the employee's normal shift on the day preceding or following the holiday if worked continuously with hours worked on the holiday.
- 25.11 When a Recognized Holiday falls within the employee's paid vacation period, the employee will be allowed to reschedule one (1) day of vacation. Such day shall be scheduled in accordance with Article 27, Vacations. This re-scheduled day shall be considered a vacation day.

25.12 Nothing in this Article requires the Company to change or provide any additional paid holiday in the event the State or Federal government declares, changes, deletes or adds to State or Federally recognized days of observance or commemoration. The Company shall not be obligated to recognize holidays other than those listed in this Article.

ARTICLE 26

EXCUSED WORK DAYS

26.01 Effective January 1, 1999, each regular employee who has at least six (6) months of Net Credited Service on January 1 of the respective years, 1999, 2000, 2001, 2002 and 2003, shall be eligible for four (4) Excused Work Days with pay and one (1) Excused Work Day without pay during each of such years. Each regular employee who has less than six (6) months Net Credited Service on January 1 or who is hired after January 1 of the above respective years shall be eligible for two (2) Excused Work Days with pay and one (1) Excused Work Day without pay to be taken after six (6) months service is completed.

26.02 Employees who do not work on their paid Excused Work Day shall be paid their basic hourly wage rate (excluding any wage incentive or productivity payments) plus applicable shift differentials pursuant to Articles 22 or 23 (as appropriate) Differentials, provided they are on the active payroll of the Company on that Excused Work Day.

26.03 Excused Work Days may be taken by regular employees in one-half day increments but cannot be pre-scheduled as part of the vacation selection process. One-half day Excused Work Days will be granted on a first come, first served basis, work conditions permitting and shall be one-half of the employee's normal work day. Treatment of one-half Excused Work Days, except as noted above, are subject to other provisions of this Article.

26.04 Employees who are on vacation or absent with pay on their paid Excused Work Day for reasons other than having observed it as an Excused Work Day shall have their paid Excused Work Day rescheduled if a vacation day would have been rescheduled under the same circumstances.

26.05 If employees agree to work on their paid Excused Work Day and the Company determines that the day cannot be rescheduled, they shall be paid as applicable in accordance with the following subparagraphs:

(A) Employees who agree to work before the work schedule becomes fixed shall receive one day's pay as set forth in paragraph 26.02 in lieu of their Excused Work Day and shall in addition be paid in accordance with the provisions of the Collective Bargaining Agreement covering work on a scheduled day of work.

(B) Employees who agree to work after the work schedule becomes fixed shall receive one day's pay as set forth in paragraph 26.02 in lieu of their Excused Work Day and shall in addition be paid in accordance with the provisions of the Collective Bargaining Agreement covering work on a non-scheduled day.

(C) Time worked by an employee on his/her Excused Work Day shall be considered time worked on a regularly scheduled day of work for all purposes, except as is otherwise expressly provided in this Article.

ARTICLE 27

VACATIONS

Eligibility

27.01 Regular employees shall be entitled to vacation with pay as follows:

(A) Two (2) weeks vacation during each calendar year in which such employee's first to sixth service anniversary date falls. In the first year of employment, when an employee completes six (6) months of service they will be granted one (1) week of vacation. If the employee completes six (6) months of service and his/her first service anniversary falls within the same calendar year, only two (2) weeks of vacation shall be granted. The first week may be granted any time after the completion of six (6) months of service, and the second week granted after the completion of twelve (12) months of service. If such employee becomes eligible for a vacation week on or after December 1, such vacation may be "carried over" into the following year.

(B) Three (3) weeks vacation during each calendar year in which such employee's seventh to fourteenth service anniversary date falls.

(C) Four (4) weeks vacation during each calendar year in which such employee's fifteenth to twenty-fourth service anniversary date falls.

(D) Five (5) weeks vacation during each calendar year in which such employee's twenty-fifth and subsequent service anniversary date falls, provided that such employee takes at least one (1) week of such vacation between January 1 and April 30 inclusive, of such calendar year or between November 1 and December 31 inclusive, of such calendar year. The employee has the option of scheduling this week on a day-at-a-time basis subject to the provisions of this Article, Section: Day-At-A-Time.

27.02 Vacation pay is based on the employee's basic wage rate plus shift differential for those employees who received the differential for one (1) week or more immediately prior to the beginning of his/her vacation period.

27.03 A "week" is a "calendar week" as defined in Article 2, Definitions.

Scheduling/Selection

27.04 Vacation schedules in appropriate force groups will be developed jointly between Steward and supervisor. During the month of October, the Steward and the supervisor will develop the composition of the vacation schedules on a basis satisfactory to both Parties. In the event the Steward and management fail to reach agreement on composition of the vacation schedule, the matter may be referred to the appropriate Labor Relations representative and to the appropriate Union representative. Vacation selections will begin as soon as practical after November 1. Vacation schedules shall be posted at all times.

27.05 For employees identified in Appendix B, Exhibits 1, 2, 3, this paragraph will apply:

As a guideline for vacation schedule composition, fifteen percent (15%) per month of the total weeks (rounded upward to the nearest whole week) in a work group's vacation schedule may be scheduled during the months of June, July and August. Where this percent permits fewer employees to be on vacation at any one time than the number of supervisor groups in the vacation

schedule, the percent shall be increased to permit the release of that number. Vacations in months other than June, July and August may exceed the fifteen percent (15%) guideline, subject to workload and service requirements.

27.06 The selection process used to select available time-off, including vacation time, carry-over vacation time, Excused Work Days (paid and non-paid), Floating Holidays and days in lieu of holiday which fall within scheduled vacation shall be as follows:

(A) Regular employees on the same vacation schedule shall make selections based upon seniority and shall be granted time off to the extent practicable, consistent with force requirements and the needs of the business.

(B) Regular employees shall be allowed to select scheduled vacation weeks from those made available. Only full weeks of vacation are included in this first selection priority. Full weeks must be scheduled in the calendar year except where otherwise provided in this Article. After all employees in the work group have selected the required scheduled full vacation weeks, employees will be allowed a second selection priority to select other time-off which includes day-at-a-time, Excused Work Days, Floating Holidays and day in lieu of holiday for which they are eligible.

In addition to the time-off scheduled under paragraph (B) above, employees shall also select "reserve-time" on the second selection priority canvass. "Reserve-time" shall equate to all day-at-a-time vacation and excused work days whether or not scheduled under paragraph (B) above.

The period during which the reserve-time may be scheduled shall extend through April 30, of the following calendar year. Any time-off not taken by an employee prior to the scheduled reserve-time must be taken during the scheduled reserve-time for that employee.

(C) Subject to the needs of the business and force requirements of the group, time-off not scheduled during the second selection priority may be selected by an employee on the basis of the earliest request to the employee's immediate supervisor.

Vacation - Day-At-A-Time

27.07 An employee who is eligible for two (2) weeks of vacation may choose to schedule one (1) of those weeks on a day-at-a-time basis. An employee who is eligible for three (3) or four (4) weeks of vacation may choose to schedule one (1) or two (2) weeks of vacation on a day-at-a-time basis. An employee who is eligible for five (5) weeks of vacation may choose to schedule one (1), two (2), or three (3) weeks of vacation on a day-at-a-time basis.

27.08 Day-at-a-time vacation days may be scheduled in half day increments. A half day is defined as one-half of the employees scheduled work day.

Sickness Or Leave During Vacation

27.09 If an employee is absent at the time scheduled for vacation and the employee returns before December 31, the vacation may be rescheduled in the current year or if no time is available, the employee will be paid in lieu of the remaining vacation. If the employee returns after December 31, the employee will be paid in lieu of the remaining vacation. In the case of "carry-over" vacation, the employee may reschedule the carry-over vacation if sufficient time is available in the carry over period. If time is not available or if the employee does not return within the carry over period, the employee will be paid in lieu of the remaining vacation.

27.10 When an absence due to sickness or disability begins during an employee's scheduled vacation and the employee notifies the Company within the calendar week in which the sickness or disability begins, such absence will be treated as vacation and any subsequent consecutive calendar weeks of scheduled vacation will be treated as sickness or disability. When an absence due to sickness or disability begins during a regular employee's scheduled day-at-a-time vacation and the employee notifies the Company that day, the day of notice will be treated as a vacation day. Any subsequent consecutive day-at-a-time vacation will be treated as sickness or disability. Such reclassified vacation time can be rescheduled.

27.11 If vacation is deferred as described in paragraph 27.10 above the deferred vacation shall be taken as early as practicable, subject to the approval of the employee's supervisor. The Steward will be advised of the decision as soon as is practical after approval has been given.

Carry-Over

27.12 Employees may elect to carry over any number of their weeks of vacation to the following year subject to the following terms:

- (A) In no case shall an eligible employee schedule less than one (1) week of vacation in any calendar year.
- (B) Any vacation time "carried over" from one calendar year to the next must be scheduled and taken no later than the week beginning with the last Sunday in May of the year into which the vacation time is carried over. For all weeks of vacation carried over from one calendar year into the next, at least an equal number of matching weeks of vacation period for the calendar year into which the carry-over is shifted must also be completed no later than the last Sunday in May of the same year.
- (C) Employees electing to carry over vacation time must schedule the "carried over" and the matching week at the same time the vacation selection for the current year is made.
- (D) Vacation selections for the subsequent year made pursuant to sub-paragraph (B) above, and the selection of vacation periods which include "carried over" and matching weeks shall have precedence over all subsequent vacation selections in such subsequent year between January 1 and the week beginning with the last Sunday in May.

Payment In Lieu Of

27.13 In case of death, wages associated with an unused portion of a regular employee's scheduled vacation shall be paid to the employee's beneficiary or to the employee's estate.

27.14 Employees who are laid off shall not be eligible for any vacation payment during the period of the layoff. If, however, such employee is laid off before receiving the vacation for which an employee has become eligible in the calendar year of such layoff, such employee shall receive payment equal to and in lieu of such vacation.

ARTICLE 28

AUTOMOBILE MILEAGE EXPENSE

- 28.01 Employees may elect to receive reimbursement for authorized incidental use of their automobile for Company business at the rate approved by the Internal Revenue Service (IRS) of the United States as a business use deduction.
- 28.02 In the event the IRS increases the standard mileage rate allowable as a business use deduction from gross income during the term of this Agreement, the Company shall increase the amount of reimbursement accordingly, effective on the first of the month following the effective date of the change by the IRS.
- 28.03 The Company will reimburse employees for personal travel expenses incurred in connection with Company directed visits to medical facilities or Company designated local physicians, including such visits related to cases of disability. The Company will not reimburse employees for any expense incurred in connection with non-Company directed medical related visits or for those visits to a personal physician in order to secure a doctor's signature on a disability certificate.

ARTICLE 29

TEMPORARY ASSIGNMENTS

Detailing - Location Assignment

- 29.01 The Company will assign each employee a Report Location. The Company may direct an employee to start and/or end his/her shift at a Report or Detail Location. If the assignment to a Detail Location is for any reason other than training, the Company shall seek qualified volunteers from the designated work group and job title. If a sufficient number of qualified employees from the designated work group and job title fail to volunteer for the detailed assignment, the Company may assign the required number of qualified employees in inverse order of seniority. If the number of qualified volunteers within the designated work group and job title within the local union's jurisdiction exceeds the number needed, selection will be made on the basis of seniority.

- 29.02 In the event an employee is sent to a Detail Location in which the basic rate for the job title/job function is different, the employee shall receive the higher of the two (2) basic rates. When an employee is detailed to a job title rated higher than his/her regular job title at his/her Report Location, the employee is eligible to receive a Differential in accordance with Articles 22 or 23 (as appropriate) Differentials, Sections: Temporary Supervisor or Temporary Manager. The employee shall also be eligible for any other applicable differentials and expenses at the Detail Location at the more favorable rate for the employee.
- 29.03 An employee directed to start and/or end his/her work shift at a Detail Location, except as provided elsewhere in this Article, shall be reimbursed by means of a Daily Travel Allowance in lieu of paid travel time or expenses for each day worked in accordance with whichever of the following, either A or B, is closest to the Detail Location:

Distance to Detail Location By Most Direct Route

A. From Employee's Primary Residence	Daily Travel Allowance	B. From Employee's Normal Reporting Location	Daily Travel Allowance
OR			
Less than 10 road miles	\$00.00	Less than 10 road miles	\$00.00
10 but less than 15 road miles	\$13.50	10 but less than 15 road miles	\$13.50
15 but less than 20 road miles	\$19.50	15 but less than 20 road miles	\$19.50
20 but less than 25 road miles	\$25.50	20 but less than 25 road miles	\$25.50
25 but less than 30 road miles	\$31.00	25 but less than 30 road miles	\$31.00
30 but less than 35 road miles	\$33.00	30 but less than 35 road miles	\$33.00
35 but less than 40 road miles	\$36.00	35 but less than 40 road miles	\$36.00
40 but less than 45 road miles	\$38.00	40 but less than 45 road miles	\$38.00

Under no circumstances shall Daily Travel Allowance be paid to an employee for any day or days on which board and lodging is furnished by the Company.

- 29.04 If an employee whose Report Location is in Chicago is temporarily assigned for training to any suburban training location, he or she will be paid a flat Daily Travel Allowance of \$35.75 when he or she reports at the beginning of his/her shift and remains until the end of his/her shift. No other time or travel allowance will be applicable.

29.05 For those assignments where an employee is required to drive a Company vehicle to and/or from the Detail Location at the beginning and/or end of the assignment, time for such travel from the regular Report Location to the Detail Location and/or return will be either included in the scheduled shift or paid at the appropriate overtime rate.

29.06 In the event of extreme weather, extended daily shifts or for other reasons, and upon approval of the Company, board and lodging as outlined in Article 29, Temporary Assignment, Section: Board & Lodging will be furnished as a substitute for the Daily Travel Allowance.

29.07 If an employee whose Report Location is not in Chicago and whose residence is also outside Chicago is temporarily assigned to any training or official meeting in Chicago, they will be paid a flat Daily Training Allowance as covered by the following Daily Allowance Schedules based on the zone of the employee's normal Reporting Location. This flat Daily Training Allowance is being paid in lieu of a Daily Travel Allowance.

DAILY TRAINING ALLOWANCE SCHEDULE

<u>ZONE 1</u>	<u>ZONE 2</u>	<u>ZONE 3</u>
<u>\$20.50</u>	<u>\$25.00</u>	<u>\$35.75</u>
Berwyn	Bellwood	Addison
Cicero	Bridgeview	Alsip
Gladstone Park	Evanston	Bensenville
Harwood Heights	Franklin Park	Blue Island
Oak Park	Hillside	Calumet City
River Forest	La Grange	Chicago Ridge
	Lyons	DesPlaines
	Morton Grove	Eik Grove
	Niles	Elmhurst
	Park Ridge	Glenview
	River Grove	Harvey
	Schiller Park	Hegewisch
	Skokie	Hickory Hills
	Summit	Hinsdale
	Wilmette	Lansing
		Lombard
		Mt. Prospect
		Northfield
		Oakbrook
		Oak Lawn
		Riverdale
		Villa Park
		Westchester
		Westmont
		Winnetka

DAILY TRAINING ALLOWANCE SCHEDULE

**ZONE 4
\$43.00**

Arlington Heights
Bolingbrook
Deerfield
Downers Grove
Flossmoor
Glen Ellyn
Glenwood
Highland Park
Hoffman Estates
Homewood
Lemont
Northbrook
Orland Hills
Orland Park
Palos Hills
Palos Park
Roselle
Tinley Park
Wheaton
Wheeling
Hammond, IN
E. Chicago, IN

**ZONE 7
\$57.25**

Algonquin
Aurora
Cary
Dundee
Elgin
Geneva
Huntley
Joliet
Libertyville
Montgomery
Mundelein
New Lenox
Plainfield
St. Charles
Sugar Grove
Waukegan
Crown Point, IN

**ZONE 5
\$44.00**

Bartlett
Buffalo Grove
Chicago Heights
E. Chicago Heights
Frankfort
Lake Forest
Mokena
Naperville
Palatine
Park Forest
Richton Park
Schaumburg
Warrenville
Gary, IN
Griffith, IN
Highland, IN

**ZONE 8
\$68.75**

Antioch
Crystal Lake
Fox Lake
Lake Villa
McHenry
Round Lake
Woodstock
Zion
Lowell, IN

**ZONE 6
\$52.50**

Barrington
Crete
Lake Zurich
Lockport
Monee
North Chicago
Peotone
Romeoville
University Park
Wauconda
West Chicago
Merrillville, IN
Dyer, IN
St. John, IN

**ZONE 9
\$86.50**

Bourbonnais
Bradley
Harvard
Kankakee
Morris

Board, Lodging & Travel

29.08 Employees assigned to a Detail Location over forty-five (45) road miles by the most direct route from his/her normal Report Location or primary residence as described in paragraph 29.03 in Article 29, Temporary Assignments, Section: Detailing - Location Assignment may elect board and lodging or a Daily Travel Allowance of Forty-Five Dollars (\$45.00). The employee must state such election when they are directed to the Detail Location and such election, when made, shall be effective for a scheduled tour. The employee may change his/her election, to be effective for a period of a scheduled tour, by notifying his/her supervisor before quitting on the Friday preceding the week in question. When approved, the employee may change his/her election during this scheduled tour for a day or days when conditions, such as inclement weather or extended work shift, warrant such a change.

29.09 Whenever the Company is obligated to provide lodging, it shall select and pay for such lodging, and shall provide transportation between the lodging location and the Detail Location when the distance between the locations exceeds one (1) mile. Should the employee elect to obtain his/her own living arrangements in the immediate vicinity of the Detail Location, a Daily Lodging Allowance of Thirty dollars (\$30.00) per night will be paid in lieu of Company provided lodging. In such case the employee must provide a telephone number at the place of lodging and his/her own transportation to and from his/her place of lodging and the Detail Location.

(A) When the employee has chosen board and lodging, the Company shall reimburse the employee for meal expenses incurred by paying a Daily Meal Allowance of Thirty-Five Dollars (\$35.00), or a flat allowance of Seven Dollars (\$7.00) for breakfast, Nine Dollars (\$9.00) for lunch, and Nineteen Dollars (\$19.00) for dinner for all meals which are not included in the price of the arranged board and lodging or otherwise included.

(B) The Company shall also provide an incidental expense allowance of Ten Dollars (\$10.00) per day to each employee on a detail receiving board and lodging. The purpose of the incidental expense allowance is to compensate the employee for personal expenses other than board and lodging. Examples of covered expenses would be personal calls and laundry.

(C) When an employee is directed to a Detail Location and is being

provided board and lodging, in accordance with paragraphs 29.08, 29.09 and 29.10 of this Section, the initial travel time to the Detail Location and the travel time involved when the employee is directed to return to his/her Report Location, or to travel to another Detail Location, shall be paid at his/her basic hourly wage rate plus applicable differential, pursuant to Articles 22 or 23 (as appropriate) Differentials.

- (D) When private surface transportation is used to travel to the detail location, employees will be compensated for time spent in travel, via the most direct route to the Detail Location to which the employee has been assigned. In addition, the employee will receive a mileage fee in accordance with Article 28, Automobile Mileage Expense, for actual miles driven by the most direct route, to and from the employee's Detail Location or other Detail Locations.
- (E) When public transportation is used at the Company's direction, the time allowed shall be the actual time spent in travel, via the route specified by management, from the public transportation terminal from which the employee is directed to leave and the public transportation terminal in the community of the Detail Location. In addition, surface transportation time, as specified above, but not less than thirty (30) minutes, shall be allowed between the employee's Report Location or Detail Location and the public transportation terminal to be used.
- (F) When air transportation is directed, the Company shall specify the flight to be taken. The employee shall be granted approval, if circumstances permit, to use public or private surface transportation, instead of air transportation.
- (1) Expenses for use of public or private surface transportation will be limited, at maximum, to an amount equal to the price of a regular coach airline ticket on the Company selected airline. For private transportation, compensation will be paid according to the provisions of Article 28, Automobile Mileage Expense for road miles, by the most direct route, up to an amount equal to the price of a regular coach class ticket on the Company specified airline. For public surface transportation, compensation will be for the amount charged the employee for the purchase of the ticket used for admission on the surface transportation vehicle or an amount equal to the price of a regular coach class ticket on the Company specified airline, whichever is less.

- (2) Compensation for travel time will be for the anticipated total time that would have been required for travel via the air transportation specified.
- (3) The Company will specify in advance the type of transportation that is to be used to get from home to the airport and return. When taxicab, limousine or other means of public transportation is specified, the exact rate will be reimbursed upon presentation of receipts. If the employee's personal vehicle is utilized, travel expense is defined in Automobile Mileage Expense, Article 28. Toll fees and parking expense will also be reimbursed upon presentation of receipts.
- (G) When an employee receiving board and lodging on a detail assignment desires to return to the Report Location over the unassigned weekend, the employee may:
- (1) elect to remain on board and lodging; or
- (2) if transportation expenses to the Report Location are less than the expenses the Company would incur if the employee remains on board and lodging, the Company will pay for or furnish the round trip transportation in lieu of board and lodging. When paid for, reimbursement shall be at the rate authorized by Article 28, Automobile Mileage Expense, or the price of a Company specified airline ticket, whichever is less; or
- (3) if transportation expenses to the Report Location are more than the expenses the Company would incur if the employee remains on board and lodging the employee may:
- a) return to the Report Location. However, the Company will only pay for the expense up to the amount the Company would have incurred had the employee remained on board and lodging. Any additional expenses will be the responsibility of the employee.
- b) elect to be furnished transportation or transportation expense from the Detail Location in lieu of all board and lodging expenses and/or allowances for the weekend as outlined below:

BLS

FILE COPY

Length of Assignment

Up to 3 Weeks
4 to 5 Weeks
6 Weeks or More

Trip Home

None
1 Weekend
Normally, each
3rd Weekend

Travel time outside of scheduled work time shall not be compensated for nor considered as time worked, except for those employees covered by Appendix B, Exhibits 4 and 5.

29.10 If an employee elects the board and lodging provisions as outlined in paragraph 29.09 above and is required to travel between Detail Locations, the employee may be directed to travel either by Company vehicle or public transportation. The employee may opt for the use of private transportation with management approval.

(A) If the employee is directed to travel in a Company vehicle or by public conveyance, the employee shall receive the same work time consideration as described in paragraph 29.11 below. No transportation expense shall be paid when Company vehicle is used. If public transportation is utilized, the employee will be reimbursed for expenses incurred.

(B) Should the employee be granted approval to employ private transportation instead of public transportation, the employee shall be reimbursed, as provided for in Article 28, Automobile Mileage Expense, for the distance traveled between his/her Report Location and the Detail Location or between the Detail Locations as appropriate. Such travel time will be treated in accordance with paragraph 29.11 below.

29.11 Employees who drive Company cars or trucks on Company business, or who are directed by their supervisor to travel in Company cars or trucks on Company business, shall be paid travel time on the same basis as those performing productive work.

29.12 Where the requirements of statutes or regulations demand that per diem amounts in excess of a set amount be reported as income and the per diem amount set by this Agreement exceeds that amount, the employee may elect to receive either the per diem amount set by regulation or the per diem amount set by this Agreement.

Article 29 Temporary Assignments - Questions and Answers

1. Q - What is the definition of Report Location?

A - Every employee will be assigned a report location which is defined as the location to which the employee regularly reports.

2. Q - What is a Detail Location?

A - The company may direct an employee to start and/or end their shift at a detail location which is defined as any assigned location other than the regular report location.

3. Q - Where is Daily Travel Allowance measured from?

A - From either the employees Regular Report Location or Primary Residence, whichever is closer to the Detail Location.

4. Q - Are employees compensated for time and travel to detail locations?

A - An employee directed to start and/or end their shift at a detail location shall be reimbursed by means of a Daily Travel Allowance in lieu of paid travel time and expenses if the distance to the Detail Location is greater than 10 road miles from the Regular Report Location or employees Primary Residence, whichever is closer. For temporary assignments of less than 10 road miles from the Regular Report Location OR primary residence, no compensation is awarded.

5. Q - How is the employee's primary residence defined?

A - The residential address for the employee as recorded on official company records.

6. Q - When an employee reports to their regular report location and is required to travel by Company vehicle to another report location, is the employee entitled to any allowances for such travel other than payment for time worked?

A - No.

7. Q - Assuming the distance is greater than 10 road miles from both the primary residence and the Regular Report Location to a Detail Location, how is compensation calculated for a detail assignment?

A - Compensation is calculated by using the daily travel allowance matrix as defined in the contract.

8. Q - How are training assignments handled?

A - Employees who regularly report to a suburban location and are assigned to training in a suburban location, are treated using the regular Daily Travel Allowance matrix.

Employees who either live in Chicago or regularly report to a Chicago location, and are assigned to training or an official meeting in Chicago, are treated using the regular Daily Travel Allowance matrix.

Employees who regularly report to a Chicago location and are assigned to training in any suburban location, will be paid a flat Daily Travel Allowance of \$35.75.

Employees who do not regularly report to a Chicago location and do not live in the city of Chicago, when assigned to any training or official meeting in Chicago, will be paid a flat Daily Training Allowance based on the zone of the employees regular report location, per the Daily Training Allowance Schedule in the contract.

9. Q - How is travel in a company vehicle treated?

A - For assignments where an employee is required to drive a company vehicle to and/or from the Detail Location, time for such travel from the Regular Report Location to the Detail Location will be either included in the shift or paid for at the overtime rate.

10. Q - If the employee is required to drive a company vehicle to and from the temporary location at the beginning and the end of the assignment, how does the employee get back home on the first day and back to the detail location the last day to pick up their personal vehicle?

A - The employee will have an option:

a) If the employee elects to receive a Daily Travel Allowance for the day, the employee must provide their own transportation.

b) If the employee declines the Daily Travel Allowance for the day, the company will provide the transportation.

11. Q - The Daily Travel Allowance matrix only treats details up to 45 road miles one way. How are assignments longer than 45 road miles one way treated?

A - For assignments greater than 45 road miles one way, the employee is eligible for Board & Lodging.

12. Q - If an employee travels to a location for a one day assignment that is greater than 45 miles from their regular report location and primary residence, and the employee elects to commute back and forth in the same day, what reimbursement is the employee entitled to?

A - If all travel is completed within the employee's shift:
a) If a company vehicle is used - no reimbursement.
b) If a personal vehicle is used - payment is reimbursed according to Article 28, Automobile Mileage expense.

If some portion of the travel must occur outside the employee's shift:

a) If a company vehicle is used - all hours will be company paid time, no mileage reimbursement.
b) If a personal vehicle is used - the employee will have one of two options:
1) \$45.00 Daily Travel Allowance OR
2) The company will pay for time and mileage according to Article 28, Automobile Mileage Expense

13. Q - Can an employee decline daily travel allowance for a temporary assignment for training or official meetings in Chicago?

A - No.

14. Q - What if an employee chooses to obtain their own living arrangements on a detail eligible for Board & Lodging?

A - Employees can make their own living arrangements while on the detail assignment. The employee will be paid a Daily Lodging Allowance of \$30.00 in lieu of Company provided lodging in addition

to meal allowance and incidental expense allowance. In this case the employee must provide a telephone number and provide their own transportation from their arrangements to the Detail Location.

15. *Q* - What are the allowances for meals when on a Board & Lodging assignment?

A - The Company shall reimburse the employee for meal expenses incurred by paying a Daily Meal Allowance of \$35.00 or a flat allowance of \$7.00 for breakfast, \$9.00 for lunch, and \$19.00 for dinner for all meals which are not included in the price of the arranged board and lodging or otherwise included.

16. *Q* - Is a continental breakfast considered a meal?

A - No.

17. *Q* - If the employee spends more than the specified meal allowance can he/she receive more?

A - In the event there is some unusual situation where the daily meal allowance is claimed to be insufficient, the matter may be referred to the appropriate Director - Labor Relations for review. A representative of that office and a representative designated by the union will determine what daily allowance is appropriate.

18. *Q* - Are employees on Board and Lodging assignments entitled to any incidental expense reimbursement?

A - Yes. For each day on a Board and Lodging Assignment, the employee is entitled to a \$10.00 incidental expense allowance. The purpose of the expense allowance is to compensate the employee for personal expenses other than Board and Lodging. Examples of covered expenses would be personal calls and laundry.

19. *Q* - When the company has informed an employee of a board and lodging assignment, on what basis will the employee be paid for transportation time?

A - The actual time that it takes to travel by the mode of transportation indicated by the company. If a company vehicle or personal auto is specified, the actual time spent in travel via the most direct route. If public transportation is specified, the actual time spent in travel, in addition, not less than 30 minutes granted for travel to the public transportation terminal.

20. *Q* - When air transportation is specified by the company, can the employees seek other travel arrangements if they so choose?

A - Yes. Expenses, however, for use of public or private surface transportation will be limited to an amount equal to the price of a regular coach airline ticket on the Company selected airline. In addition, the employee will be compensated for travel time only for the actual time that the air transportation would have taken per the airline schedule, with a minimum of 30 minutes additional for anticipated travel to and from the airport.

21. *Q* - How is travel to the airport and back again handled?

A - The company will specify in advance the type of transportation that is to be used to get from home to the airport and return. If taxicab, limousine, or other public transportation is specified, the exact rate will be reimbursed upon presentation of the receipt. If personal vehicle is used, the employee will be paid mileage and toll reimbursement via the most direct route plus parking fees upon presenting receipt.

22. *Q* - How is air travel outside the employee's scheduled shift treated?

A - If air travel is made outside the employee's scheduled shift, the time for such travel will be paid at the overtime rate.

23. *Q* - Will the company pay for return trips home on unassigned weekends for employees on Board and Lodging assignments?

A - If the cost to the company for return trips on unassigned weekends is less than the cost of Board and Lodging for the weekend, the company WILL pay for the return trip and back. If the cost of returning the employee is more than the cost of Board and Lodging, the employee may be entitled to occasional trips home depending on the duration of the assignment per the matrix in the contract, Article 29 - Paragraph 29.09 G.

24. *Q* - May employees be required to provide their own transportation when assigned to work at a Detail Location within 10 road miles of their regular report location, within 10 road miles of their primary residence, or on Daily Travel Allowance?

A - Yes.

25. Q - Is the Daily Travel Allowance applicable on holidays not worked or scheduled days on which the employee is absent?

A - No.

26. Q - Are toll road charges paid in addition to the Daily Travel Allowance?

A - No. Exception: Employee driving company vehicle on first and last day of assignment will be reimbursed for charges incurred while driving a company vehicle.

27. Q - If company provided lodging is located in a town other than in the same town to which the employee is temporarily assigned, will the company provide time and/or transportation for trips back and forth?

A - No. However, if the one way trip exceeds 1 mile, the company shall provide transportation or reimbursement for use of personal auto between the lodging location and the detail location.

28. Q - When an employee is requested to travel to the temporary location the afternoon or evening prior to the first work day of a board and lodging assignment, what meal allowance will be provided for this period?

A - The company will pay for the dinner meal allowance when such travel is directed by the company.

29. Q - Will the dinner meal allowance be provided for the last day of the temporary assignment?

A - No. Unless the employee returns to the regular report location later than 3 hours after the end of the scheduled shift.

30. Q - Is an employee who is absent at the board and lodging Detail Location entitled to board and lodging expenses for the day?

A - No. The exceptions are when the employee remains in the vicinity of the temporary assignment and is absent sick and the company does not terminate the assignment, or when the employee is permitted by management to take an EWD, EV, or vacation day.

31. Q - Would it be proper for an employee to elect the board and lodging allowances but return nightly to his/her home?

A - No. Normally the employee, in electing the board and lodging allowances, is expected to stay overnight in the immediate vicinity of the temporary report location.

32. Q - Does the company provide transportation to employees on board and lodging assignments for after working hours activities such as travel to restaurants, church, entertainment, etc...?

A - No, unless a company provided vehicle is used for transportation to/from the Detail Location and approval is given by local management.

33. Q - If for company reasons the employee is required to use their personal car to move from one job location to another, is additional compensation applicable?

A - If the company requires the employee to use a personal car to travel from one job location to another, the employee will be reimbursed for personal automobile mileage expense per Article 28.

34. Q - When 2 or more employees move to another job location after the work day has begun at the company's direction, does each employee qualify for automobile mileage expense when all ride in one employee's auto?

A - Yes.

35. Q - If an employee is moved during the shift to a new work location, will he/she be returned to the original report location at the end of the shift?

A - Yes, unless the employee is paid for the use of a personal auto, and the new work location is closer to the employee's home than the original location.

36. Q - May employees be required to use their personal autos for transportation to/from a board and lodging assignment?

A - No.

37. *Q* - Under what circumstances may employees use their personal autos for transportation, at company expense, when on a board and lodging assignment?

A - When they have been granted permission to do so by their supervisor.

38. *Q* - When an employee is permitted to use his/her own auto does the company pay for any damage, such as broken windows, dents, etc. which may occur while the auto is in use or parked?

A - No.

39. *Q* - What is the reimbursement for use of personal autos while on company business or board and lodging assignments where permission is granted?

A - Automobile Mileage Expense as defined in Article 28 of this contract. Any mileage fraction one-half or greater is to be rounded up, any fraction less than one-half is not counted.

40. *Q* - When 2 or more employees ride together in a personal auto, does each receive the Automobile Mileage Expense?

A - Yes, providing that each is authorized by the supervisor to use personal automobiles.

41. *Q* - What about tolls and parking fees when 2 or more employees ride together?

A - The company will reimburse only the employee who pays such toll or fee.

42. *Q* - Will the company reimburse employees for fines incurred when company vehicles or personal vehicles are tagged for parking or traffic violations?

A - No.

43. *Q* - What happens if an employee is assigned away from their Regular Report Location and his/her own personal auto breaks down?

A - The employee is responsible for providing his/her own transportation.

44. *Q* - Are employees who are required to report on-the-job responsible for stolen tools?

A - No, if normal safeguards are taken.

45. *Q* - What is the employee's responsibility when transporting tools and supplies coincident with travel by personal vehicle?

A - An employee using a personal auto may be requested to transport personal tools, material, supplies, and/or reasonable job related portable test equipment. The transportation of these items shall be optional on the employees part.

46. *Q* - Will parking fees be paid when an employee reports to the Regular Report Location?

A - No.

47. *Q* - When an employee is reporting directly to other than company owned or rented quarters, how will he/she be notified of the work schedule for the subsequent week?

A - The employee's supervisor will notify the employee either orally or in writing by 3PM on Wednesday of the week prior.

48. *Q* - Will paychecks be delivered on payday to employees whose regular report location is other than company owned or rented quarters?

A - Yes.

49. Q - Is the company required to deliver employees paychecks on pay day to their Detail Location ?

A - Yes, if the employee so requests, management should make a responsible attempt to accommodate the employee.

50. Q - Should the company inform an employee detailed to a temporary work location as to the nature of the assignment so the employee can provide for appropriate clothing for the temporary assignment?

A - Yes.

51. Q - Under what circumstances will an employee be paid mileage for use of their personal vehicle when called out for immediate reporting?

A - Mileage will be reimbursed at the Automobile Mileage Expense rate per mile for immediate reporting (call out) when the call out assignment is greater than 10 road miles from both the regular report location and the employee's primary residence. Mileage is calculated from the employee's regular report location OR the employee's primary residence, whichever is closest to the call out reporting location. Total mileage compensation includes the distance traveled while reporting to and returning from the call out assignment. However, mileage will only be paid for the distance traveled to the assignment and back to the regular report location if the time worked continues to the start of the employee's next scheduled shift.

52. Q - How are allowances and reimbursements paid ?

A - In situations where the Company has sufficient advance notice of a temporary assignment whose duration is less than one (1) week, the appropriate allowances will be paid in advance. If sufficient advance notice is not available, the reimbursement will be made within five (5) working days from the start of the assignment. Advance payment on a weekly basis will be made in all situations where the temporary assignment is expected to be one (1) week or more.

ARTICLE 30

TRAINING AND EMPLOYMENT SECURITY

Training & Retraining

30.01 In the present environment of fast-paced technological developments and structural changes, the Parties recognize the benefits in offering to employees, training and retraining programs for personal or career development or in the event their existing jobs are displaced. The Company shall offer, at Company expense, training and retraining programs to employees for personal or career development and to employees being displaced to qualify for job vacancies as anticipated by the Company through the Career & Personal Development Plan as provided in the following Section.

30.02 The personal or career development training and the job displacement retraining programs contemplated by this provision will be generic in nature and separate and distinguished from the current job specific training instruction.

(A) The Training Advisory Board will continue to assist and advise in the training efforts encompassed by these programs.

(B) Nothing in these programs will supersede the applicable promotion or transfer provisions of the Collective Bargaining Agreement.

30.03 The Career & Personal Development Plan may be used as an educational self development aid to assist employees in their personal development or preparing themselves for career progression opportunities or job changes within the Company.

(A) Training shall be generic in nature as opposed to job specific and shall cover technical, sales, clerical and other fundamental skills.

(B) Any regular employee with at least one (1) year of Net Credited Service shall be eligible to participate in such training under the terms of the program.

(C) Participation by employees in the personal or career development training program shall be voluntary, and time spent by employees in such training shall be outside scheduled working hours and not paid or considered as time worked for any purpose.

- (D) Successful completion by an employee of any training or courses offered pursuant to such program will be taken into account by the Company when considering the employee for an upgrade or transfer.

30.04 The Career & Personal Development Plan may be used to prepare employees, whose jobs are being displaced or whose jobs are being restructured to a wage schedule with a lower maximum wage rate, to enhance their ability to qualify for anticipated job vacancies within the Company.

- (A) Employees shall be informed of potential displacements as soon as possible and depending on the number of any anticipated job openings shall be offered training, if necessary, which is intended to enable them to qualify for such job openings in the Company.
- (B) All regular employees, who are notified of potential displacement of their current job or job restructuring to a lower wage rate, shall be eligible to participate in such training regardless of length of service.
- (C) Participation by employees in job displacement training shall be voluntary, and time spent by employees in such training shall be outside scheduled working hours and not paid or considered as time worked for any purpose, unless the Company determines it appropriate in specific instances to permit the employees to receive such training during working hours.

The Career & Personal Development Plan

30.05 There shall be a program called the "Career & Personal Development Plan", hereafter referred to as "CPDP", that will include the following:

- (A) Assessment of employee's aptitude/skills through a counseling process;
- (B) aid to employees returning to school (including where to focus formal education and how to develop a support network at the school);
- (C) assistance in sharpening training skills, studying and testing; and

- (D) assessment of prior formal and informal education for college credit.

Each employee eligible for and participating in CPDP will be eligible for any or all portions of the Program, provided a CPDP counselor finds such portions of the Program appropriate for the employee.

30.06 Those employees eligible for CPDP must be:

- (A) Classified as regular full-time employees or regular part-time employees whose equivalent work week classification is twenty-five (25) hours or more;
- (B) on the active payroll;
- (C) in possession of at least one (1) year Net Credited Service; and
- (D) not concurrently enrolled in any Company-sponsored tuition reimbursement program.

30.07 Eligibility to remain in the Program will be forfeited by those who on two (2) occasions fail a course during their participation in CPDP and/or fail to complete a course while participating in CPDP. Disability or business reasons may be grounds to waive such ineligibility at the Company's discretion. An employee who participates in CPDP and who is adversely impacted by the decisions of the Program Administrator on his/her curriculum or on his/her eligibility to participate in CPDP may appeal such decision through the Full Committee. Employees dropped from the Program may be reinstated to the Program after waiting for at least one (1) academic year.

30.08 Enrollment by employees in CPDP will be voluntary and time spent by employees in the Program will be outside of scheduled working hours and not paid or considered as time worked for any purpose.

30.09 Employees eligible for CPDP may receive counseling, testing and Company pre-paid tuition assistance.

30.10 Selected educational institutions will be utilized to deliver services, courses and programs. The Company reserves the right to approve institutions, services, courses and programs.

30.11 Employees participating in CPDP will be reimbursed for fifty percent (50%) of textbook costs annually upon successful completion of approved courses and programs. Participants will also be reimbursed for one hundred percent (100%) of fees up to a maximum of Two Hundred Fifty Dollars (\$250) annually upon successful completion of approved courses and programs.

30.12 The amounts of any refunds, charges for negligence, and outside assistance (grants, remissions, scholarships, veteran's assistance, etc.) shall be deducted from the Program payments.

30.13 In no event will the cost to the Company for each employee's direct CPDP expenses (i.e. tuition, books, fees, workshops, counseling) exceed Three Thousand Five Hundred Dollars (\$3,500) annually. Employees participating in the Program at the time this cost figure is reached will be able to complete the course in which they are currently enrolled and be reimbursed according to this Section.

30.14 The Program Administrator, to be determined by the Company, shall carry out the purpose and intent of the CPDP.

30.15 The Full Committee will provide assistance and advice to the Company via the appropriate Director - Labor Relations or his/her designee regarding the effectiveness of the Program. Recommendations for additions, amendments, or deletions to the Program shall be submitted to the Program Administrator. Nothing in the Program or its administration shall be subject to the grievance and arbitration procedures as set forth in Article 13, Problem Resolution Procedures.

30.16 The Company will make payments for any courses, testing and/or counseling that begin before the expiration of this Agreement.

Technological Change

30.17 In the present environment of fast paced technological developments and structural changes, the Union and the Company realize the need for joint discussion and cooperation in resolution of issues related to technological change and change in the business of the Company.

30.18 The Company and the Union recognize the need to discuss major technological changes (including changes in equipment, the design, testing, implementation and evaluation of new technology, organization, or methods of operation) that may or will affect the Company and its employees.

30.19 The Parties, therefore, will attempt to diminish or abolish the detrimental effects of any such technological change by using the Full Committee to review problems, discuss the application and terms of various contract provisions and Company programs and recommend solutions of problems in this area.

30.20 The Company shall notify the Full Committee at least three (3) months in advance of planned major technological changes. Meetings of the Full Committee shall be held as soon thereafter as can be mutually arranged. At such meetings, the Company shall advise the Union of its plan with respect to the introduction of such changes, and shall familiarize the Union with the progress being made.

Supplemental Income Protection Program

30.21 If during the term of this Agreement, the Company notifies the Union in writing that technological change, as defined in Section: Technological Change, above, has or will create a surplus in any job title in a work location which will necessitate layoffs or involuntary permanent reassignments of regular employees to different job titles involving a reduction in pay or to work 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, employees 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 Program benefits described herein, 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 job titles and work 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 Section. Neither such determinations by the Company nor any other part of this Section 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 Program benefits must be in writing and transmitted to the Company within thirty (30) days from the date of the Company's offer in order to be effective.

live and it may not be revoked after such thirty (30) day period except as provided in sub-paragraph (E) below.

- (D) Within sixty (60) days of the close of the offer period, the Company will notify employees in writing that their election to leave service and receive Supplemental Income Protection Program benefits has been accepted. When possible, such notice will include an anticipated date that employees will be removed from the Company's payroll.
- (E) If employees have been given an anticipated date of removal from the Company's payroll and the Company subsequently notifies employees that the date has been delayed by ninety (90) days or more, such employees shall have the option of revoking their Supplemental Income Protection Program election by notifying the Company in writing within ten (10) days of the Company's notification of delay.

30.22 Whenever, in the judgment of the Company, a surplus of regular employees exists in a job title at a location, and no layoff is contemplated, all employees within the same job title and within a commutable distance shall be offered the Supplemental Income Protection Program benefits.

30.23 If, after the application of paragraph 30.22 above, the surplus described therein remains, such surplus employees shall be offered, in order of seniority, assignments to available jobs for which they are qualified, as outlined below:

- (A) A lateral reassignment to an equal paying job title within a commutable distance.
- (B) A lateral reassignment to an equal paying job title outside a commutable distance.
- (C) A reassignment to a lower paying job title within a commutable distance.
- (D) A reassignment to a lower paying job title outside a commutable distance.

30.24 Any employee designated for reassignment or transfer under (B), (C) and (D) above will be considered to have elected to leave the service of the Company and receive Supplemental Income Protection Program benefits in the event any of the following occur:

- (A) The employee elects not to accept reassignment to a job title involving a reduction in pay.
- (B) The employee elects not to accept reassignment to a work location requiring a change in residence.
- (C) The employee is unwilling to test for or fails to qualify, as required, for a lateral or lower rated job title for which the Company has available vacancies. The employee will have an opportunity to retake a failed test within time periods designated by the Company but no earlier than thirty (30) days from the date of the first failed test.

Any employee who elects not to accept a reassignment or transfer to a job title having the same or greater rate of pay and which does not require a change in residence shall not be paid Supplemental Income Protection Program benefits and shall be considered to have resigned from the Company's employment.

30.25 Supplemental Income Protection Program payments for employees who so elect to leave the service of the Company in accordance with paragraphs 30.21, 30.22 or 30.24 shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of leaving service and shall be computed in accordance with the following schedule:

<u>Term of Employment</u>	<u>Amount of Payment</u>
Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "
5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	28 " "
	+4 weeks each additional full year

There will be no reduction in pay for an employee with fifteen (15) years or more of Net Credited Service who is downgraded due to technological change for a period of thirty-six (36) months following the effective date of such downgrade. Thereafter the following schedule in reduction shall apply:

- Weeks 1 through 4 - No reduction
- Weeks 5 through 8 - 1/3 reduction
- Weeks 9 through 12 - 2/3 reduction
- Weeks 13 and thereafter - Full reduction

30.33 Effective January 1, 1996, if, because of work force adjustments, employees are reassigned to vacancies where the rate of pay of the new job is less than the current rate of pay of the employee's regular job, unless mutually agreed otherwise, the employee shall receive a lump sum payment based upon the difference in the basic weekly wage rates of the employee's old and new jobs. For a part-time employee, the lump sum payment shall be based upon the difference in the basic hourly wage rates of the employee's old and new jobs times the employee's part-time equivalent work week. Such lump sum payments will be computed in accordance with the following schedule:

<u>Term of Employment</u>	<u>Amount of Payment</u>
Less than 5 years	8 weeks difference in pay
5 years but less than 11 years	34 weeks difference in pay
11 years or more	60 weeks difference in pay
Employees with 15 or more years whose reassignments are due to technological change	164 weeks difference in pay

- (A) Upon reassignment, the employee will immediately be reduced to the basic weekly wage rate of the new job and the lump sum payment will be made to the employee within sixty (60) days of the date of reassignment.
- (B) If an employee has received a lump sum payment and is subsequently upgraded and the number of weeks since the date of the reassignment is less than the number of weeks of pay upon which the total payment was based, the amount paid to the employee

for the excess number of weeks shall be repaid to the Company in either a lump sum or through authorized payroll deductions at the rate of ten percent (10%) of the employee's basic weekly wage rate until the amount of excess is repaid.

Relocation

30.34 A regular employee transferring at Company request to a new Report Location which is thirty-five (35) or more road miles by the most direct route farther from his/her residence than was the old Report Location, shall be eligible for treatment under the Relocation Plan.

30.35 A regular employee who is required to relocate his/her residence as a result of a permanent transfer initiated by the Company shall receive, per household, a single lump sum payment for relocation expenses. This payment, which shall be Nineteen Thousand Dollars (\$19,000) for an employee owning his/her principal residence or paying a mortgage on his/her principal residence or Eight Thousand Dollars (\$8,000) for an employee renting his/her principal residence, shall be paid upon acceptance of the transfer by the employee. Local, State, Federal, and FICA taxes on the payment shall be withheld. The payment must be returned to the Company if the employee does not both report to the new Report Location as assigned and relocate his/her residence within one (1) year of the transfer effective date unless an extension has specifically been authorized by the Company. An employee who receives moving expense allowances as specified in this Article, will repay all benefits received within thirty (30) days, if the employee voluntarily terminates employment with the Company within two years from the effective date of the transfer. An employee who terminates employment with the Company under the provisions of a SIPP offer is excluded from the provisions of this Section. No receipts or other proof of expenses shall be required; however, an agreement must be signed by the employee, agreeing to the above mentioned conditions.

30.36 A maximum of six (6) paid scheduled days off, which may be taken in conjunction with a weekend or with vacation days, shall be given for house hunting or moving.

PAYBACK POLICY

AGREEMENT

In consideration for certain relocation assistance benefits being extended to me by Ameritech (herein "The Company") as a result of my having accepted the position of _____ located at _____, said location requiring me to transfer my current residence, I hereby agree to repay to the Company the total value of any and all relocation assistance benefits paid to me by the Company as a result of my having accepted said position, in the event that I voluntarily terminate my employment with the Company on or before _____, which is two (2) years from the effective date of the transfer.

I further agree that said repayment will be made by me within thirty (30) days of said voluntary termination of my employment with the Company.

Signature: _____ Witness: _____

Date: _____ Date: _____

Signed and Sealed this _____ day of _____, 19_____.

Notary Public _____

For the County of _____, State of _____

Layoffs - Appendix B, Exhibits 1, 2 and 3

30.37 The Company shall advise the Union in writing of contemplated work force reductions. During the following thirty (30) day period, or a shorter time period if business conditions necessitate, the Company will negotiate with the Union as to a formula or plan for work force reductions, including possible reductions in the work week, or a combination of shorter work weeks and layoffs or terminations. If the Company and the Union are unable to reach an agreement within such period, work force reductions shall be made as provided below.

30.38 Within two (2) weeks of completion of discussions with the Union, the least senior employees in the affected Appendix B Exhibits (1, 2 and/or 3) and job title groups identified in paragraph 30.40 will be advised by the Company of the existence of the conditions requiring layoffs and the potential effect these conditions may have on such employees. Employees will not be laid off for at least thirty (30) days following this notice.

30.39 Where work force surplus is a direct result of technological change, no layoffs of employees with fifteen (15) years or more of seniority shall occur until the following conditions are met within the affected Exhibits (1, 2 and/or 3) and job title groups identified in paragraph 30.40:

- (A) Average overtime is one (1) hour per week per person or less for four (4) consecutive weeks prior to the anticipated layoff.
- (B) All employees have been reduced to thirty-two (32) scheduled hours per week.
- (C) Contracting out of work has been reduced or eliminated to the extent practical, considering the affected employees' skill qualifications and the Company's ability to provide equipment and material.

30.40 Terminations and layoffs because of lack of work and rehiring of laid off employees shall be considered separately by Exhibits (1, 2 and/or 3) and Job Title Groups as follows:

- (A) Temporary employees shall be terminated first, and regular limited term employees shall be terminated next.

(B) Regular employees in the affected Appendix B, Exhibits (1, 2 and/or 3) and job title groups, who have not established seniority shall be laid off first, part-time employees in inverse order of their prorated seniority shall be laid off next, and thereafter full-time employees shall be laid off in the inverse order of their established seniority. When employees with the least seniority are in a work location where employees are needed and there is a surplus of employees in another work location within the same Exhibits (1, 2 and/or 3) and job title groups, the employees with the least seniority in the latter work location shall be offered a transfer to the work location where employees are needed. Should any such employees refuse the transfer, the employee so refusing with the least seniority in the work location where the surplus of employees exists shall be laid off first, instead of those at the work location where employees are needed.

- 30.41 In the event of such contemplated layoffs, employees shall not be transferred from one Exhibit and job title group to another if such transfer will cause the layoff of employees with less seniority in the group to which the employee is being transferred.
- 30.42 Employees with seniority standing who are laid off in one Exhibit and job title group and later rehired into the same or another Exhibit and job title group shall be automatically credited with the seniority held upon layoff.
- 30.43 Employees who are required to relocate their residence as a result of transfers involved with force redistribution associated with this Section will be eligible for moving expense reimbursement pursuant to, Section: Relocation of this Article.
- 30.44 The Company will provide the Union with the Exhibits (1, 2 and/or 3) and job title groups and a list of employees laid off.
- 30.45 If after the layoff, redistribution of the affected work force is required, the Company will first solicit volunteers by seniority within the affected Exhibits (1, 2 and/or 3) and job title groups. If involuntary transfers are still necessary, they will occur in inverse order of seniority within the affected Exhibits (1, 2 and/or 3) and job title groups first within a thirty-five (35) mile area, and then throughout the entire affected Exhibits (1, 2 and/or 3) and job title groups.

Layoffs - Appendix B, Exhibits 4 and 5

- 30.46 The Company shall advise the Union in writing of contemplated work force reductions. During the following thirty (30) day period, or a shorter time period if business conditions necessitate, the Company and the Union may negotiate a plan for work force reductions, including possible reductions in the work week, or a combination of shorter work weeks and layoffs or terminations. If the Company and the Union are unable to reach an agreement within such period, work force reductions shall be made as provided below.
- 30.47 Within two (2) weeks of completion of discussions with the Union, the least senior employees in the affected category set forth in paragraph 30.51 will be advised by the Company of the existence of the conditions requiring layoffs and the potential effect these conditions may have on such employees. Employees will not be laid off for at least thirty (30) days following this notice.
- 30.48 Where work force surplus is a direct result of technological change, no layoffs of employees with fifteen (15) years or more of seniority shall occur until the following conditions are met within the affected category set forth in paragraph 30.51:
- (A) Average overtime is one (1) hour per week per person or less for four (4) consecutive weeks prior to the anticipated layoff.
 - (B) All employees have been reduced to thirty-two (32) scheduled hours per week.
 - (C) Contracting out of work has been reduced or eliminated to the extent practical, considering the affected employees' skill qualifications and the Company's ability to provide equipment and material.
- 30.49 Whenever conditions are considered by the Company to warrant the termination or layoff of employees with less than fifteen (15) years of seniority, such terminations or layoffs shall be applied separately among employees within the same job title group and within the appropriate Ameritech Market Business Unit, or other entity, as identified in Appendices C through T. If a layoff will affect employees with fifteen (15) or more years of seniority, such layoff shall be applied separately among employees within the same job title group as identified below.

30.50 Terminations and layoffs shall be carried out in accordance with the following successive steps within the affected category set forth in paragraph 30.51:

- (A) Temporary employees shall be terminated first.
- (B) Regular limited term employees shall be terminated next.
- (C) Regular employees shall be laid off last.

30.51 The Company will determine the job title group and location subject to layoffs. Based upon the seniority of the most senior person to be laid off, the Company will determine the applicable layoff category from categories 1 through 5, below. Layoffs within that category shall proceed in order of inverse seniority.

CATEGORY 1:

Employees with less than 2 Years of Seniority

Layoff by designated:
Business Unit
Location
Job Title Group
Union Local

CATEGORY 2:

Employees with less than 5 Years of Seniority

Layoff by designated:
Business Unit
Location plus same Business Unit locations within 35 miles
Job Title Group
Union Local

CATEGORY 3:

Employees with less than 15 Years of Seniority

Layoff by designated:
Business Unit
Location plus same Business Unit locations anywhere
Job Title Group
Union Local

CATEGORY 4:

Employees with less than 20 Years of Seniority

Layoff by:
Location and all other Business Unit locations within 35 miles
Job Title Group
Union Local

CATEGORY 5:

Employees with up to 20 or more Years of Seniority

Layoff by:
Location and all other Business Unit locations anywhere
Job Title Group
Union Local

30.52 If job title group 8 is the subject of the layoff, then the Company shall only designate category 4 or 5 from paragraph 30.51, regardless of the seniority of the most senior, laid off employee.

30.53 The Company will provide the Union with the category involved and a list of employees laid off.

30.54 If after the layoff, redistribution of the affected work force is required, the Company will first solicit volunteers by seniority within the affected category set forth in paragraph 30.51. If involuntary transfers are still necessary, they will occur in inverse order of seniority within the affected job title group first within a thirty-five (35) mile area, and then within the entire layoff category.

Recalls & Reemployment

30.55 If additions to the work force are required in any job title group within two (2) years of the last layoff made in such job title group under a program of layoffs, the Company shall proceed as follows before hiring new regular employees.

30.56 The Company shall offer reemployment in order of seniority to regular full-time laid off employees in the same job title group, provided that the period of layoff of such former employees does not exceed two (2) years, in the following order:

- (A) Former employees from the appropriate Appendix B Exhibit covering the job title group, who were qualified by experience at the time of layoff to perform the duties of an available job.
 - (B) Former employees from Appendix B Exhibits 1 through 5 covering the job title group, who were qualified by experience at the time of layoff to perform the duties of an available job.
 - (C) Former employees from the appropriate Appendix B Exhibit covering the job title group, who were not qualified by experience at the time of layoff to perform the duties of an available job.
 - (D) Former employees from Appendix B Exhibits 1 through 5 covering the job title group, who were not qualified by experience at the time of the layoff to perform the duties of an available job.
- 30.57 Former employees under paragraph 30.56 (C) and (D) above who are offered a job and who wish to pursue the job opportunity, must demonstrate qualifications to the satisfaction of the Company which shall be identical to those the Company requires of newly hired employees. Failure to make such demonstration will not result in the former employee being removed from the recall list, but will entitle the Company to consider the next appropriate candidate.
- 30.58 Former employees must keep the Company informed of the address at which they can be reached. Any offer of reemployment shall be made by registered, return receipt requested mail addressed to the latest address furnished by the former employee. When an offer of employment has been so made, the former employee shall indicate his/her acceptance within seven (7) work days from receipt of the Company's offer.
- 30.59 The following actions on the part of a former employee will constitute a forfeiture of reemployment rights and the employee's name will be removed from the recall list:
- (A) Failure to notify the Company of his/her acceptance of an offer of reemployment within seven (7) days;
 - (B) Failure to report for duty on the date specified after acceptance of the offer of reemployment; or
 - (C) Refusal of the offer of reemployment.

- 30.60 When a former employee is recalled and assigned to the same, a lateral or a lower rated job title than their job title at the time of layoff, they shall be placed on the new wage schedule at the same monthly step which they were at when laid off.
- 30.61 Former employees whose new work location is thirty-five (35) road miles, by the most direct route, farther from their residence than was their work location at the time of layoff shall be granted a relocation allowance of Four Thousand Dollars (\$4,000). This relocation allowance must be returned to the Company if the former employee does not both report to their new work location and relocate their residence within one (1) year of the date of reemployment unless an extension has been specifically authorized by the Company. This relocation allowance is in lieu of any other payment for relocation expenses and shall be applied against the amount of termination payment to be repaid, if any, under the provisions of paragraph 30.66 of Section: Termination Payments, following.

Termination Payments

- 30.62 A termination payment, plus compensation for any vacation days, Excused Work Days and Floating Holidays to which the employee is eligible at the time of leaving the Company's service, shall be paid to a regular employee laid off because of lack of work, or may be paid at the discretion of the Company to an employee whose services are terminated for reasons such as unadaptability or inability to properly perform assigned job duties.
- 30.63 In no event shall an employee receiving a termination payment be eligible to receive payments in accordance with provisions of Section: Supplemental Income Protection Program, above. Further, regular employees who are discharged or who resign from the service of the Company shall not be eligible for termination payments except as provided in paragraph 30.62 above.
- 30.64 The amount of a termination payment shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of leaving service and shall be computed in accordance with the following schedule:

Term of Employment

Amount of Payment

Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "
5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	28 " "

+4 weeks each additional full year

The maximum number of weeks payable as termination payments shall in no event exceed one hundred four (104) weeks of pay.

- 30.65 An employee may elect to receive his/her total termination payment in one (1) lump sum or in twelve (12) equal monthly payments. A lump sum shall be paid within thirty (30) days after the employee has left service and monthly payments shall begin within thirty (30) days after the employee has left service.
- 30.66 An employee who has left the service of the Company and has received a termination payment and who is subsequently employed or reemployed by any of the companies referred to in paragraph 30.68 will be treated as follows. If the number of weeks from the effective date of leaving service to the date of employment or reemployment is less than the number of weeks pay upon which the termination payment was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment shall be made through payroll deductions at the rate of ten percent (10%) of the employee's basic weekly wage rate until the amount of excess is repaid.

30.67 A re-engaged employee who has received a termination payment and who is again laid off will be paid the difference between the computed payment to which he or she is eligible and the net amount of any payment which he or she may have received due to any previous layoff.

30.68 The provisions of this Section do not apply in case of an employee leaving service voluntarily, an employee on a leave of absence, or an employee transferred to any other Ameritech Company or a company directly or indirectly owned by Ameritech which participates in the Ameritech Pension Plan (APP) or successors or assigns thereto.

Extended Medical Coverage

30.69 Employees who are not eligible for a service pension and whose employment is terminated as a result of layoff or application of the force adjustment procedures, or who elect to leave the service of the Company pursuant to the provisions of the Supplemental Income Protection Program, shall continue to remain eligible for coverage for up to eighteen (18) months under the Comprehensive Health Care Program or its successor Program, as follows:

- (A) An employee whose Net Credited Service is five (5) years or more will be eligible for coverage at Company expense for a period of six (6) months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional twelve (12) months at the employee's expense by paying the monthly premium amount.
- (B) An employee whose Net Credited Service is at least one (1) year but less than five (5) years will be eligible for coverage at Company expense for a period of three (3) months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional fifteen (15) months at the employee's expense by paying the monthly premium amount.
- (C) An employee with less than one (1) year of Net Credited Service who is eligible for coverage at the time of termination of employment may elect to continue such coverage at the employee's expense for a period of eighteen (18) months following the month in which employment is terminated by paying the monthly premium amount.

Payment of extended medical coverage by the Company, however, shall not extend the period of coverage beyond that required to be provided by the Consolidated Omnibus Budget Reconciliation Act ("COBRA") of 1986.

- 30.70 The extended medical coverage shall be on the same basis and in the same amount to which the employee was entitled immediately prior to leaving the service of the Company. If during the period of any extended medical coverage, as set forth above, the medical expense coverage is changed for employees who remain on the payroll, the same changes will be applied to persons participating in this extended medical coverage program.

ARTICLE 31

SAFETY

- 31.01 The Company will continue to make reasonable provisions for the safety and health of its employees during the hours of his/her employment, and the employees will be expected to cooperate with the Company in keeping Company premises, and especially rest rooms, clean and sanitary. The Company will advise the Union of any on-the-job accidents which result in hospitalization or death.
- 31.02 Safety is a concern to the Company and the Union. The Company and the Union mutually recognize the need for a work environment in which safe operations can be achieved in accomplishing all phases of work, and the need to promote better understanding and acceptance of the principles of safety on the part of all employees to provide for his/her own safety and that of their fellow employees, customers and the general public.
- 31.03 To achieve the above principles, the Company and the Union agree to establish for the duration of this Agreement an advisory committee on safety principles at the Company headquarters level. The advisory committee shall consist of a Company designated representative or representatives and a System Council T-4 designated representative from each of the Local Unions. This committee shall meet from time to time as required but at least three (3) times per year.

- 31.04 The function of this advisory committee shall be to advise the Company concerning safety matters. In discharge of this function, the Committee may consider existing practices and rules related to safety, suggest changes to existing practices and rules, including workplace design and redesign, and suggest new practices and rules.

- 31.05 In connection with any safety activities, the Company agrees to reimburse for associated transportation expenses for authorized time spent by active employees for attendance at such committee meetings or joint training during the employee's scheduled shift at the employee's basic wage rate. In addition, the Company agrees to reimburse the Union the cost of annual membership expense to the National Safety Council incurred for one (1) member per Local.

ARTICLE 32

COMMERCIAL DRIVER'S LICENSE & SPECIAL OPERATING PERMIT OR LICENSE

- 32.01 The Company shall reimburse employees for customary fees and expenses in conjunction with obtaining a commercial driver's license or a special operating permit or license specifically requested and authorized by the Company. These provisions apply to those employees seeking a new or periodic renewal of such license or permit. Employees shall be permitted to obtain such new or renewal license or permit on paid Company time at an hour and location selected by the Company. The Company shall determine the number of employees with such licenses or permits required to operate the business and may increase or decrease this number as required.
- 32.02 Employees who through their own negligence or other acts, forfeit their commercial driver's license or special operating permit or license shall not be able to avail themselves of the foregoing provisions unless the Company deems it to be in the best interest of the business.

ARTICLE 33

TERMINATION AND VALIDITY OF AGREEMENT

- 33.01 This Agreement shall become effective as of 12:00 a.m. Central Daylight Time on June 28, 1998, and shall remain in effect until 11:59 p.m. Central Daylight Time on June 28, 2003.
- 33.02 No later than sixty (60) days prior to the expiration date of this Agreement, either Party may serve upon the other, a written notice of its desire to negotiate changes in this Agreement or to terminate this Agreement. No bargaining with respect to a new Agreement shall commence earlier than sixty (60) days prior to the expiration date of this Agreement unless otherwise mutually agreed to by the Parties.
- 33.03 Nothing in this Article shall be construed to prevent the Parties from making any changes in this Agreement which are mutually agreeable to the Parties at any time during the tenure of this Agreement.
- 33.04 Certain economic provisions of the Agreement between the Parties as specified herein (the "specified economic provisions") may be amended during the term of this Agreement to include new terms, to be effective June 24, 2001 and for the remaining term of this Agreement, according to the amendment procedure described herein (the "amendment procedure") and subject to the following terms and conditions:
- (A) This amendment procedure applies solely to the specified economic provisions as defined in Article 33.04(B) and shall not be used to negotiate or amend any other term or condition of this Agreement. Nothing in this Article 33.04 shall be deemed to permit the termination of this Agreement, and all of this Agreement's terms shall remain in full force and effect throughout the amendment procedure and until the expiration date set forth in Article 33.01 except as specifically set forth herein.
- (B) The "specified economic provisions" subject to the amendment procedure are limited to the following:
- (1) The wage schedules set forth in Appendix B to this Agreement;
 - (2) Pension band amounts used for the sole purpose of determining pensions pursuant to the Ameritech Pension Plan for Non-Salaried Employees;

- (3) Meal allowance amounts as provided in Articles 18.21 and 19.18 of the Agreement;
- (4) Board, lodging and travel allowances as provided in Articles 29.08, 29.09, 29.09(A) and 29.09(B) of the Agreement; and
- (5) A lump sum bonus which may be negotiated for ratification of the amendments by the Union.

No other provision of the Agreement between the Parties shall be subject to this amendment procedure.

- (C) Either Party may notify the other of its desire to bargain amendments to the specified economic provisions by serving written notice no later than sixty (60) days prior to June 24, 2001. No bargaining with respect to the specified economic provisions shall commence prior to the sixty (60) day notice period unless by mutual agreement of the Parties. In the event that no such notice is given, the specified economic provisions in effect on June 25, 2000 shall remain in effect without change for the remaining term of this Agreement.
- (D) Upon receipt of written notice in accordance with Article 33.04(C), the parties shall commence bargaining over amendments to the specified economic provisions. The Parties shall endeavor in good faith to reach agreement on or before June 24, 2001.
- (E) In the event that the Parties do not reach agreement by June 24, 2001, the provisions of Article 5 of this Agreement shall be suspended for the sole purpose of permitting the Parties to take economic action in support of their bargaining proposals. Neither Party may take economic action for any reason other than to support that Party's proposals with respect to the specified economic provisions. Notwithstanding the suspension of the provisions of Article 5, the remaining terms and conditions of this Agreement shall at all times remain in full force and effect. The suspension of the provisions of Article 5 shall terminate, and the provisions of Article 5 shall be restored in their entirety, upon agreement between the Parties with respect to amendment of the specified economic provisions.
- (F) The provisions of this Article 33.04 shall have no application to any negotiations conducted by the Parties other than those initiated in 1998. In no event shall the provisions of this Article 33.04 survive the termination of this Agreement on June 28, 2003.

33.05 All contracts and agreements, except current local agreements, currently in force between the Union and the Company, Illinois Bell Telephone Company, Indiana Bell Telephone Company, Incorporated, Ameritech Services, Inc. or any former Bell System Company, which relate to union-represented Company employees, are hereby superseded and replaced in their entirety by this Agreement. All current local agreements which are in violation of the terms of this Agreement will become null and void on the effective date of this Agreement, unless a later termination date is mutually agreed upon with respect to such a local agreement.

33.06 If any provision of this Agreement is invalid because it is contrary to any law, the remaining provisions shall not be affected.

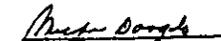
IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in duplicate by their representatives, all on the day and year first above written.

AGREED:

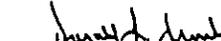
FOR THE UNION:


Ronald A. Siemienas
President/Business Manager
IBEW Local 185

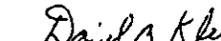
7/30/98
Date


Mick D'Angelo
President/Business Manager
IBEW Local 188

7/30/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date

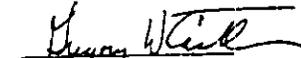

Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Hunter
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


Gregory W. Castle
Vice President - Labor Relations

7/30/98
Date


John E. Grindean
Director - Labor Relations, IBEW

7-30-98
Date

1998 Bargaining Committee Members
Joanna Airoidi
Thomas J. Hubberts
Norine O'Donovan
Deb Schwarz
Ron Wells

APPENDIX A

**MEMORANDUM OF AGREEMENT
UNION OFFICIALS**

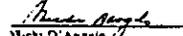
The Company and the Union agree that there may be instances where Union Representatives in the positions of Chief Steward, Area Steward, Area Representative, Business Representative or Assistant Business Manager from an Ameritech entity covered by the Collective Bargaining Agreement may represent employees of another Ameritech entity with which the Union has a contractual relationship. In such situations, the Union representative so involved may be on either Union Business (Unpaid) or Joint Meeting (Paid) time as is appropriate under the circumstances. Pay treatment and the amount of time granted will be based on the appropriate Collective Bargaining Agreement of the Union Representatives.

AGREED:

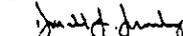
FOR THE UNION:


Ronald A. Siemenas
President Business Manager
IBEW Local 165

7-12-98
Date


Michi D'Angelo
President Business Manager
IBEW Local 188

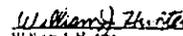
7/13/98
Date


Donald E. Moseley
President Business Manager
IBEW Local 336

7-30-98
Date


David M. Klein
President Business Manager
IBEW Local 383

7-30-98
Date


William J. Hubler
President Business Manager
IBEW Local 399

7-30-98
Date

**MEMORANDUM OF AGREEMENT
THIRD MEDICAL OPINIONS**

This Memorandum covers the agreement reached between the Company and the Union regarding the eligibility of certain employees covered by the Parties' 1995 Collective Bargaining Agreement to request a third medical opinion (1) to resolve a difference of opinion between the Company and the employee's physician concerning permanent/long term medical restrictions resulting from a non-occupational illness or injury, imposed on the employee by the Company's Medical Department, which may affect the employee's continued employment or job status; (2) to resolve a difference of opinion between the Company and the employee's physician concerning the employee's return to work from a non-occupational illness or injury when the Company's Medical Department determines that the employee is not work capable and therefore unable to return to full-time active employment.

PERMANENT / LONG TERM MEDICAL RESTRICTIONS

The following conditions apply with respect to those situations concerning permanent/long term medical restrictions:

1. Within fifteen (15) calendar days after the employee is notified that permanent/long term medical restrictions, imposed by the Company's Medical Department, will result in the employee's reassignment, downgrade or termination, the employee may submit a written appeal of that decision to the Company's Medical Department and must include documentation from the employee's physician which indicates why the employee believes that the Company's permanent/long term medical restrictions are inappropriate. The Company, however, may proceed with implementation of the Medical Department's decision.
2. The Company shall answer the employee's appeal within ten (10) calendar days. Should the Company deny the employee's appeal and the permanent/long term medical restrictions remain unchanged, the employee may, within fifteen (15) calendar days of the Company's answer, submit an executed "Request For Third Medical Opinion Regarding Medical Restriction" form (see attached form) requesting that the Company obtain a third medical opinion concerning the employee's condition and the appropriateness of the permanent/long term medical restrictions.

3. Upon receipt of an employee's request for a third medical opinion, the Company shall provide the employee with the names of three (3) qualified medical physicians from whom the employee must make a choice. The physician selected shall be requested to sustain, modify or remove the imposed permanent/long term medical restrictions after conducting a complete medical evaluation and examination of the employee. The Company will bear the medical expenses for obtaining the third opinion.
4. Results of the third medical opinion shall be binding on the employee, Company, and Union in determining the final disposition of the employee's continued employment or job status. In the event the third medical opinion is inconclusive, the Company's position will prevail.
5. If the third medical opinion deems the employee capable of regular full-time employment or returning to the original job, the Company's backpay liability will be limited solely to basic wages actually lost, if any, from the date of the employee's appeal, offset by any other compensation.
6. If the third medical opinion leads to modification or removal of the permanent/long term medical restrictions, deeming the employee capable of regular full-time employment or return to the original job, the employee, if off the active payroll, will be conditionally brought back on the active payroll with full wage credit at the employee's pre-restriction job title for a trial period of up to ten (10) weeks. If the employee is on the active payroll at the time of the third medical opinion, the employee will have the permanent/long term medical restriction modified or removed, and be placed in the pre-restriction job title for a period of up to ten (10) weeks. If at the end of such conditional period the Company determines, after consultation with the Union, that the employee has demonstrated both the employee as reliable (i.e., no chargeable tardiness or absence) and job performance is satisfactory, the employee will be unconditionally returned to the active payroll with full service credit or, if on the active payroll, will retain his or her pre-restriction job title.
7. The Parties agree that if the employee fails the up to ten (10) week trial period as set forth in paragraph 6 above, the employee will resume the status he or she held prior to the rendering of the third medical opinion.

8. Under no circumstance will the results of the third medical opinion or the Company's treatment of the employee be subject to arbitration.

RETURN TO WORK FROM DISABILITY

The following conditions apply with respect to those situations concerning an employee's return to work from disability:

9. The employee must submit an executed "Request For Third Medical Opinion, Regarding Return To Work" form (see attached form) to the Company's Medical Department, including documentation from the employee's physician, by the end of the ninth (9th) month of sickness disability absence. Consideration for requests made after the ninth (9th) month will only be given if the Company's Medical Department determines that there is a significant improvement in the employee's medical prognosis.
10. Upon request by an employee for a third medical opinion, the Company shall provide the employee with the names of three (3) qualified medical physicians from which the employee must make a choice. The physician selected shall be requested to agree or disagree with the Company's Medical Department opinion that the employee is incapable of returning to full-time active employment. The Company will bear the medical expenses for obtaining the third opinion.
11. Results of the third medical opinion shall be binding on the employee, Company and Union if, after conducting a complete medical evaluation and examination of the employee, the third physician recommends that the employee is not work capable and is unable to return to full-time active employment with the Company.
12. If the third medical opinion determines that the employee is work capable and therefore able to return to full-time active employment, the employee will be conditionally brought back on the active payroll with full wage credit at the employee's current job title for a trial period of up to ten (10) weeks. If at the end of such conditional period the Company determines, after consultation with the Union, that the employee had demonstrated both the

Appendix A

employee's attendance as reliable (i.e., no chargeable tardiness or absence) and job performance as satisfactory, the employee will be unconditionally returned to the active payroll.

- 13. The Parties agree that if the employee fails the up to ten (10) week trial period as set forth in paragraph 12 above, the employee will resume the status he or she held prior to the rendering of the third medical opinion.
- 14. Under no circumstances will the results of the third medical opinion or the Company's treatment of the employee be subject to arbitration.

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

[Signature]
 Ronald A. Siemencas
 President/Business Manager
 IBEW Local 165

7/2/98
 Date

[Signature]
 Michi D'Angelo
 President/Business Manager
 IBEW Local 188

7/2/98
 Date

[Signature]
 Donald L. Mosely
 President/Business Manager
 IBEW Local 336

7-30-98
 Date

[Signature]
 Daniel M. Klein
 President/Business Manager
 IBEW Local 383

7-30-98
 Date

[Signature]
 William J. Hunter
 President/Business Manager
 IBEW Local 399

7-30-98
 Date

Appendix A

REQUEST FOR THIRD MEDICAL OPINION REGARDING PERMANENT / LONG TERM MEDICAL RESTRICTIONS

I, _____, understand that the permanent/ long term physical restriction(s) imposed on me by the Company's Medical Department preclude me from performing the job of _____. I recognize that this third opinion may result in my reassignment, downgrade, or termination. I specifically request that such a third opinion be obtained. I agree to abide by the decision resulting from this opinion and agree to release the Company from any and all grievances, charges and complaints (including any charges which I may otherwise be able to file under any local, state or federal law) regarding the third medical opinion or the results thereof.

By signing this document, I also authorize the Company's Medical Department to release a copy of my medical records to the physician selected to render the third medical opinion.

Signed: _____ Date: _____

Witness: _____ Date: _____

Company: _____ Date: _____

**REQUEST FOR THIRD MEDICAL OPINION REGARDING
RETURN TO WORK**

I, _____, understand that the Company's Medical Department has deemed me incapable of performing full-time work and recommended that I remain on the Company's Sickness and Accident Disability Plan. I recognize that the third medical opinion requested by this form may result in confirmation of the decision that I am not work capable and am unable to return to full-time, active employment with the Company.

I specifically request that such a third medical opinion be obtained. I agree to abide by the decision resulting from this opinion and agree to release the Company from any and all grievances, charges and complaints (including any charges which I may otherwise be able to file under any local, state or federal law) regarding this third medical opinion or the results thereof. By signing this document, I also authorize the Company's Medical Department to release a copy of my medical records to the physician selected to render the third medical opinion.

Signed: _____ Date: _____

Witness: _____ Date: _____

Company: _____ Date: _____

**MEMORANDUM OF AGREEMENT
PERMANENT/LONG TERM MEDICAL RESTRICTIONS**

This Memorandum covers the agreement reached between the Company and the Union regarding the eligibility of certain employees covered by the Parties' 1995 Collective Bargaining Agreement to receive a termination payment when involuntarily separated from the Company as a result of permanent/long term medical restrictions resulting from a non-occupational illness or injury.

1. The Company shall offer a termination payment to those employees who have permanent/long term medical restrictions imposed by the Company's Medical Department that prevents them from performing their current job duties and when:
 - (A) No other job under priority placement procedures is currently vacant for which the employee is qualified, with or without accommodations; and
 - (B) The employee does not qualify for Sickness or Accident Disability payments, a Disability Pension, Long Term Disability (LTD) payments, Supplemental Income Protection Program (SIPP) payments or any other such benefit.

Acceptance of the Company's offer of termination payment must be given by the Union and employee within twenty-one (21) calendar days of the date of the offer or the offer will be considered withdrawn.

2. Any termination payment granted will be made pursuant to the payment schedule and relevant provisions of "Termination Payment" of the Parties' Collective Bargaining Agreement. Payment is contingent on the Union withdrawing any grievance or request for arbitration filed as a result of this non-disciplinary termination and the Company receiving a signed Release from the affected employee fully releasing the Company from any and all grievances, actions, causes of action, suits, charges, complaints, liabilities, claims, demands, and expenses (including attorney's fees and costs incurred) related to the employee's employment with the Company or his or her separation of employment from the Company, including, but not limited to, any claim arising from an alleged violation of any federal, state or local statutes, ordinances, regulations or common laws, including any discrimina-

tion charges based upon mental or physical handicap, age, race, sex, religion, national origin or other reasons (copy attached).

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

ACCEED:

FOR THE UNION:

Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7/2/98
Date

Michio D'Angelo
President/Business Manager
IBEW Local 188

7/2/98
Date

Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date

Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Huger
President/Business Manager
IBEW Local 399

7-30-98
Date

RELEASE FORM

I, _____, being of lawful age, for myself, my heirs, administrators, and executors hereby release and discharge AMERITECH (hereinafter "the Company"), its parent, affiliates, directors, officers, representatives, agents, successors and assigns from any and all grievances, actions, causes of action, suits, charges, complaints, liabilities, claims, demands and expenses (including attorney's fees and costs incurred) related to my employment with the Company or my separation of employment from the Company, including, but not limited to any claim arising from an alleged violation of the Illinois Human Rights Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, ERISA, the Civil Rights Acts of 1991 and 1866, and any other federal, state or local statutes, ordinances, regulations or common laws, including any discrimination charges or actions based upon mental or physical handicap, age, race, sex, national origin, religion or other reasons.

It is understood and agreed that the sole consideration for this Release is the payment to me by the Company of \$ _____. I understand that whether or not I sign this Release, I will still receive all vested pension payments to which I am entitled.

I recognize that this termination payment will be set off against any Workers' Compensation payments which I may be entitled to under state law.

It is agreed by the undersigned that this Release expresses a full and complete settlement of a liability claimed and denied, regardless of the adequacy of the aforesaid consideration, and that said consideration and acceptance of this Release shall not constitute an admission of liability.

SIGNED and SEALED this _____ day of _____.

THIS IS A RELEASE: READ BEFORE SIGNING

Signatures:

Witnesses:

Witness Signature

Address

Address

Witness Signature

Address

**MEMORANDUM OF AGREEMENT
TRAINING OPPORTUNITY PLAN**

This Memorandum of Agreement covers understandings reached by the Union and the Company regarding the Training Opportunity Plan hereafter referred to as "TOP" as follows:

1. **Eligibility:** - Regular full-time and part-time employees with one (1) or more years of Net Credited Service who have been laid off and are eligible to receive termination payments and have reemployment rights under the Parties' Collective Bargaining Agreement.
2. **Participation:** - TOP will be an employee option available at the time of layoff. The employee must elect termination payments or begin participation in TOP.
3. **Income Continuation:** - A TOP participant will receive their termination payments in income continuation installments equal to their basic weekly wage rate (less appropriate taxes) at the time of layoff. Income continuation installments will continue until whichever of the following occurs first:
 - The TOP participant obtains other full-time or part-time employment as defined by the Company with a non-Ameritech Company and receives the balance of their termination payments.
 - The TOP participant's termination payments are exhausted.
 - The TOP participant fills a job vacancy in another Ameritech Company. Termination payments will stop immediately and the balance will not be paid to the TOP participant.
 - The TOP participant fills a job vacancy with the Company in accordance with contractual reemployment rights. A TOP participant may be selected for recall from layoff to fill an available job opening for a job never held by the TOP participant utilizing a "most qualified" over basic qualified selection process, irrespective of the recall from layoff provisions as set forth in the Parties' Collective Bargaining Agreement.
 - The TOP participant elects to voluntarily terminate participation in TOP and receives the balance of the termination payments.

4. **Duration of Participation:** - In no event may an individual remain in TOP for more than one (1) year from the initial date of layoff. At the end of that year, the balance of a TOP participant's termination payment, if any, will be paid to the participant as a lump sum. However, the TOP participant will be reimbursed to a maximum of Four Thousand Five Hundred Dollars (\$4,500) (prorated for former part-time employees) for approved actual expenses incurred for training/retraining for up to two (2) years from date of layoff. (See "Reimbursement Feature" following.)
5. **Reemployment While In TOP Status:** - A TOP participant may be selected for a job vacancy within the Company in accordance with the provisions of the Upgrade Transfer Plan and/or reemployment rights under the Parties' Collective Bargaining Agreement.
 - The Company will retain the undistributed balance of termination payments in the event of reemployment.
 - A TOP participant who is reemployed with the Company or any other Ameritech Company and who is again laid off will be paid the difference between the termination payment at the time of layoff and the amount of termination payment previously received while in TOP. Said employee is not eligible to enroll again in TOP.
6. **Benefit Continuation:** - A laid off employee who elects TOP participation becomes eligible for a maximum of one (1) year of Company-paid benefits from the beginning date of TOP participation as provided below. For former part-time employees, benefits will continue in an amount equal to coverage immediately prior to termination.
 - Comprehensive Health Care Plan coverage; Dental Expense Plan coverage; Vision Care Plan coverage; and Basic Group Life Insurance coverage
 - Comprehensive Health Care Plan benefits provided under TOP shall run concurrently with the extended medical coverage to which the TOP participant may be entitled under the Parties' Collective Bargaining Agreement and shall not extend the period of coverage beyond that required to be provided by the Consolidated Omnibus Budget Reconciliation Act ("COBRA") of 1986.

Appendix A

Such benefits will continue until whichever of the following occurs first:

- Termination payments are exhausted.
- The TOP participant is reemployed by the Company or another Ameritech Company, or obtains other regular full-time or part-time employment, as defined by the Company, with a non-Ameritech company.
- The TOP participant elects to voluntarily terminate participation in TOP and receives the balance of the termination payments.
- A maximum of one (1) year from the beginning date of TOP participation has transpired.

7. **Reimbursement Feature:** - The Company will reimburse a TOP participant up to a maximum of Four Thousand Five Hundred Dollars (\$4,500) for actual expenses incurred for tuition, training, job placement services related to seeking employment, or for moving expenses if the TOP participant is required to move their residence in conjunction with a job elsewhere within Ameritech. For former part-time employees, this amount shall be prorated based on the relationship of the individual's most recent part-time equivalent work week classification to a forty (40) hour work week.

- Any such expense must be approved by the Company prior to being incurred.
- The Program Administrator will provide assistance to the TOP participant in selecting appropriate educational or training classes or programs; will conduct skills, interest and aptitude assessment, if necessary; and will recommend out-placement counseling where appropriate.
- Reimbursement will be made for approved expenses incurred within two (2) years from the date of layoff.
- The Program Administrator may recommend that a TOP participant take a Company training class. Such a class if approved, may be taken during TOP participation and up to one (1) year following the date of layoff.

Appendix A

8. **Plan Administration:**

- Will be through a designated Company Program Administrator
- Nothing in the Plan or its administration will be subject to the grievance and arbitration processes as set forth in the Parties' Collective Bargaining Agreement.

9. **Duration:** - The Training Opportunity Plan will remain effective during the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Ronald A. Szymanski
 Ronald A. Szymanski
 President/Business Manager
 IBEW Local 165

7/2/98
 Date

Michael D'Angelo
 Michael D'Angelo
 President/Business Manager
 IBEW Local 188

7/4/98
 Date

Donald L. Moneley
 Donald L. Moneley
 President/Business Manager
 IBEW Local 334

7-30-98
 Date

Daniel M. Klein
 Daniel M. Klein
 President/Business Manager
 IBEW Local 383

7-30-98
 Date

William J. Hunter
 William J. Hunter
 President/Business Manager
 IBEW Local 399

7-30-98
 Date

FOR THE COMPANY:

John E. Grunden
 John E. Grunden
 Director - Labor Relations, IBEW

7-30-98
 Date

**MEMORANDUM OF AGREEMENT
HEALTH CARE COST CONTAINMENT
COMMITTEE**

Driven by a continuing concern about the quality and rising cost of health care services utilized by employees and their dependents, the Company and the Union hereby agree to:

1. Establish a single regional committee known as the Health Care Cost Containment Committee. The Committee will consist of one Union representative from each of Locals 165, 188, 336, 383 and 399 and an equal number of designated management representatives, who will meet periodically as appropriate.
2. The purpose of the Committee is to:
 - Report to the Full Committee for its consideration, all proposed health care recommendations;
 - Address health care issues and problems;
 - Educate employees and their families regarding their health care benefits;
 - Examine the major factors influencing health care costs, particularly those which affect the Company and its employees;
 - Recommend cost containment measures as may be appropriate;
 - Examine the viability of cost-sharing as a means toward slowing the escalation of medical insurance costs;
 - Participate in health care action oriented coalitions and other organizations concerned with the quality and cost of health care, including but not limited to:
 - Cooperation with community and/or state based hospital concurrent review programs concerned with pre-admission certification, ancillary service levels and average length of stay performance;

- Cooperation with community based Preferred Provider Organizations or managed care network providers assuring a balance between health care quality and cost;
 - Promotion of employee awareness in the areas of preventive health care, fitness, efficient use of the medical insurance plan, and the high cost of health care;
 - Research and study available options for the Company and Union to join actively in pursuing the subject of national health care.
 - Evaluate the needs of employees relative to dependent care, i.e., child care, elder care and to research the resources and services available in order to educate employees and to recommend programs consistent with those needs.
3. The Committee is charged with submitting periodic reports to the Union and Company bargaining representatives regarding the efforts made to contain escalating health care costs, the results of those efforts, and any recommendations for changes in the Comprehensive Health Care Plan which furthers the efforts to contain escalation of health care costs while preserving the quality of health care for employees.
 4. Employees shall be compensated for attending committee meetings and joint training sessions authorized by the Company during the employee's scheduled shift at the employee's basic wage rate. Associated transportation expense and/or lodging will also be paid by the Company when authorized.

Appendix A

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

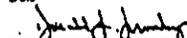
FOR THE UNION:


Ronald A. Siemenas
President/Business Manager
IBEW Local 165

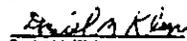
7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

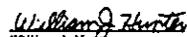
7/2/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huggins
President/Business Manager
IBEW Local 399

7-30-98
Date

Appendix A

MEMORANDUM OF AGREEMENT
COMMITTEE FOR SUBSTANCE ABUSE AWARENESS

Recognizing the need for safe and efficient work operations and an alcohol and drug free environment, the Company and the Union hereby agree to:

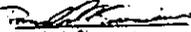
1. Establish a single committee known as the Committee For Substance Abuse Awareness. The Committee will consist of one Union representative each from Locals 165, 188, 336, 383 and 399 and designated management representatives, who will meet as appropriate. The Committee shall be co-chaired by one Union and one Company representative.
2. The purpose of the Committee is to:
 - Assist in the development and presentation of educational material to inform employees about the dangers of substance abuse involving alcohol and drugs in the workplace.
 - Encourage employees to abstain from using illegal drugs or abusing alcohol or other drugs.
 - Promote awareness of Company programs relating to alcohol or drugs.
 - Develop and distribute other information and recommendations jointly agreed upon as having the potential to reduce or eliminate the impact of substance abuse upon the Company and its employees.
3. Employees shall be compensated for attending committee meetings and joint training sessions authorized by the Company during the employee's scheduled shift at the employee's basic wage rate. Associated transportation expense and/or lodging will also be paid by the Company when authorized.

Appendix A

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:


Ronald A. Siemunas
President/Business Manager
IBEW Local 163

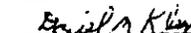
7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

7/2/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Hugler
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John F. Grindean
Director - Labor Relations, IBEW

7-30-98
Date

MEMORANDUM OF AGREEMENT
JOINT TRAINING ADVISORY BOARD

The Company and the Union hereby agree to:

1. Continue the Joint Training Advisory Board. The Board will consist of one Union representative from each Local and an equal number of designated management representatives who will meet periodically and have responsibility for:
 - Furnishing advice to the Company on personal or career development and job displacement training courses and curricula;
 - 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;
 - Evaluating the effectiveness of such training programs and courses and the delivery systems utilized;
 - Encouraging employees to participate in and successfully complete the available training courses; and
 - Developing facts and recommendations concerning the Company's Learning Program so that the Company may make well informed decisions regarding the Program's overall administration and effectiveness.
2. The Board may appoint subcommittees as deemed appropriate to investigate and make recommendations concerning specific items of interest or concern to the Board.
3. Employees shall be compensated for attending Board meetings authorized by the Company during the employee's scheduled shift at the employee's basic wage rate. Associated transportation expense and/or lodging will also be paid by the Company when authorized.

Appendix A

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

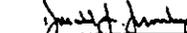
FOR THE UNION:


Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

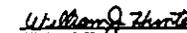
7/6/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huetter
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John E. Grunden
Director - Labor Relations, IBEW

7-30-98
Date

MEMORANDUM OF AGREEMENT
MILITARY LEAVE PROGRAM

Appendix A

This Memorandum of Agreement covers understandings reached by the Company and the Union regarding the Company's Military Leave Program. The Company agrees that it shall discuss any changes to the Military Leave Program with the Union and that it shall inform employees of the Military Leave Program as may be amended from time to time by the law.

AGREED:

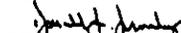
FOR THE UNION:


Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

7/6/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huetter
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John E. Grunden
Director - Labor Relations, IBEW

7-30-98
Date

Appendix A

**MEMORANDUM OF AGREEMENT
AMERITECH SUCCESS SHARING PLAN
FOR
UNION REPRESENTED EMPLOYEES**

Section 1 - Plan Purpose

The Company and the Union recognize the mutual desire for, and benefit from, an all employee entrepreneurial commitment to the service oriented, efficient and profitable operation of the business in order to assure the Company's continued success. Accordingly, the Ameritech Success Sharing Plan (hereinafter the Plan) is designed to recognize and reward eligible employees when the Company successfully exceeds its annual financial objectives. Employees who by their efforts have contributed to the Company's success, will share financially in that success for Plan years 1998, 1999, 2000, 2001, 2002 and 2003 by being granted shares of Ameritech common stock.

Section 2 - Plan Component**Company Financial Objective**

Plan payouts to employees of Ameritech common stock grants will be based on the Company exceeding the official Ameritech Corporate net income objective for each Plan year, as approved. The official net income result for each Plan year will be as certified by an independent auditing firm and announced by the Company.

Section 3 - Plan Year

The Plan year for measuring Company financial results and employees' eligibility to share in the distribution of profits through the receipt of Ameritech common stock shall be the calendar year for each of the applicable Plan years.

Section 4 - Eligibility

To be eligible to participate in the Plan, an individual must be a regular or regular limited term full or part-time employee who works for a minimum of three (3) months within the applicable Plan year in a position covered by the Company's Collective Bargaining Agreement, and who:

- (a) Is on the Company's active payroll on December 31 of the applicable Plan year; or

- (b) Is on sickness or accident disability or approved leave of absence as of December 31 of the applicable Plan year; or
- (c) After March 31 of the applicable Plan year dies, retires with a service pension, is transferred or promoted into or out of the Company bargaining unit covered position, or is laid off.

Section 5 - Definitions and Calculations

- (a) Time on the active payroll - For eligibility purposes (Section 4) an employee is considered on the active payroll of the Company except when on disability, leave of absence, work stoppage, layoff or suspension.
- (b) Full-time employee - One who is normally scheduled to work forty (40) hours per calendar week.
- (c) Part-time employee - One who is normally scheduled to work less than forty (40) hours per calendar week.
- (d) Full-time or part-time employee status - For Plan award eligibility purposes, an individual will be considered full or part-time based on their status as of the last date in the Plan year they are an active employee in a Union represented job.
- (e) Plan payout awards - Full shares of Ameritech common stock equal to the gross dollar amounts provided in the following matrix minus all appropriate federal, state and local income tax, FICA withholdings and other appropriate deductions.
- (f) GROSS DOLLAR AMOUNTS FOR STOCK GRANT CALCULATIONS

Percent Financial Objective Attained

101.9						
&	102-	103-	104-	105-	106-	107+
<u>Below</u>	<u>102.9</u>	<u>103.9</u>	<u>104.9</u>	<u>105.9</u>	<u>106.9</u>	<u> </u>
\$300	\$500	\$700	\$900	\$1100	\$1300	\$1500

Note: No interpolation between points or rounding involved; e.g., 101.9 to 102 pays out at 101.9.

(g) Stock price for calculation of stock grants - The New York Stock Exchange average closing market price of Ameritech common stock on the last trading day of the Plan year.

(h) Employee award categories:

- 1) A full-time employee who meets the eligibility requirement of Section 4 and who is on the active payroll for the complete Plan year, will be awarded the maximum number of full shares of stock based on the dollar amount in (f).
- 2) A full-time employee who meets the eligibility requirements of Section 4 but who is either not on the active payroll for the complete Plan year or does not work in a bargaining unit position for the complete Plan year will receive a reduced award of full shares of stock based on the dollar amount in (f) prorated on the basis of the number of months on the active payroll, rounded up to the nearest full month, during the Plan year.
- 3) A part-time employee who meets the eligibility requirements of Section 4 will receive a reduced award of full shares of stock based on one-half (1/2) the dollar amount in (f).

(i) METHOD OF CALCULATION - STEPS

1. Determine the percent financial objective (Net Income) attained.
2. Determine the stock price to be used for calculations as provided for in (g).
3. Determine for each employee who meets the eligibility requirements of Section 4 their award category as defined in (h).
4. Determine the gross dollar amount to be used for stock grant calculations from the matrix provided in (f).

For a Maximum Stock Grant Award:

5. Calculate the net dollar amount to be used by subtracting

appropriate federal, state and local income taxes, FICA withholdings and other appropriate deductions from the gross dollar amount determined in (i) 4.

6. Calculate the number of full shares of stock to be awarded by dividing the net dollar amount developed in (i) 5 by the stock price determined in (i) 2. Where this calculation results in other than all full shares of stock (e.g., 2.27 shares), any fractional share will be rounded up to a full share (e.g., 2.27 shares rounds to 3.0 shares).

For a Reduced Stock Grant Award:

7. Calculate the net dollar amount to be used by taking one-half (1/2) the gross dollar amount determined in (i) 4 and subtracting the appropriate federal, state and local income taxes, FICA withholdings and other appropriate deductions.
8. Calculate the number of full shares of stock to be awarded by dividing the net dollar amount developed in (i) 7 by the stock price determined in (i) 2. Where this calculation results in other than all full shares of stock (e.g., 2.27 shares), any fractional share will be rounded up to a full share (e.g., 2.27 shares rounds to 3.0 shares).

Rounding Rule - All dollar amount calculations will be rounded to two (2) decimal places, with five (5) or more rounding up and four (4) or less rounding down.

Section 6 - Plan Operation

Eligible employee stock grants will be determined and awarded in accordance with the provisions outlined in Section 5.

- (a) Employees will receive their stock grant awards no later than the end of the first quarter following December 31 of the applicable Plan year.
- (b) Gross dollar amounts provided for under Section 5 (f) of the Plan as the basis for stock grant award calculations will be treated as compensation to employees for federal, state and local income tax and FICA withholding purposes.

Appendix A

- (c) Deductions for Union dues or agency fees will be made from the gross dollar amounts provided for under Section 5 (f) of the Plan, as may be authorized by the employee and the Union.
- (d) Awards under the Plan shall not affect (neither increase nor decrease) any employee benefit levels or benefit payments, and shall not be included in any employee's compensation for purposes of determining benefits under the Ameritech Pension Plan or any other employee benefit plan.
- (e) Awards under the Plan will not create any employee opportunity or Company obligation for Savings Plan contributions.
- (f) The tax basis price for Ameritech common stock awarded under the Plan will be the market price of such stock on the date of issue to employees, as determined and reported by the Company.
- (g) Plan awards due an eligible employee who dies after March 31 of the Plan year shall be made to the employee's estate, or to the court presiding over the employee's estate if in the opinion of the Plan administrator the administration of the estate is in dispute.

Section 7 - Employee Information

The Company will inform employees periodically during the Plan year regarding the Company's financial performance.

Employees who are awarded two (2) or more shares of Ameritech common stock under the Plan will be eligible to participate in Ameritech's stock dividend reinvestment program.

Section 8 - Plan Administration

The Company shall designate a Plan administrator with authority and responsibility to carry out the purposes of the Plan. Nothing in the Plan or its administration shall be subject to the grievance or arbitration process as set forth in the Collective Bargaining Agreements between the Parties.

Appendix A

The Plan as described herein becomes effective June 28, 1998 replaces the current Plan with respect to coverage for Plan year 1998, and shall continue in full force and effect through Plan Year 2003 unless otherwise amended. Amendment discussions may be initiated by either Party giving the other sixty (60) days written notice of such desire. Mutually agreed upon amendments may be made at any time.

AGREED:

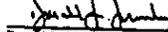
FOR THE UNION:


Ronald A. Siemias
President/Business Manager
IBEW Local 165

Date


Nick D'Angelo
President/Business Manager
IBEW Local 188

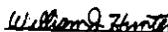
Date


Donald L. Mealey
President/Business Manager
IBEW Local 336

Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

Date


William J. Huffer
President/Business Manager
IBEW Local 399

Date

FOR THE COMPANY:


John E. Grisdan
Director - Labor Relations, IBEW

Date

7-30-98

**MEMORANDUM OF AGREEMENT
WORK AT HOME / TELECOMMUTING TRIALS**

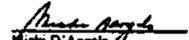
As discussed during the 1998 negotiations the Union and the Company recognize that it maybe beneficial to the employees to establish Work At Home / Telecommuting Trials. Therefore, during the life of our agreement the Union and the Company may have discussions on the parameters of the trials.

AGREED:

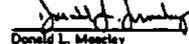
FOR THE UNION:


Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

7/2/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huffer
President/Business Manager
IBEW Local 399

7-30-98
Date

**MEMORANDUM OF AGREEMENT
HIRING HALL / UNION JOB CANDIDATES**

The Company and the Union agree during the course of the 1998 Collective Bargaining Agreement to explore the possibility of implementing a lawful procedure through which the Company could request from the Local Union Hall, qualified contingent workers for Company job vacancies.

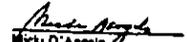
Topics for discussion may include the job titles involved, selection criteria, employment issues and trialing such a procedure.

AGREED:

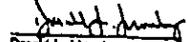
FOR THE UNION:


Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7/2/98
Date


Micki D'Angelo
President/Business Manager
IBEW Local 188

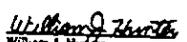
7/2/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date


Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huffer
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John E. Grisdan
Director - Labor Relations, IBEW

7-30-98
Date

**MEMORANDUM OF AGREEMENT
APPRENTICESHIP PROGRAM**

This Memorandum is between Local Unions 165, 336 and 399 of the IBEW (the Union) and the Company and constitutes the agreement reached between the Company and the Union regarding implementation of an apprentice program ("the Program") for Ameritech Network Services, which is designed to train employees to eventually qualify to become journeymen for certain job positions. The Parties agree as follows:

1. Employees currently in job titles affected by the Program will be treated as follows:
 - A. Regular, non-term employees in the customer systems technician (Component Services and CP&M), central office technician (Network Operations), cable splicing technician (Construction/Engineering), outside plant technician (Construction/Engineering), trunk & toll assigner (Network Operations) and systems technician (Indiana Component Services and CP&M) wage group one titles as of June 24, 1995, will retain their job titles and be classified as journeymen. In the event any of the above mentioned employees are in progression, they will be placed on the Program's wage schedule for apprentice at the nearest wage step which does not result in a wage decrease and will retain their current progression dates. The above mentioned employees will not be involuntarily downgraded or displaced as a result of implementation of this Program. If such journeyman is placed on the apprentice schedule, he or she will progress to the journeyman rate without the journeyman qualification test requirement or other delay at the 48th month of the apprentice schedule.
 - B. Regular, non-term employees in the wage group two job titles of service technician and outside plant technician as of June 24, 1995 will be promoted to the appropriate journeyman job title as of the effective date of the Collective Bargaining Agreement and placed on the appropriate wage schedule progression step following normal contractual provisions. No such employee will be subsequently involuntarily downgraded or displaced as a result of the implementation of this Program.

- C. By the end of June, 1996, regular, non-term central office technicians (Network Operations) in the AT&T Switching Technology Centers or in the Central Office cutover group who were involuntarily transferred due to center consolidations from suburban Report Locations to Chicago Report Locations and had an upgrade/transfer request for a return to suburban Report Locations on file as of December 1, 1994 (See "Upgrade Transfer Memo List-Network Operations" dated September 20, 1995) will be offered an opportunity for a lateral journeyman position in a suburban Report Location as provided for in the Memorandum commonly referred to as the "String Memo".
- D. By October 1, 1995 regular, non-term central office technicians (Network Component Services) from the Hi-Cap and Interexchange Carrier offices who were involuntarily transferred due to center consolidations from suburban Report Locations to Chicago Report Locations and had an upgrade/transfer request for a return to a suburban Report Location on file as of December 1, 1994 (See "Upgrade Transfer Memo List-Network Components" dated September 20, 1995) will be offered an opportunity for a lateral journeyman position in a suburban Report Location as provided for in the beforementioned "String Memo".
- E. Regular, non-term employees represented by Local Unions 165, 336 and 399 who have an upgrade/transfer request on file as of June 24, 1995 for the central office technician position and have passed either the ESM or TKT test shall be deemed qualified for the journeyman central office technician position.
- F. The employees identified in paragraphs (C), (D) and (E) above, will comprise the initial qualified candidate list for the journeyman central office technician and be selected for open positions or positions held by regular limited term ("term") employees. Other than to comply with the job offer commitments in paragraphs (C) and (D), placements will be in order of seniority. If such positions selected by the above mentioned employees are currently held by term employees, qualified term employees will be reclassified as regular non-term employees under paragraph (I), below, and may be offered placement as apprentice central office technicians at the work location formerly held by the incoming replacement.

Appendix A

- G. All regular, non-term employees in the titles of frame technician and frame attendant not included in paragraph E above, will be offered apprentice positions. If they accept, they will be assigned the job title of apprentice central office technician. They will be placed on the Program's apprentice wage schedule at the nearest wage step which does not result in a wage decrease and will retain their current progression dates. Upon passing the TKT test and qualifying for the journeyman position, they will progress to the journeyman rate without delay at the 48th month of the apprentice schedule. Their previous job titles will be eliminated when the titles are no longer populated. It is further understood that frame attendants and frame technicians who decline the offer will be grandfathered in their current title and associated job duties with the understanding that the titles of frame attendant and frame technician will not be repopulated upon their exit. These grandfathered employees will not proceed beyond the apprentice central office technician maximum wage; they will, however, be subject to the annual wage increases as provided for in the agreement. No such employee will be subsequently involuntarily downgraded or displaced as a result of the implementation of this Program.
- H. All regular non-term employees in the title of field service technician will become apprentice customer systems technicians or apprentice cable splicing technicians. They will be placed on the Program's apprentice wage schedule at the nearest wage step which does not result in a wage decrease and will retain their current progression date, and will progress toward the maximum wage rate for their top craft journeyman title. The field service technician job title will be eliminated.
- I. Regular term employees in the affected job titles listed in A above, as of June 24, 1995 will be treated as follows:
- (1) Except as provided in paragraph I. (2) below, those employees with over 12 months current service as a term who are test qualified (if applicable) will be reclassified as regular, non-term employees as of the effective date of the Collective Bargaining Agreement and will progress toward the maximum wage rate for their top craft journeyman wage title.
 - (2) Customer systems technicians (CP&M) and systems technicians (Indiana CP&M) with over 12 months current ser-

Appendix A

vice as a term, and central office technicians and trunk & toll assigners (Network Operations) who are not test qualified and have over 12 months current service as a term will become apprentices and be reclassified as regular, non-term employees.

- (3) Those employees at or below 12 months of current service as a term will become apprentices and upon achieving the 12 month term service period will be reclassified as regular, non-term employees.
2. The following will apply for filling positions for journeyman titles:
- A. The Company intends to fill open journeyman positions by promoting the senior qualified candidates from the apprentice program or with qualified candidates through the upgrade/transfer plan or its successor. The Company may also fill openings through other means, including external hiring, in order to meet the needs of the business. Such situations include, but are not limited to, hiring employees with special skills or for unique situations.
 - B. Journeyman positions will be staffed with regular, non-term employees.
 - C. When promoting an apprentice to journeyman, the Company will select the senior qualified apprentice for promotion. However, wage group one qualified candidates who move laterally have preference over apprentices for promotion. Upon movement into a journeyman position, the employee's wage progression will follow the Program wage schedule and relevant provisions of the collective bargaining agreement.
 - D. To be qualified for journeyman, the apprentice must have successfully completed the initial six month training and tests. In addition, the candidate must successfully complete the appropriate test(s) for promotion to the journeyman title. The promotion test(s) will be administered within 60 days of the request of the apprentice. In the event that the apprentice does not pass the test(s) on the first attempt, he or she will not be promoted nor progress beyond the 48 month wage step of the apprentice schedule. An apprentice may request a retest within 60 days of an initial failure; thereafter, however, he or she may only request a retest every twelve months.

3. For employees who transfer into the program, the then current upgrade/transfer procedures will apply, along with the following:
 - A. Local Union candidates will be selected through the upgrade/transfer plan or its successor for positions represented by the local. The candidate's current wage rate will determine his or her initial program wage level. After all Local Union candidates' requests have been honored, or if no Local Union candidate requests exist, then requests from throughout the Bargaining Unit will be considered.
 - B. Candidates covered by this agreement and selected for the Program who are qualified through testing or prior experience will be transferred as journeymen. Wages of the transfer participant whose initial Program classification will be apprentice will not exceed the 48 month apprentice wage schedule rate. If the apprentice was transferred from surplus status with a wage rate which exceeds the 48 month apprentice rate, he or she will suffer no loss in pay, but rather will not be promoted to journeyman until successfully completing the appropriate test(s) required for such promotion.
 - C. Transferred apprentices from other apprentice positions must successfully complete the Company's required initial training curriculum for the assigned job functions, including the initial test, within the first six (6) months of transfer. In the event he or she does not pass the initial qualifications test, retreat to the apprentice program from which they transferred will occur.
4. Development of Program certification requirements.
 - A. It is further understood that within the next year the Company intends to integrate into the apprentice program a process whereby successful Program participants will become certified in their apprentice positions. It is agreed that such certification will apply only to those individuals who enter the program after the process has been developed, unless otherwise agreed by the Joint Training Advisory Board. The Board is designated as an appropriate forum to discuss and develop such certification requirements.

- B. Upon the finalization of appropriate certification requirements, the apprenticeship program as put forth in this memorandum will be modified to provide as follows:
 1. Apprentice participants would henceforth demonstrate their qualifications to perform all assigned job functions by the successful completion of the apprentice certification test.
 2. The requirement that Program participants must have successfully completed the apprentice qualification requirements in order to be eligible for movement from apprentice to journeyman, would henceforth be met by the participant's successful completion of the apprentice certification for assigned apprentice job functions.
 3. In conjunction with successful completion of the initial training curriculum and tests required of Program participants who have moved into journeyman positions, such participants must also complete related certification requirements.

Appendix A

This agreement shall become effective upon ratification.

AGREED:

FOR THE UNION:

Ronald A. Siemienas
Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7-2-98
Date

Wicks D'Angelo
Wicks D'Angelo
President/Business Manager
IBEW Local 188

7-2-98
Date

Donald L. Monesley
Donald L. Monesley
President/Business Manager
IBEW Local 336

7-30-98
Date

Daniel M. Klein
Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Hudger
William J. Hudger
President/Business Manager
IBEW Local 399

7-30-98
Date

Appendix A
MEMORANDUM OF AGREEMENT
CONCERNING THE APPRENTICESHIP PROGRAM

In conjunction with the establishment of an Apprenticeship Program under provisions of the 1995 Collective Bargaining Agreement, the Company and the Union agree as follows:

- The ratio of IBEW represented regular full-time non-term employees who hold the position of Journeyman relative to the total IBEW represented regular full-time non-term employees who hold the position of Apprentice shall be 10:1 per title per district.
- The Company agrees to furnish information as agreed upon relative to the utilization of such regular full-time non-term employees holding the Journeyman and Apprentice positions on a monthly basis at the Full Committee.

AGREED:

FOR THE UNION:

Ronald A. Siemienas
Ronald A. Siemienas
President/Business Manager
IBEW Local 165

7-2-98
Date

Wicks D'Angelo
Wicks D'Angelo
President/Business Manager
IBEW Local 188

7-2-98
Date

Donald L. Monesley
Donald L. Monesley
President/Business Manager
IBEW Local 336

7-30-98
Date

Daniel M. Klein
Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Hudger
William J. Hudger
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:

John E. Grindean
John E. Grindean
Director - Labor Relations, IBEW

7-30-98
Date

Appendix A

June 25, 1995

Ms. Lynda K. Hackstaff
Chairman, System Council T-4
International Brotherhood of Electrical Workers
205 W. Randolph Street, Suite 805
Chicago, Illinois 60606

Dear Ms. Hackstaff:

Following ratification of the 1995 Collective Bargaining Agreement, the Company and the Union agree to continue to negotiate in good faith the unresolved issues discussed during bargaining under Article 29, Section: Temporary Transfers Into & Out of the Bargaining Unit. The parties agree to continue these negotiations for a ninety (90) day period, during which time or until agreement is reached, the related provisions and practices under the 1992 collective bargaining agreements will continue to apply.

Those related contract provisions from the 1992 collective bargaining agreements area as follows:

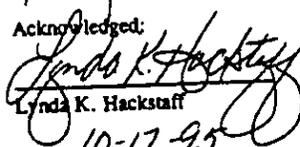
Operations	Article 9, Sections 3 and 4	pages 15 and 16
Local 188	Article 16.03	page 64
Local 383	Article 3.02B	page 10
ASI	Article 28.11	page 73
Indiana	Article 9, Sections 3 and 4	page 22
Comptrollers	Article 3.02	page 4

Please confirm your understanding of these arrangements by signing a copy of this letter and returning same to me.

Sincerely,



Acknowledged:


Lynda K. Hackstaff

10-17-95

Dated

MEMORANDUM OF AGREEMENT
PROBLEM RESOLUTION PROCEDURES

The Company and the IBEW Union hereby agree to commission a joint task team to review Article 13, Problem Resolution Procedures, in order to recommend improvements to the Full Committee. The Joint Task Team will exist for a period of ninety (90) days from ratification of the 1998 Collective Bargaining Agreement at which time it will submit its recommendations to the Full Committee. Should the Task Team require additional time to complete its recommendations the ninety (90) day time period may be extended an additional thirty (30) days with joint agreement of the Full Committee. The Team will consist of two (2) representatives each from the Company and the Union.

Employees shall be compensated for attending those meetings authorized by the Company during the employee's scheduled shift at the employee's basic wage rate. Associated reasonable transportation expense and/or lodging will also be paid by the Company when authorized.

AGREED:

FOR THE UNION:


Donald A. Lortz
President/Business Manager
IBEW Local 181

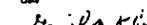
7-1-98
Date


Richard D. Aague
President/Business Manager
IBEW Local 188

7-1-98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 334

7-30-98
Date


Donald M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Haggler
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John E. Crutcher
Director - Labor Relations, IBEW

7-30-98
Date

**MEMORANDUM OF AGREEMENT
IBEW/AMERITECH CUSTOMER SERVICE RESPONSE TEAM**

The Company and the Union mutually recognize that responsive interaction and communication with customers by front line employees is essential to providing quality customer service and successfully meeting the challenges of a competitive marketplace.

Also recognized is the need to assure the front line employees a customer focused workplace wherein efficient high quality customer service is promoted in an environment supportive of employees' needs for professional growth and sensitive to their need for personal consideration.

Accordingly, the Company and the Union hereby agree to initiate an IBEW/Ameritech Customer Service Response Team which will bring together Union leaders and Company executives to review and discuss on an oversight basis those issues concerning front line employees whose responsibilities include sales and service for land line services.

Such oversight discussions and reviews by the team are intended to encompass the broad range of issues which may affect front line employees and the management team in their joint commitment to provide high quality customer service. These will include service levels, performance standards, quality assurance, accessibility, job stress, sales objectives, training, employee attitudes, staffing, and other issues as appropriate.

The Team will initially consist of a Vice President from the appropriate Business Units, the Director of Labor Relations - IBEW and the appropriate Local Union Presidents, or their designated representatives. The Team will work together and will jointly communicate any plans that may be developed by the Team. The Team will meet as appropriate.

Employees shall be compensated for attending these meetings authorized by the Company during the employee's scheduled shift at the employee's basic wage rate. Associated reasonable transportation expense and/or lodging will also be paid by the Company when authorized.

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Ronald A. Siemerat
Ronald A. Siemerat
President/Business Manager
IBEW Local 165

7-27-98
Date

Mich D'Angelo
Mich D'Angelo
President/Business Manager
IBEW Local 188

7/27/98
Date

Donald L. Moseley
Donald L. Moseley
President/Business Manager
IBEW Local 326

7-31-98
Date

Daniel M. Klein
Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Heider
William J. Heider
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:

John E. Grindean
John E. Grindean
Director - Labor Relations, IBEW

7-30-98
Date

**MEMORANDUM OF AGREEMENT
ENTITY TRANSFER
AND
EMPLOYEE OPPORTUNITY COMMITTEE**

This Memorandum of Agreement will confirm the Parties' understanding that regular non-term employees at the maximum weekly basic wage rate covered by Appendix U, "New Media", of the Parties' 1998 Collective Bargaining Agreement will have the opportunity to be considered for transfers to available IBEW represented positions in job titles covered by the non-management staffing plan ("JobLink"), subject to all applicable qualifications and selection criteria under JobLink. A maximum of two percent (2%) of IBEW represented New Media employees (based on January 1 levels) will be allowed to transfer under this Memorandum per year, unless otherwise mutually agreed by both Parties.

Similarly, IBEW represented employees eligible to participate in JobLink will have the opportunity to be considered for transfers to available IBEW represented positions covered by Appendix U, "New Media", of the parties' Collective Bargaining Agreement, subject to all applicable qualification and selection criteria at Ameritech New Media, Inc.

The Company and the Union will establish an Employee Opportunity Committee to discuss guidelines surrounding such transfer opportunities, including:

- Procedures for identifying and offering available positions under this Agreement;
- The time frames applicable to such opportunities, job offers and acceptances; and
- The order in which such transfer opportunities are made available.

The Employee Opportunity Committee will consist of three (3) representatives from the Union; one (1) representative from Company Labor Relations; two (2) representatives from Company human resources and/or staffing organizations; and other representatives as mutually agreed upon by the Parties.

The Committee will meet as required to develop and compose a recommendation to the Ameritech Director Labor Relations - IBEW and a representative designated by the Union, for consideration by December 31, 1998.

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Ronald A. Siemens
Ronald A. Siemens
President/Business Manager
IBEW Local 165

7/2/98
Date

Michi D'Angelo
Michi D'Angelo
President/Business Manager
IBEW Local 188

7/2/98
Date

Donald L. Moseley
Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date

Daniel M. Klein
Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Huffer
William J. Huffer
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:

John E. Crndean
John E. Crndean
Director - Labor Relations, IBEW

7-30-98
Date

Ameritech

Corporate
Location 21701
2000 West Ameritech Center Drive
Naples Estates, IL 60190
Office 647/248-6953
Fax 647/248-8844

John E. Grindan
Director - Labor Relations

July 30, 1998

Mr. Donald L. Moseley
Chairman, System Council T-4
International Brotherhood of Electrical Workers
1323 Butlerfield Road, Suite 112
Downers Grove, Illinois 60515

Dear Don:

This letter confirms conclusions we reached during 1998 bargaining discussions regarding the detrimental effects of surplus situations on employees and the continuing need to diminish those effects.

We agreed that, in the event contractual surplus procedures do not resolve a surplus situation for regular non-term employees under the Ameritech and IBEW 1998 Collective Bargaining Agreement, the Company will discuss with the Union the opportunity for remaining, qualified surplus employees (or regular non-term employees at risk of layoff under Appendix U, "New Media") to be considered for available positions in job titles covered by the IBEW Local 383 and Ameritech Communications, Inc., (ACI) Collective Bargaining Agreement dated July 1, 1996 through June 26, 1999.

Sincerely,

John E. Grindan

MEMORANDUM OF AGREEMENT
ENTITY TRANSFER CAPABILITY

This Memorandum will confirm our understanding concerning regular non-term employees covered by this Agreement, including the employees covered by Appendix U, who are in a work group in which layoffs are contemplated.

Under such circumstances, representatives of the employer companies involved will discuss with the Union the potential of providing those qualified regular non-term employees at risk of layoff with opportunities for available positions in job titles covered by this Agreement.

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Ronald A. Stencus
Ronald A. Stencus
President/Business Manager
IBEW Local 165

7/2/98
Date

Mark D'Angelo
Mark D'Angelo
President/Business Manager
IBEW Local 183

7/2/98
Date

Donald L. Moseley
Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date

David M. Riten
David M. Riten
President/Business Manager
IBEW Local 383

7-30-98
Date

William J. Hought
William J. Hought
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:

John E. Grindan
John E. Grindan
Director - Labor Relations, IBEW

7-30-98
Date

MEMORANDUM OF AGREEMENT AMERITECH CAREER SUB-COMMITTEE

This Memorandum covers understandings reached between the Company and the Union regarding the establishment of the Ameritech Career Sub-Committee of the Joint Training Advisory Board. This joint committee will consist of the Ameritech Director Labor Relations-IBEW, the Ameritech Manager of Advisory Services, an Ameritech Staffing Center Manager and one (1) representative from each Local.

Recognizing the effect of industry and technological changes on career opportunities, the Ameritech Career Sub-Committee will develop a program to provide career information resources to assist employees in researching alternative career options at Ameritech. The program may provide employees with information regarding testing requirements, test preparation materials (if any) and suggestions as to reading materials or classes which might enhance opportunities for a different job. This program shall be developed by the sub-committee, be presented to the Joint Training Advisory Board and be made available to employees by the end of the 2nd Quarter, 1999. In addition, a list of the educational institutions currently delivering services, courses and programs shall be provided to the IBEW sub-committee representative(s) as soon as practicable.

In addition, the Ameritech Career Sub-Committee will focus on areas that could facilitate the movement of surplus employees. Those areas that will be addressed by the Committee include the following:

- Pre-qualification testing procedures for surplus employees.
- Priority placement consideration through the Non-Management Staffing Plan for surplus employees.
- IBEW assistance in preparation for testing and career counseling for surplus employees.

For employees at Ameritech New Media, an "Ad Hoc" Committee will be appointed by the Ameritech Career Sub-Committee to address the development of a program to:

- Provide career information resources to employees researching alternative career options at Ameritech.

- Provide information on testing requirements.
- Provide information on test preparation materials.
- Provide information on reading materials or classes that would enhance opportunities for a different job.

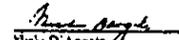
This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

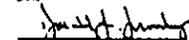
FOR THE UNION:


Ronald A. Siemens
President/Business Manager
IBEW Local 165

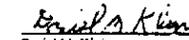
7/2/98
Date


Nick D'Angelo
President/Business Manager
IBEW Local 188

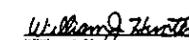
7/2/98
Date


Donald L. Moseley
President/Business Manager
IBEW Local 336

7-30-98
Date

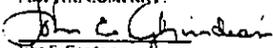

Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date


William J. Huber
President/Business Manager
IBEW Local 399

7-30-98
Date

FOR THE COMPANY:


John E. Grindean
Director - Labor Relations, IBEW

7-30-98
Date

MEMORANDUM OF AGREEMENT
BETWEEN
AMERITECH
(the Company)
AND
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCALS 165, 188, 336, 383, 399
(the Union)
AGREEMENT PERTAINING TO RENEWAL MEMORANDA

The Company and the Union agree that the two (2) Memoranda titled "Memoranda of Agreement" dated May 25, 1998 and "Active Memoranda of Agreement" dated May 25, 1998 have been agreed to and are considered attached to and made a part of the 1998 Collective Bargaining Agreement.

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

[Signature]
Ronald A. Szymczak
President/Business Manager
IBEW Local 165

7-12-98
Date

[Signature]
Rick D. Angelo
President/Business Manager
IBEW Local 188

7/6/98
Date

[Signature]
Donald L. Mastroy
President/Business Manager
IBEW Local 336

7-31-98
Date

[Signature]
Daniel M. Klein
President/Business Manager
IBEW Local 383

7-30-98
Date

[Signature]
William J. Hoyle
President/Business Manager
IBEW Local 399

7-30-98
Date

APPENDIX B

LOCATIONS

ADDISON
ALGONQUIN
ALSIP
ALTON
ANTIOCH
ARLINGTON HEIGHTS
AURORA
BARRINGTON
BARTLETT
BEARDSTOWN
BEECHER
BELLWOOD
BENSENVILLE
BETHALTO
BLUE ISLAND
BOURBONNAIS
BRESEE
BRIDGEVIEW
BUFFALO GROVE
CAIRO
CALUMET CITY
CANTON
CARLYLE
CARY
CENTRALIA
CHAMPAIGN
CHICAGO
CHICAGO HEIGHTS
CHICAGO RIDGE GARAGE
CICERO
COAL CITY
COLLINSVILLE
CRETE
CRYSTAL LAKE
DANVILLE
DECATUR
DEERFIELD
DES PLAINES
DOWNERS GROVE
DUNDEE
EAST CHICAGO HEIGHTS
EAST MOLINE
EDWARDSVILLE
ELGIN

ELK GROVE
ELMHURST
EVANSTON
FOX LAKE
FRANKFORT
FRANKLIN PARK
GALENA
GENEVA
GLEN ELLYN
GLENVIEW
GLENWOOD
GODFREY
GRAYSLAKE
GREENROCK
GREENVILLE
HARVEY
HICKORY HILLS
HIGHLAND PARK
HILLSIDE
HINSDALE
HOFFMAN ESTATES
HOMEROD
JOLIET
KANKAKEE
LA GRANGE
LAKE FOREST
LAKE VILLA
LAKE ZURICH
LASALLE
LEMONT
LIBERTYVILLE
LINCOLNSHIRE
LOCKPORT
LOMBARD
LOVES PARK
LYONS
MARYVILLE
MC HENRY
MILAN
MINOOKA
MOKENA
MOLINE
MONTGOMERY

MORRIS
MORTON GROVE
MT. PROSPECT
MT. VERNON
MUNDELEIN
NAPERVILLE
NEW LENOX
NORTH CHICAGO
NORTHBROOK
NORTHFIELD
NORTHLAKE
OAK BROOK
OAK LAWN
OAKBROOK
ORLAND HILLS
ORLAND PARK
OTTAWA
PALATINE
PALOS PARK
PARK FOREST
PARK RIDGE
PEORIA
PLAINFIELD
QUINCY
RIVER FOREST
RIVER GROVE
RIVERDALE
ROCK FALLS
ROCK ISLAND
ROCKFORD
ROMEDEVILLE
ROSELLE
ROSEWOOD HEIGHTS
ROUND LAKE
SALEM
SCHAUMBURG
SCHILLER PARK
SKOKIE
SPRINGFIELD
ST CHARLES
STERLING
SUGAR GROVE
SUMMIT
TINLEY PARK

UNIVERSITY PARK
URBANA
VANDALIA
VILLA PARK
WATSEKA
WAUCONDA
WAUKEGAN
WEST CHICAGO
WESTCHESTER
WESTMONT
WHEATON
WHEELING
WILMETTE
WINNETKA
WOOD RIVER
WOODSTOCK
ZION

CROWN POINT
E CHICAGO
GARY
GRIFFITH
HAMMOND
HIGHLAND
LOWELL
MERRILLVILLE
SCHERERVILLE
WHITING

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:

Title Prior to 1995 Agreement:

Telecommunications Specialist	Central Office Technician Network -Operations -Engineering -Components -CP&M -IT
Frame Technician	Frame Attendant Network -Operations Frame Technician Network -Operations
Customer Systems Technician	Service Technician Customer Systems Technician Systems Technician Network -Components -CP&M
Customer Systems Technician-Pay Phone	Service Technician Customer Systems Technician Systems Technician Pay Phone
Cable Splicing Technician	Cable Splicing Technician Network -Engineering
Outside Plant Technician	Outside Plant Technician Conduit Inspector Construction Clerk Electrolysis Technician Network -Engineering
Trunk and Toll Assigner	Trunk and Toll Assigner Network -CP&M -Engineering
Power Technician	Power Technician Network -Operations

I.B.E.W. TITLE CONSOLIDATION - MATRIX

<u>Current Title:</u>	<u>Title Prior to 1995 Agreement:</u>
Senior Plant Assigner	Senior Plant Assigner Network -Components -Engineering Custom -Engineering
Plant Assigner	Plant Assigner Plant Assigner A Facilities Attendant Network -Operations
Provisioning Specialist	Facility Assigner Network -Operations Senior Order Technician Network -Operations Custom Corporate -Administration
Maintenance Administrator	Maintenance Administrator Network -Operations -CP&M Customer Service Administrator Network -Engineering -Components -CP&M -Operations Custom Installation Dispatcher Network -CP&M
Field Support Administrator	Field Support Administrator Network -Operations -Engineering -Components -CP&M -I/T Custom Pay Phone Repair Clerk Network -Operations -Components

I.B.E.W. TITLE CONSOLIDATION - MATRIX

<u>Current Title:</u>	<u>Title Prior to 1995 Agreement:</u>
Automotive Equipment Technician	Auto Mechanic Network -Procurement
Garage Attendant	Garage Attendant Network -Procurement
Shuttle Driver	Shuttle Driver Network -Procurement
Light Delivery Driver	Light Supplies Delivery Driver Network -Procurement
Delivery Driver	Delivery Driver Network -Procurement
Heavy Vehicle Driver	Heavy Supplies Delivery Driver Network -Procurement
Investment Recovery Specialist	Reclamation Coordinator Network -Procurement
Distribution Operator	Distribution Operator Network -Procurement
Supply Attendant	Supplies Attendant Network -Procurement -Components Supplies Service Attendant Network Corporate -Administration Adjustment Administration Clerk-ASI Purchasing Service Coordinator Network -Procurement
Truck Dispatcher	Truck Dispatcher Network -Procurement
Drafter	General Drafter Network -Engineering

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:

Title Prior to 1995 Agreement:

Senior Drafter	Senior Drafter Network -Engineering -CP&M
Scheduler	Scheduler Application C Network -I/T
Computer Attendant	Computer Attendant -ASI Network -I/T -Operations Computer Attendant Operations Attendant Tape Librarian Network -I/T
Advanced Computer Attendant	Mini-Computer Attendant-ASI Network -I/T -Operations
Sr. Technician-Network Control Center	Senior Technician Network Support Network -I/T
Technician-Client Help Center	Technician-Universal Help Desk Network -I/T
Computer Systems Technician	Computer Systems Technician Network -I/T
Building Equipment Mechanic	Building Equipment Mechanic Corporate -Administration
Building Servicer	Building Servicer Corporate -Administration
Building Service Attendant	Building Service Attendant Corporate -Administration
Directory Representative	Directory Representative Network -Operator Services

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:

Title Prior to 1995 Agreement:

Office Assistant	Office Assistant Network -Operator Services -Billing
Collector	Collector Pay Phone
Coin Office Clerk	Coin Office Clerk Pay Phone
Public Communications Consultant	Public Communications Consultant Pay Phone
Service Representative	Service Representative Consumer Enhanced Small Business Pay Phone ATIS Corporate -Administration Service Representative A ALDIS
Sales Representative	Service Representative Consumer
Customer Account Specialist	Customer Account Specialist Consumer Small Business Network -Operations -Customer Billing ALDIS
Project Coordinator	<i>NEW Title</i> Network Corporate -Administration Enhanced Custom
Marketing Support Specialist	Marketing Support Specialist Enhanced Network Corporate -Administration
Customer Advocate	Marketing Support Specialist Enhanced Custom
Account Service Administrator	Account Service Administrator Custom

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:	Title Prior to 1995 Agreement:
Plant Engineering Clerk	Plant Engineering Clerk - Indiana Network -Engineering
Telebusiness Representative	<i>New Title</i>
Order Writer A	Service Order Writer A Custom Enhanced Small Business Consumer Network -Operations -I/T Corporate -Administration Service Writer - ASI ATIS
Order Writer	Service Order Writer Consumer Small Business Pay Phone ATIS ALDIS
Final Account Collection Specialist	Final Account Collection Specialist Consumer
Teller	Teller Consumer
Technical Specialist	Accounting Clerk A Network -Customer Billing ALDIS Corporate -Administration Archives Clerk Network -Procurement Utility Clerk Network -Procurement -I/T Corporate -Administration Word Processing Clerk Network -Procurement Special Clerk A-ASI ALDIS Assignment Clerk Corporate -Administration

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:	Title Prior to 1995 Agreement:
Technical Associate (Clerical Band B)	Accounting Clerk Five Network -Customer Billing -Engineering ATIS Corporate -Administration Registrar Network -Human Resource Sales Clerk Custom Enhanced Pay Phone Network -I/T Special Clerk Consumer Custom Enhanced ATIS Small Business Network -I/T -Operations Special Clerk-ASI ALDIS Managers Clerk Network -Operations -Engineering -Components -CP&M -I/T Custom Senior Clerk A-ASI ALDIS Senior Clerk Consumer Small Business Network -Customer Billing Tranship Clerk - ASI Network -Procurement
Administrative Specialist (Clerical Band C)	Central Office Clerk Network -Operations -Engineering -I/T Custom

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:	Title Prior to 1995 Agreement:
Administrative Specialist (Clerical Band C)	District Office Clerk Network -Engineering Mail Machine Operator Network -Customer Billing Outside Collection Agency Clerk Consumer Photography Clerk Network -Procurement Service Clerk B Network -Procurement Staff Clerk Network -Engineering Clerical Assistant Network -Engineering -Human Resources -Operator Services -I/T Small Business Clerical Assistant -AN Network -I/T Consumer Engineering Clerk Network -Engineering Special Accounting Clerk A-ASI Network -Customer Billing -I/T ALDIS Special Accounting Clerk ALDIS Network -Customer Billing -Engineering -I/T Support Clerk Consumer Clerk Network -I/T Enhanced Customer Clerk Small Business General Clerk Network -Customer Billing -Procurement

I.B.E.W. TITLE CONSOLIDATION - MATRIX

Current Title:	Title Prior to 1995 Agreement:
Administrative Specialist(continued) (Clerical Band C)	General Clerk (continued) -Engineering -I/T -Components Corporate -Administration General Clerk-AN Network -Operations -Human Resources -I/T -Components -CP&M -Engineering Enhanced Small Business ALDIS Senior Remittance Clerk Network -Customer Billing Consumer
Clerical Associate (Clerical Band D)	General Clerk A Consumer Enhanced Small Business Processing Clerk Network -Customer Billing -Procurement Records Clerk Network -Customer Billing Remittance Clerk Network -Customer Billing Summarization Clerk Network -Customer Billing Corporate -Administration Data Processing Clerk Network -Customer Billing -Procurement -I/T

**EXHIBIT 1
TITLE GROUPS - LOCAL 165**

TITLE GROUP 1:

Telecommunications Specialist
Senior Plant Assigner
Trunk And Toll Assigner
Power Technician
Frame Technician

TITLE GROUP 4:

Supply Attendant
Distribution Operator
Investment Recovery Specialist
Light Delivery Driver
Truck Dispatcher
Heavy Vehicle Driver
Delivery Driver
Automotive Equipment Technician
Garage Attendant
Shuttle Driver
Chauffeur
Building Equipment Mechanic
Building Servicer
Building Service Attendant
Building Service Attendant Leader

TITLE GROUP 2:

Customer System Technician
Customer System Technician - Pay Phone
Cable Splicing Technician
Outside Plant Technician
Collector

TITLE GROUP 5:

Senior Technician Network Control Center
Computer Systems Technician
Technician Client Help Center

TITLE GROUP 15:

Technical Specialist
Technical Associate
Administrative Specialist
Clerical Associate

TITLE GROUP 3:

Maintenance Administrator
Field Support Administrator
Provisioning Specialist
Plant Assigner
Drafter
Senior Drafter

TITLE GROUP 6:

Scheduler
Computer Attendant
Advanced Computer Attendant

**EXHIBIT 2
TITLE GROUPS - LOCAL 336**

TITLE GROUP 1:

Telecommunications Specialist
Senior Plant Assigner
Trunk And Toll Assigner
Power Technician
Frame Technician

TITLE GROUP 4:

Supply Attendant
Distribution Operator
Investment Recovery Specialist
Light Delivery Driver
Truck Dispatcher
Heavy Vehicle Driver
Delivery Driver
Automotive Equipment Technician
Garage Attendant
Shuttle Driver
Chauffeur
Building Equipment Mechanic
Building Servicer
Building Service Attendant
Building Service Attendant Leader

TITLE GROUP 2:

Customer System Technician
Customer System Technician - Pay Phone
Cable Splicing Technician
Outside Plant Technician
Collector

TITLE GROUP 5:

Senior Technician Network Control Center
Computer Systems Technician
Technician Client Help Center

TITLE GROUP 15:

Technical Specialist
Technical Associate
Administrative Specialist
Clerical Associate

TITLE GROUP 3:

Maintenance Administrator
Field Support Administrator
Provisioning Specialist
Plant Assigner
Drafter
Plant Engineering Clerk
Senior Drafter

TITLE GROUP 6:

Scheduler
Computer Attendant
Advanced Computer Attendant

**EXHIBIT 3
TITLE GROUPS - LOCAL 399**

TITLE GROUP 1:

Telecommunications Specialist
Senior Plant Assigner
Trunk And Toll Assigner
Power Technician
Frame Technician

TITLE GROUP 2:

Customer System Technician
Customer System Technician - Pay Phone
Cable Splicing Technician
Outside Plant Technician
Collector

TITLE GROUP 3:

Maintenance Administrator
Field Support Administrator
Provisioning Specialist
Plant Assigner
Drafter
Senior Drafter

TITLE GROUP 4:

Supply Attendant
Distribution Operator
Investment Recovery Specialist
Light Delivery Driver
Truck Dispatcher
Heavy Vehicle Driver
Delivery Driver
Automotive Equipment Technician
Garage Attendant
Shuttle Driver
Chauffeur
Building Equipment Mechanic
Building Servicer
Building Service Attendant
Building Service Attendant Leader

TITLE GROUP 5:

Senior Technician Network Control Center
Computer Systems Technician
Technician Client Help Center

TITLE GROUP 6:

Scheduler
Computer Attendant
Advanced Computer Attendant

TITLE GROUP 15:

Technical Specialist
Technical Associate
Administrative Specialist
Clerical Associate

**EXHIBIT 4
TITLE GROUPS - LOCAL 188**

TITLE GROUP 8:

Account Service Administrator
Public Communications Consultant
Project Coordinator

TITLE GROUP 9:

Marketing Support Specialist
Customer Advocate

TITLE GROUP 10:

Service Representative
Sales Representative
Customer Account Specialist
Office Assistant
Directory Representative

TITLE GROUP 11:

Final Account Collection Specialist

TITLE GROUP 12:

Order Writer A
Order Writer

TITLE GROUP 13:

Coin Office Clerk

TITLE GROUP 14:

Teller

TITLE GROUP 15:

Technical Specialist
Technical Associate
Administrative Specialist
Clerical Associate

**EXHIBIT 5
TITLE GROUPS - LOCAL 383**

TITLE GROUP 8:

Account Service Administrator
Public Communications Consultant
Project Coordinator

TITLE GROUP 9:

Marketing Support Specialist
Customer Advocate

TITLE GROUP 10:

Service Representative
Sales Representative
Customer Account Specialist
Office Assistant
Directory Representative

TITLE GROUP 11:

Final Account Collection Specialist

TITLE GROUP 12:

Order Writer A
Order Writer

TITLE GROUP 13:

Coin Office Clerk

TITLE GROUP 14:

Teller

TITLE GROUP 15:

Technical Specialist
Technical Associate
Administrative Specialist
Clerical Associate

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FILE COPY

TITLE	PAGE NUMBER
Account Service Administrator	217
Administrative Associate (ANM)	230
Administrative Specialist	227
Advanced Computer Attendant	224
Automotive Equipment Technician	218
Building Equipment Mechanic	218
Building Service Attendant	228
Building Servicer	228
Cable Splicing Technician	218
Clerical Associate	227
Coin Office Clerk	221
Collector	221
Communications Technician (ANM)	229
Computer Attendant	225
Computer Systems Technician	218
Customer Account Specialist	222

WAGE SCHEDULE INDEX

WAGE SCHEDULE INDEX

TITLE	PAGE NUMBER
Customer Advocate	220
Customer Systems Technician	218
Customer Systems Technician - Pay Phone	218
Delivery Driver	221
Directory Representative	225
Distribution Operator	226
Drafter	220
Field Support Administrator	226
Final Account Collection Specialist	226
Frame Technician	224
Garage Attendant	226
Heavy Vehicle Driver	219
Investment Recovery Specialist	223
Light Delivery Driver	223
Maintenance Administrator	220

WAGE SCHEDULE INDEX

TITLE	PAGE NUMBER
Marketing Support Specialist	221
Office Assistant	222
Operation Technician (ANM)	229
Order Writer	226
Order Writer A	225
Outside Plant Technician	218
Personal Assistant (ANM)	229
Plant Assigner	219
Plant Engineering Clerk	224
Power Technician	218
Project Coordinator	217
Provisioning Specialist	224
Public Communications Consultant	217
Sales Representative	222
Scheduler	223

WAGE SCHEDULE INDEX

TITLE	PAGE NUMBER
Senior Drafter	218
Senior Plant Assigner	218
Service Representative	222
Shuttle Driver	219
Sr. Technician-Network Control Center	220
Supply Attendant	223
Technical Associate	225
Technical Specialist	224
Technician-Client Help Center	223
Telebusiness Representative	228
Telecommunications Specialist	218
Teller	227
Truck Dispatcher	219
Trunk and Toll Assigner	218

WAGE SCHEDULES

PROJECT COORDINATOR

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	361.50	361.50	381.50
07 - 12	399.00	400.50	402.00
13 - 18	440.50	444.00	447.00
19 - 24	486.50	492.00	497.00
25 - 30	537.50	545.00	553.00
31 - 36	593.00	604.00	615.00
37 - 42	655.00	669.50	684.00
43 - 48	723.00	742.00	760.50
49 - 54	798.50	822.00	846.00
55 - 60	881.50	911.00	940.50
MAX 61 +	973.50	1,009.50	1,046.00
PENSION BAND	226		

ACCOUNT SERVICE ADMINISTRATOR

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	354.50	354.50	354.50
07 - 12	391.50	393.00	394.00
13 - 18	432.00	435.50	438.50
19 - 24	477.00	482.50	487.50
25 - 30	527.00	534.50	542.50
31 - 36	582.00	592.50	603.00
37 - 42	642.50	656.50	670.50
43 - 48	709.50	728.00	746.00
49 - 54	783.50	806.50	829.50
55 - 60	865.00	894.00	922.50
MAX 61 +	955.00	990.50	1,026.00
PENSION BAND	225		

PUBLIC COMMUNICATIONS CONSULTANT

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	324.00	324.00	324.00
07 - 12	359.50	361.00	362.00
13 - 18	399.00	402.00	405.00
19 - 24	443.00	447.50	452.50
25 - 30	491.50	498.50	506.00
31 - 36	545.50	555.50	565.50
37 - 42	605.00	618.50	632.00
43 - 48	671.50	689.00	706.50
49 - 54	745.50	767.50	789.50
55 - 60	827.00	854.50	882.50
MAX 61 +	918.00	952.00	986.50
PENSION BAND	224		

BLS FILE COPY

WAGE SCHEDULES

**TELECOMMUNICATIONS SPECIALIST
CUSTOMER SYSTEMS TECHNICIAN
CABLE SPLICING TECHNICIAN
OUTSIDE PLANT TECHNICIAN
TRUNK AND TOLL ASSIGNER**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 08/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	333.00	334.00	335.00
13 - 18	372.50	375.00	377.50
19 - 24	418.50	421.00	425.50
25 - 30	466.00	473.00	479.50
31 - 36	521.50	531.00	540.50
37 - 42	583.00	596.00	609.00
43 - 48*	652.50	669.50	686.00
49 - 54	730.00	751.50	773.00
55 - 60	818.50	844.00	871.00
MAX 61 +	913.50	947.50	981.50
PENSION BAND	223	* APPRENTICE MAX	

**CUSTOMER SYSTEMS TECHNICIAN-PAY PHONE
POWER TECHNICIAN
SENIOR PLANT ASSIGNER
AUTOMOTIVE EQUIPMENT TECHNICIAN
SENIOR DRAFTER
COMPUTER SYSTEMS TECHNICIAN
BUILDING EQUIPMENT MECHANIC**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	333.00	334.00	335.00
13 - 18	372.50	375.00	377.50
19 - 24	418.50	421.00	425.50
25 - 30	466.00	473.00	479.50
31 - 36	521.50	531.00	540.50
37 - 42	583.00	596.00	609.00
43 - 48	652.50	669.50	686.00
49 - 54	730.00	751.50	773.00
55 - 60	816.50	844.00	871.00
MAX 61 +	913.50	947.50	981.50
PENSION BAND	223		

WAGE SCHEDULES

TRUCK DISPATCHER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 08/25/2000
START 0 - 06	258.00	258.00	258.00
07 - 12	292.50	293.50	294.50
13 - 18	332.00	334.00	336.50
19 - 24	376.50	380.50	384.50
25 - 30	427.00	433.00	439.00
31 - 36	484.00	493.00	501.50
37 - 42	549.00	561.00	573.00
43 - 48	622.50	638.50	654.50
49 - 54	706.00	726.50	747.50
55 - 60	800.50	827.00	854.00
MAX 61 +	908.00	941.50	975.50
PENSION BAND	223		

HEAVY VEHICLE DRIVER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	258.00	258.00	258.00
07 - 12	292.00	293.00	294.00
13 - 18	330.00	332.50	335.00
19 - 24	373.50	377.50	381.50
25 - 30	422.50	428.50	435.00
31 - 36	478.00	487.00	495.50
37 - 42	540.50	552.50	564.50
43 - 48	611.50	627.50	643.00
49 - 54	692.00	712.50	733.00
55 - 60	783.00	809.00	835.00
MAX 61 +	885.50	918.50	951.50
PENSION BAND	222		

**PLANT ASSIGNER
SHUTTLE DRIVER**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	331.50	333.00	334.00
13 - 18	370.00	372.50	375.00
19 - 24	412.50	417.00	421.50
25 - 30	460.00	466.50	473.00
31 - 36	513.00	522.00	531.50
37 - 42	572.00	584.50	597.00
43 - 48	637.50	654.00	670.50
49 - 54	711.00	732.00	753.00
55 - 60	793.00	819.00	845.50
MAX 61 +	884.00	916.50	949.50
PENSION BAND	222		

WAGE SCHEDULES

SR. TECHNICIAN-NETWORK CONTROL CENTER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	267.00	267.00	267.00
07 - 12	301.00	302.00	303.00
13 - 18	339.00	341.50	344.00
19 - 24	381.50	386.00	390.00
25 - 30	430.00	436.50	442.50
31 - 36	484.50	493.50	502.00
37 - 42	546.00	558.00	570.00
43 - 48	615.00	630.50	646.50
49 - 54	692.50	713.00	733.50
55 - 60	780.50	806.00	832.50
MAX 61 +	879.00	911.50	944.50
PENSION BAND	222		

DRAFTER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	329.50	331.00	332.00
13 - 18	365.50	368.00	370.50
19 - 24	405.00	409.50	414.00
25 - 30	449.00	455.50	462.00
31 - 36	497.50	506.50	515.50
37 - 42	551.00	563.50	575.50
43 - 48	611.00	626.50	642.50
49 - 54	677.00	697.00	717.00
55 - 60	750.50	775.50	800.50
MAX 61 +	831.50	862.50	893.50
PENSION BAND	220		

**CUSTOMER ADVOCATE
MAINTENANCE ADMINISTRATOR**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	328.00	329.50	330.50
13 - 18	362.00	364.50	367.00
19 - 24	399.00	403.50	408.00
25 - 30	440.00	446.50	453.00
31 - 36	485.50	494.50	503.00
37 - 42	535.50	547.00	559.00
43 - 48	590.50	605.50	621.00
49 - 54	651.00	670.50	689.50
55 - 60	718.00	742.00	766.00
MAX 61 +	792.00	821.50	851.00
PENSION BAND	218		
220			

BLS
FILE COPY **WAGE SCHEDULES**

DELIVERY DRIVER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	258.00	258.00	258.00
07 - 12	288.50	289.50	290.50
13 - 18	323.00	325.00	327.50
19 - 24	361.00	365.00	369.00
25 - 30	404.00	409.50	415.50
31 - 36	451.50	460.00	468.00
37 - 42	505.00	516.00	527.00
43 - 48	565.00	579.50	594.00
49 - 54	632.00	650.50	669.00
55 - 60	707.00	730.00	753.50
MAX 61 +	790.50	819.50	849.00
PENSION BAND	218		

MARKETING SUPPORT SPECIALIST

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	327.50	329.00	330.00
13 - 18	361.00	363.50	366.50
19 - 24	398.00	402.00	406.50
25 - 30	438.00	444.50	451.00
31 - 36	483.00	491.50	500.50
37 - 42	532.00	543.50	555.50
43 - 48	586.00	601.00	616.50
49 - 54	645.50	664.50	684.00
55 - 60	711.00	735.00	759.00
MAX 61 +	783.50	812.50	842.00
PENSION BAND	218		

**COIN OFFICE CLERK
COLLECTOR**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	310.50	310.50	310.50
07 - 12	340.00	341.50	342.50
13 - 18	373.00	375.50	378.00
19 - 24	408.50	413.00	417.50
25 - 30	447.50	454.00	460.50
31 - 36	490.50	499.50	508.50
37 - 42	537.50	549.00	561.00
43 - 48	589.00	604.00	619.00
49 - 54	645.00	664.00	683.00
55 - 60	707.00	730.00	754.00
MAX 61 +	774.50	803.00	832.00
PENSION BAND	217		

WAGE SCHEDULES**OFFICE ASSISTANT**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	310.50	310.50	310.50
07 - 12	340.00	341.50	342.50
13 - 18	372.50	375.00	378.00
19 - 24	408.00	412.50	416.50
25 - 30	446.50	453.00	459.50
31 - 36	489.00	498.00	507.00
37 - 42	535.50	547.50	559.50
43 - 48	586.50	601.50	617.00
49 - 54	642.50	661.50	680.50
55 - 60	703.50	727.00	750.50
MAX 61 +	770.50	799.00	828.00
PENSION BAND	217		

**SERVICE REPRESENTATIVE
SALES REPRESENTATIVE**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 08	298.00	298.00	298.00
07 - 12	325.00	328.50	327.50
13 - 18	357.00	360.00	362.50
19 - 24	392.50	397.00	401.00
25 - 30	431.00	437.50	443.50
31 - 36	473.50	482.50	491.00
37 - 42	520.50	532.00	543.50
43 - 48	571.50	586.50	601.00
49 - 54	628.00	646.50	665.00
55 - 60	690.00	713.00	736.00
MAX 61 +	758.00	786.00	814.50
PENSION BAND	218		

CUSTOMER ACCOUNT SPECIALIST

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	294.50	294.50	294.50
07 - 12	323.00	324.50	325.50
13 - 18	355.00	357.50	360.00
19 - 24	389.50	393.50	398.00
25 - 30	427.50	433.50	440.00
31 - 36	469.00	477.50	486.50
37 - 42	515.00	526.50	537.50
43 - 48	565.50	579.50	594.50
49 - 54	620.50	638.50	657.00
55 - 60	681.00	703.50	726.50
MAX 61 +	747.50	775.00	803.00
PENSION BAND	218		

WAGE SCHEDULES**TECHNICIAN-CLIENT HELP CENTER**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	342.50	342.50	342.50
07 - 12	369.50	371.00	372.50
13 - 18	399.00	402.00	404.50
19 - 24	430.50	435.50	440.00
25 - 30	464.50	471.50	478.00
31 - 36	501.50	510.50	520.00
37 - 42	541.50	553.00	565.00
43 - 48	584.00	599.00	614.50
49 - 54	630.50	649.00	667.50
55 - 60	680.50	703.00	726.00
MAX 61 +	734.50	761.50	789.00
PENSION BAND	216		

**LIGHT DELIVERY DRIVER
INVESTMENT RECOVERY SPECIALIST
SUPPLY ATTENDANT
SCHEDULER**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	249.50	249.50	249.50
07 - 12	278.00	279.00	280.00
13 - 18	309.50	312.00	314.00
19 - 24	345.00	348.50	352.50
25 - 30	384.50	390.00	395.50
31 - 36	428.00	436.00	443.50
37 - 42	477.00	487.50	498.00
43 - 48	531.50	545.00	558.50
49 - 54	592.00	609.00	626.50
55 - 60	659.50	681.00	703.00
MAX 61 +	734.50	761.50	789.00
PENSION BAND	216		

WAGE SCHEDULES
FRAME TECHNICIAN
PROVISIONING SPECIALIST

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	287.50	287.50	287.50
07 - 12	315.50	318.50	317.50
13 - 18	346.00	348.50	351.00
19 - 24	380.00	384.00	388.00
25 - 30	417.00	423.00	429.00
31 - 36	457.50	465.50	474.00
37 - 42	502.00	513.00	524.00
43 - 48	550.50	565.00	579.00
49 - 54	604.00	622.00	640.00
55 - 60	663.00	685.00	707.00
MAX 61 +	727.50	754.50	781.50
PENSION BAND	215		

PLANT ENGINEERING CLERK

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	272.50	272.50	272.50
07 - 12	300.00	301.00	302.00
13 - 18	330.50	333.00	335.00
19 - 24	364.00	368.00	372.00
25 - 30	400.50	406.50	412.50
31 - 36	441.00	449.50	457.50
37 - 42	486.00	496.50	507.00
43 - 48	535.00	549.00	562.50
49 - 54	589.00	606.50	624.00
55 - 60	649.00	670.50	692.00
MAX 61 +	714.50	741.00	767.50
PENSION BAND	215		

ADVANCED COMPUTER ATTENDANT
TECHNICAL SPECIALIST

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	305.00	305.00	305.00
07 - 12	331.50	332.50	334.00
13 - 18	360.00	363.00	365.50
19 - 24	391.50	395.50	400.00
25 - 30	425.00	431.50	437.50
31 - 36	462.00	470.50	479.00
37 - 42	502.00	513.00	524.00
43 - 48	545.50	559.50	573.50
49 - 54	593.00	610.50	628.00
55 - 60	644.00	665.50	687.00
MAX 61 +	700.00	726.00	752.00
PENSION BAND	214		

WAGE SCHEDULES

DIRECTORY REPRESENTATIVE

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	276.00	276.00	276.00
07 - 12	302.50	303.50	304.50
13 - 18	331.00	333.50	336.00
19 - 24	362.50	366.50	370.50
25 - 30	397.00	403.00	408.50
31 - 36	435.00	443.00	451.00
37 - 42	476.50	487.00	497.50
43 - 48	522.00	535.50	548.50
49 - 54	571.50	588.50	605.00
55 - 60	626.00	647.00	667.50
MAX 61 +	685.50	711.00	736.50
PENSION BAND	213		

COMPUTER ATTENDANT

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	260.50	260.50	260.50
07 - 12	286.00	287.00	288.00
13 - 18	314.00	316.50	318.50
19 - 24	344.50	348.50	352.00
25 - 30	378.50	384.00	389.50
31 - 36	415.50	423.00	430.50
37 - 42	456.00	466.00	476.00
43 - 48	500.50	513.50	526.50
49 - 54	549.50	566.00	582.00
55 - 60	603.50	623.50	643.50
MAX 61 +	662.50	697.00	711.50
PENSION BAND	212		

ORDER WRITER A
TECHNICAL ASSOCIATE

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	294.50	294.50	294.50
07 - 12	319.00	320.00	321.50
13 - 18	345.50	348.00	350.50
19 - 24	374.50	378.50	382.50
25 - 30	405.50	411.50	417.50
31 - 36	439.50	447.50	455.50
37 - 42	478.00	487.00	497.00
43 - 48	516.00	529.50	542.50
49 - 54	559.00	575.50	592.00
55 - 60	605.50	626.00	646.00
MAX 61 +	658.00	680.50	705.00
PENSION BAND	212		

WAGE SCHEDULES**FIELD SUPPORT ADMINISTRATOR
GARAGE ATTENDANT
DISTRIBUTION OPERATOR**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	260.50	260.50	260.50
07 - 12	285.50	286.50	287.50
13 - 18	312.50	315.00	317.00
19 - 24	342.50	346.00	350.00
25 - 30	375.00	380.50	386.00
31 - 36	411.00	418.50	426.00
37 - 42	450.00	460.00	470.00
43 - 48	493.00	505.50	518.50
49 - 54	540.00	556.00	572.00
55 - 60	591.50	611.00	631.00
MAX 61 +	648.00	672.00	696.00
PENSION BAND	212		

**ORDER WRITER
FINAL ACCOUNT COLLECTION SPECIALIST**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	294.50	294.50	294.50
07 - 12	318.00	319.50	320.50
13 - 18	343.50	346.00	348.50
19 - 24	371.50	375.50	379.50
25 - 30	401.00	407.00	413.00
31 - 36	433.50	441.50	449.50
37 - 42	468.50	478.50	489.00
43 - 48	506.00	519.00	532.00
49 - 54	546.50	562.50	579.00
55 - 60	590.50	610.00	630.00
MAX 61 +	638.00	661.50	685.50
PENSION BAND	211		

WAGE SCHEDULES**ADMINISTRATIVE SPECIALIST**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	294.50	294.50	294.50
07 - 12	318.00	319.00	320.50
13 - 18	343.50	346.00	348.50
19 - 24	371.00	375.00	379.00
25 - 30	400.50	406.00	412.00
31 - 36	432.50	440.00	448.00
37 - 42	467.00	477.00	487.00
43 - 48	504.00	517.00	530.00
49 - 54	544.00	560.50	576.00
55 - 60	587.50	607.00	626.50
MAX 61 +	634.50	658.00	681.50
PENSION BAND	211		

TELLER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	278.00	276.00	276.00
07 - 12	299.50	300.50	302.00
13 - 18	325.50	327.50	330.00
19 - 24	353.00	357.00	361.00
25 - 30	383.50	389.00	394.50
31 - 36	416.50	424.00	431.50
37 - 42	452.00	462.00	472.00
43 - 48	490.50	503.00	516.00
49 - 54	533.00	548.50	564.00
55 - 60	578.50	597.50	617.00
MAX 61 +	628.00	651.00	674.50
PENSION BAND	211		

CLERICAL ASSOCIATE

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	266.00	266.00	266.00
07 - 12	289.00	290.00	291.00
13 - 18	314.00	316.50	318.50
19 - 24	341.50	345.00	349.00
25 - 30	371.00	376.50	382.00
31 - 36	403.50	410.50	418.00
37 - 42	438.50	448.00	457.50
43 - 48	476.50	488.50	501.00
49 - 54	517.50	533.00	548.50
55 - 60	562.50	581.50	600.00
MAX 61 +	611.50	634.00	657.00
PENSION BAND	210		

WAGE SCHEDULES

BUILDING SERVICER

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	250.50	250.50	250.50
07 - 12	273.50	274.50	275.50
13 - 18	299.00	301.50	303.50
19 - 24	327.00	330.50	334.00
25 - 30	357.50	362.50	367.50
31 - 36	390.50	397.50	404.50
37 - 42	426.50	436.00	445.50
43 - 48	466.50	478.50	490.00
49 - 54	509.50	524.50	539.50
55 - 60	557.00	575.50	593.50
MAX 61 +	608.50	631.00	653.50
PENSION BAND	210		

TELEBUSINESS REPRESENTATIVE

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	306.50	306.50	306.50
07 - 12	320.00	321.00	322.00
13 - 18	333.50	336.00	338.50
19 - 24	348.00	352.00	355.50
25 - 30	363.00	368.50	373.50
31 - 36	378.50	386.00	392.50
37 - 42	395.00	404.00	412.50
43 - 48	412.00	423.00	433.50
49 - 54	430.00	443.00	455.50
55 - 60	448.50	463.50	478.50
MAX 61 +	488.00	485.50	503.00
PENSION BAND	205		

BUILDING SERVICE ATTENDANT

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	243.50	243.50	243.50
07 - 12	259.00	259.50	260.50
13 - 18	275.00	277.00	279.00
19 - 24	292.50	295.50	298.50
25 - 30	310.50	315.00	319.50
31 - 36	330.00	336.00	342.00
37 - 42	351.00	358.50	366.00
43 - 48	373.00	382.50	392.00
49 - 54	398.00	408.00	419.50
55 - 60	421.00	435.00	449.00
MAX 61 +	447.50	464.00	480.50
PENSION BAND	203		

WAGE SCHEDULES

OPERATION TECHNICIAN (ANM)

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	297.50	297.50	297.50
07 - 12	333.00	334.00	335.00
13 - 18	372.50	375.00	377.50
19 - 24	418.50	421.00	425.50
25 - 30	466.00	473.00	479.50
31 - 36	521.50	531.00	540.50
37 - 42	583.00	596.00	609.00
43 - 48	652.50	669.50	686.00
49 - 54	730.00	751.50	773.00
55 - 60	816.50	844.00	871.00
MAX 61 +	913.50	947.50	981.50
PENSION BAND	223		

COMMUNICATIONS TECHNICIAN (ANM)

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	280.50	280.50	280.50
07 - 12	307.00	308.00	309.50
13 - 18	336.00	338.50	341.00
19 - 24	368.00	372.00	378.00
25 - 30	403.00	408.50	414.50
31 - 36	441.00	449.00	457.00
37 - 42	482.50	493.00	504.00
43 - 48	528.50	542.00	555.50
49 - 54	578.50	595.50	612.50
55 - 60	633.00	654.00	675.50
MAX 61 +	693.00	718.50	744.50
PENSION BAND	214		

PERSONAL ASSISTANT (ANM)

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	294.50	294.50	294.50
07 - 12	320.00	321.00	322.50
13 - 18	347.50	350.00	352.50
19 - 24	378.00	382.00	386.00
25 - 30	410.50	416.50	422.50
31 - 36	446.00	454.00	462.00
37 - 42	484.50	495.50	506.00
43 - 48	526.50	540.00	553.50
49 - 54	572.00	589.00	606.00
55 - 60	621.50	642.50	663.00
MAX 61 +	675.50	700.50	725.50
PENSION BAND	213		

WAGE SCHEDULES**ADMINISTRATIVE ASSOCIATE (ANM)**

	EFFECTIVE 06/28/98	EFFECTIVE 06/27/99	EFFECTIVE 06/25/2000
START 0 - 06	276.00	276.00	276.00
07 - 12	299.50	300.50	301.50
13 - 18	325.00	327.50	330.00
19 - 24	353.00	358.50	360.50
25 - 30	383.00	388.50	394.00
31 - 36	415.50	423.00	431.00
37 - 42	451.00	461.00	471.00
43 - 48	489.50	502.00	515.00
49 - 54	531.50	547.00	563.00
55 - 60	577.00	596.00	615.00
MAX 61 +	626.00	649.00	672.50
PENSION BAND	211		

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FILE COPY

INSERTS / NOTES

INSERTS / NOTES

APPENDICES RESERVED FOR FUTURE USE

- APPENDIX C CUSTOMER BILLING
- APPENDIX D ENGINEERING & CONSTRUCTION
- APPENDIX E FINANCE & CONTROLLER
- APPENDIX F AMERITECH CORPORATION
- APPENDIX G INFORMATION TECHNOLOGY
- APPENDIX H NETWORK COMPONENTS SERVICES (No Longer Applicable)
- APPENDIX I NETWORK OPERATIONS
- APPENDIX J PROVISIONING & MAINTENANCE
- APPENDIX K PROCUREMENT SERVICES
- APPENDIX L ILLINOIS BELL TELEPHONE COMPANY
- APPENDIX M CONSUMER SERVICES
- APPENDIX N CUSTOM BUSINESS SERVICES
- APPENDIX O ENHANCED BUSINESS SERVICES
- APPENDIX P INFORMATION INDUSTRY SERVICES
- APPENDIX Q LONG DISTANCE INDUSTRY SERVICES
- APPENDIX R PAY PHONE SERVICES
- APPENDIX S SMALL BUSINESS SERVICES
- APPENDIX T TELEPHONE INDUSTRY SERVICES (No Longer Applicable)

APPENDIX U

**MEMORANDUM OF AGREEMENT
REGARDING
AMERITECH NEW MEDIA, INC.**

SECTION I:

- A. This Memorandum of Agreement is between Local Unions 165, 188, 336, 383 and 399 of the International Brotherhood of Electrical Workers (the Union) and Ameritech New Media, Inc. (ANM or the Company), a subsidiary of Ameritech Corporation.
- B. It is hereby agreed that except as otherwise provided for in Section II B of this Memorandum and where jurisdictionally applicable, like provisions of the current Collective Bargaining Agreement (including Memorandums of Agreement) will also be applicable for Union represented employees of the Company.
- C. Where conflicts may exist or arise between provisions of this Memorandum and those of the current Collective Bargaining Agreement, the provisions of this Memorandum will prevail.

SECTION II:

- A. The Company hereby recognizes the appropriate Local Unions as the exclusive bargaining agents with respect to wages, benefits and working conditions for employees of the Company in the Bargaining Unit whose job titles are included in Exhibit I and who are engaged in work originating from initiatives related to building, installing, testing and maintaining an integrated broad band hybrid fiber optic/coaxial network; installing, testing and maintaining all related customer premise wiring and equipment; providing associated customers sales and service; computer operations, clerical and other related support.
- B. It is further agreed with respect to the ANM work force as follows:
1. Such Union recognition in no way limits, restricts or prohibits the Company from at any time entering into agreements with vendors, contractors or other providers including Ameritech entities, to perform any or all of the work required or services provided by ANM during the initial construction of the ANM infrastructure. The Company will advise the Union of the approved construction targets and provide periodic progress updates.

2. Once the initial ANM infrastructure construction is completed, current contractual provisions relative to outsourcing will apply. However, approximately one year prior to this happening the parties will jointly review the current contracts with the objective of addressing any outsourcing provisions which may competitively disadvantage the ANM work force or the Company. It is the Company's intention to use the services of ANM employees in lieu of subcontracting work to third parties wherever and whenever it is economically or logistically advantageous to do so.
3. Employees from this or other bargaining units may be assigned to perform ANM work requirements, and the Company may likewise assign ANM employees to perform work outside the bargaining unit.
4. Employees may be required to establish through a process of certification their qualifications for a job. This includes the successful completion of additional job related training as may subsequently be required.
5. Employees are responsible for daily work reporting at the time and worksite designated by management, and for the time and travel expense associated with such worksite reporting.
6. Employees may be assigned to utilize and garage vehicles as provided for in the attached agreement entitled "The Motor Vehicle Usage Program".
7. In the event the Company determines there is insufficient work to sustain current force level of employees at work location or in a job title, it will at its discretion make force adjustments, transfers or layoffs as required.
8. ANM employees will constitute a separate and discrete work group for layoff purposes, and other contractual layoff provisions will not apply to this work group. Within this work group layoffs will be by job title and work location on an inverse seniority basis as the needs of the business require.
9. There are no limitations with respect to the number of regular limited term, temporary or part-time employees or to the period of their employment.

10. The Company may appoint individuals it deems uniquely qualified to the position of Lead Person. Such appointments may be on an hourly, daily, weekly or indefinite basis without limitation as to the type of work to be performed including that of supervisor, working supervisor, trainer, etc., and will be paid a differential of One Dollar (\$1) for each hour so worked.
11. The Company reserves the right to unilaterally introduce any sales, productivity and/or other pay incentive plan(s) it may deem appropriate. Any such plan which would diminish employees' basic wage rates as contractually provided for would be subject to mutual agreement with the Union prior to implementation.
12. In the event employees are required to wear uniforms or other like clothing, the Company will provide each employee an annual clothing credit allowance which the employee will use to select clothing from a Company provided catalog. The annual allowance will be \$250/employee the initial year of the program, and \$150/employee each subsequent year the program is in force. Employees must wear the required uniforms and are responsible for the costs of clothing care, laundering and cleaning.
13. Employees holding certain designated job titles will be provided an initial set of personal tools and equipment as defined by the Company and listed in Exhibit II. All such tools and equipment must meet minimally prescribed OSHA and Company safety requirements. It will be the employee's ongoing responsibility to properly maintain a complete set of all such items and for the cost of their replacement if items are lost, broken or stolen. All such replacements will be from the Company's inventory or that of an approved supplier.
14. With respect to work scheduling:
 - It is anticipated that full time employees will generally be scheduled to work forty (40) hours per calendar week, however no minimum number of scheduled hours are guaranteed.
 - The Company will schedule employees as required during a calendar work week (Sunday through Saturday) to perform work necessary to meet the needs of the business.

- The first forty (40) hours so worked in a calendar work week will be paid at the basic hourly rate. Hours worked in a calendar work week which exceed forty (40) will be paid at the premium rate of one and one-half (1 1/2) times the basic hourly rate.
 - Except as otherwise provided for, no employee will be paid for time not worked.
15. Employees' scheduled work hours may be canceled for reasons of inclement weather or unavailability of required material or equipment when business needs require and be paid as follows:
 - Without payment if employees are notified at least two (2) hours prior to scheduled start time.
 - With payment of two hours at the basic wage rate if employees are notified less than two hours before the scheduled start time or upon reporting.
 - With pay for four hours or actual hours worked, whichever is greater, if canceled once the daily work has started.
 16. The Company may appoint employees within a job title and work group that it deems qualified to perform all essential job requirements to be "on call" and ready to respond to after hours or weekend overtime needs. Such appointment will be rotated among the qualified employees.

Those appointed to be on call will be:

- Available for contact at all times.
- Prepared to report to the designated work site as promptly as possible following contact.
- Paid the amount of Five Dollars (\$5) for each day so appointed.

When called out, employees will be:

- Responsible for the time and travel expenses associated with their reporting to and returning home from the designated work site.

- Paid the basic wage rate for all time worked on a call out except that all time worked in calendar work week which exceeds forty (40) hours will be paid at the premium rate of one and one-half (1 1/2) times the basic rate.

17. The Company will assign employees overtime work as may be required to meet the needs of the business.

SECTION III:

This Memorandum of Agreement will remain in effect through the term of the 1998 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Ronald A. Siemmas
 Ronald A. Siemmas
 President/Business Manager
 IBEW Local 165

7-2-98
 Date

Wicks D' Angelo
 Wicks D' Angelo
 President/Business Manager
 IBEW Local 188

7/2/98
 Date

Donald L. Moscity
 Donald L. Moscity
 President/Business Manager
 IBEW Local 336

7-30-98
 Date

David M. Klein
 David M. Klein
 President/Business Manager
 IBEW Local 383

7-30-98
 Date

William J. Hugler
 William J. Hugler
 President/Business Manager
 IBEW Local 399

7-30-98
 Date

**MEMORANDUM
 REGARDING
 THE MOTOR VEHICLE USAGE PROGRAM**

This Memorandum covers understandings reached between Local Unions 165, 336 and 399 of the International Brotherhood of Electrical Workers (the Union) and Ameritech New Media, Inc. (ANM or the Company), a wholly owned subsidiary of Ameritech, Inc., with respect to the Motor Vehicle Usage Program (MVUP). The Company and the Union agree to the following regarding the implementation of the MVUP.

1. The Company may at its option, implement the MVUP within a designated area of management responsibility and designate the employees who will participate. Each employee will be assigned a Physical Reference Point (PRP) which may be changed by the Company as circumstances dictate. Employees will be assigned a work reporting area which normally will be a circle whose radius is 25 air miles from the employee's PRP. In those locations where natural barriers render a circular work reporting area impractical, the Company and the Union may agree to alternative arrangements. The alternative arrangements must be approved by local Company and Union representatives.
2. Vehicles assigned by the Company under the program will be used for travel to and between work locations and to places of residence or vehicle storage location.
3. Participating employees will begin and/or end their scheduled work day at any assigned location within their established work reporting area at their scheduled reporting and completing times without any additional compensation. Participating employees who begin and/or end a scheduled work day outside their work reporting area shall be entitled to the appropriate daily allowance set forth below:
 - a. For up to 25 air miles outside the Work Reporting Area (WRA) - \$8.00 per day.
 - b. For 26 air miles to 50 air miles outside the WRA - \$16.00 per day.
 - c. For 51 air miles or more outside the WRA - the employee has the option of Twenty Dollars (\$20.00) or board and lodging as provided in the current Collective Bargaining Agreement.

Appendix U

4. Employees who participate in the program will be expected to provide normally secure and legal storage for their vehicle at their places of residence. If the vehicle cannot be properly stored at the employee's place of residence, the Company may at its discretion arrange for appropriate storage at its expense.
5. At no time without prior authorization shall non-Ameritech employees ride in the vehicle or the vehicle be used for transportation other than an Ameritech activity including commuting to and from work.
6. Operating and maintenance expense of the vehicle will be the responsibility of the Company; however, it is the responsibility of the participating employee to whom the vehicle is assigned to assure that the vehicle is properly maintained and safeguarded per the Company's instructions and schedules.
7. Should the Company decide to adjust or discontinue the program in a designated area, participating employees will be given at least thirty (30) calendar days notice prior to discontinuance, unless a shortened interval is mutually agreeable by the Company and the Union.
8. Employees who are on temporary assignments or who are attending Company schools may be temporarily removed from the MVUP.

Appendix U

This Memorandum becomes effective concurrent with the 1998 Collective Bargaining Agreement, and shall remain in force through its expiration.

AGREED:

FOR THE UNION:

Ronald A. Siemens
Ronald A. Siemens
President/Business Manager
IBEW Local 165

Date

Mich D'Angelo
Mich D'Angelo
President/Business Manager
IBEW Local 188

Date

Donald L. Motley
Donald L. Motley
President/Business Manager
IBEW Local 336

Date

Daniel M. Klein
Daniel M. Klein
President/Business Manager
IBEW Local 383

Date

William J. Hubler
William J. Hubler
President/Business Manager
IBEW Local 399

Date

FOR THE COMPANY:

John E. Grindean
John E. Grindean
Director - Labor Relations, IBEW

Date

EXHIBIT I

JOB TITLES

OPERATIONS TECHNICIAN (CONSTRUCTION) - ANM
OPERATIONS TECHNICIAN (NETWORK) - ANM
OPERATIONS TECHNICIAN (I & M) - ANM
COMMUNICATIONS TECHNICIAN (CONSTRUCTION) - ANM
COMMUNICATIONS TECHNICIAN (I & M) - ANM
PERSONAL ASSISTANT - ANM
ADMINISTRATIVE ASSOCIATE - ANM

EXHIBIT II

**PERSONAL TOOLS AND EQUIPMENT
(EMPLOYEES MAINTENANCE AND
REPLACEMENT RESPONSIBILITY)**

GLOVES - PROTECTION - ELECTRICAL RUBBER
GOGGLES
BOOTS
RAINSUITS AND VESTS
AWLS AND PUNCHES
FISH TAPES
HAMMERS
HAND DRILLS (ELECTRICAL - OPTIONAL)
KNIVES
LEVELS
NUT DRIVERS
PLIERS
SAWS AND SCISSORS
SCREWDRIVERS
STAPLE GUNS
TAPES - MEASURES - RULERS
TOOL BAGS, BOXES AND BUCKETS
WRENCHES
DRILL BITS
CORING/STRIPPING TOOLS
CUTTERS - CABLE
HEX CRIMP TOOLS
CABLE KNIVES AND SLITTERS
SECURITY SLEEVE TOOLS
SIZING AND FLARING TOOLS
STRIPPING TOOLS
TERMINATOR TOOLS
TRAP TOOLS

K#5727

11,000 ea

INSTRUCTIONS:

Remove paper strip to expose adhesive.

Carefully place this booklet onto page 231 of your contract book, after the Wage Schedules in Appendix B.

Adhesive strip should be positioned towards the spine or backbone of the contract book.

AGREEMENT BETWEEN

AMERITECH

AND

2100

INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL 21

Effective June 28, 1998 through June 26, 2004



NOTES

EXHIBIT

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WAGE SCHEDULES

ADMINISTRATIVE ASSOCIATE (ANM)

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START. 0 - 06	276.00	276.00	276.00
07 - 12	303.00	304.00	305.50
13 - 18	332.50	334.50	338.00
19 - 24	365.00	368.50	373.50
25 - 30	400.50	405.50	413.50
31 - 36	440.00	446.50	457.50
37 - 42	483.00	491.50	506.00
43 - 48	530.00	541.00	560.00
49 - 54	582.00	595.50	619.50
55 - 60	638.50	656.00	685.00
MAX 61 +	701.00	722.00	758.00
PENSION BAND	211		

The following are amendments and/or additions to the 1998 Collective Bargaining Agreement between Ameritech and the International Brotherhood of Electrical Workers Local 21 (formerly Locals 165, 188, 336, 383 and 399):

- Extension of the Collective Bargaining Agreement for one additional year - revised termination date is 11:59 p.m. Central Standard Time on June 26, 2004
- Wage Increases
 - 4.25% exponentialized with no change in the start rate effective June 24, 2001 (excludes the Frame Technician title)
 - 3.0% exponentialized with no change in the start rate effective June 23, 2002
 - 5.0% exponentialized with no change in the start rate effective June 22, 2003 (excludes the Frame Technician title)
 - One time wage increase of 4.0% exponentialized with no change in the start rate effective January 27, 2002 for employees in the job titles of Service Representative, Sales Representative, Customer Account Specialist and Marketing Support Specialist. Employees who as a result of this basic wage rate increase, move to a higher pension band, will be given full credit in the new pension band for all service on the effective date of the upgrade.

- One time wage increase of 3.0% exponentialized with no change in the start rate effective January 27, 2002 for employees in the job title Customer Advocate. Employees who as a result of this basic wage rate increase, move to a higher pension band will be given full credit in the new pension band for all service on the effective date of the upgrade.

- Employees in the Frame Technician job title will receive a wage increase of 1.50% exponentialized with no change in the start rate effective June 24, 2001

- Employees in the Frame Technician job title will receive a lump sum payment of 2.75% of the new weekly basic wage rate annualized effective June 24, 2001

- Employees in the Frame Technician job title will receive a wage increase of 4.0% exponentialized with no change in the start rate effective June 22, 2003

- Employees in the Frame Technician job title will receive a Lump Sum payment of 1.0% of the new weekly basic wage rate annualized effective June 22, 2003

- Employees who previously held the title of Frame Technicians and are currently in the job title of Telecommunications Specialist-Apprentice shall receive a lump sum payment of \$598.00 effective June 24, 2001

WAGE SCHEDULES

OPERATIONS TECHNICIAN (ANM)

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	297.50	297.50	297.50
07-12	336.50	337.50	339.00
13-18	381.00	383.00	387.00
19-24	431.00	434.50	441.00
25-30	487.50	493.50	503.00
31-36	551.50	560.00	573.50
37-42	624.00	635.50	654.00
43-48	706.50	721.00	746.00
49-54	799.00	818.00	850.50
55-60	904.00	928.50	970.00
MAX 61+	1,023.00	1,053.50	1,106.00
PENSION BAND	223		

COMMUNICATIONS TECHNICIAN (ANM)

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	280.50	280.50	280.50
07-12	310.50	311.50	313.00
13-18	344.00	346.00	349.50
19-24	380.50	384.00	389.50
25-30	421.50	426.50	435.00
31-36	466.50	473.50	485.50
37-42	516.50	526.00	541.50
43-48	572.00	584.00	604.00
49-54	633.00	648.50	674.00
55-60	701.00	720.00	752.50
MAX 61+	776.00	799.50	839.50
PENSION BAND	214		

PERSONAL ASSISTANT (ANM)

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	294.50	294.50	294.50
07-12	323.50	324.50	326.00
13-18	355.50	357.50	361.50
19-24	391.00	394.50	400.00
25-30	429.50	434.50	443.00
31-36	472.00	479.00	491.00
37-42	518.50	528.00	543.50
43-48	570.00	582.00	602.00
49-54	626.50	641.50	667.00
55-60	688.50	707.00	738.50
MAX 61+	756.50	779.00	818.00
PENSION BAND	213		

WAGE SCHEDULES

BUILDING SERVICER

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	250.50	250.50	250.50
07 - 12	277.00	277.50	279.00
13 - 18	306.00	308.00	311.00
19 - 24	338.00	341.00	346.50
25 - 30	374.00	378.50	385.50
31 - 36	413.00	419.50	429.50
37 - 42	456.50	465.00	478.50
43 - 48	504.50	515.50	533.00
49 - 54	558.00	571.50	594.00
55 - 60	616.50	633.50	661.50
MAX 61 +	681.50	702.00	737.00
PENSION BAND	210		

TELEBUSINESS REPRESENTATIVE

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	306.50	306.50	306.50
07 - 12	323.50	324.50	326.00
13 - 18	341.50	343.50	346.50
19 - 24	360.00	363.50	368.50
25 - 30	380.00	384.50	392.00
31 - 36	401.00	407.00	417.00
37 - 42	423.00	430.50	443.50
43 - 48	446.50	455.50	471.50
49 - 54	471.00	482.00	501.50
55 - 60	497.00	510.50	533.00
MAX 61 +	524.50	540.00	567.00
PENSION BAND	205		

BUILDING SERVICE ATTENDANT

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	243.50	243.50	243.50
07 - 12	261.50	262.50	264.00
13 - 18	281.50	283.00	286.00
19 - 24	302.50	305.00	309.50
25 - 30	325.00	329.00	335.50
31 - 36	349.50	354.50	363.50
37 - 42	375.50	382.00	393.50
43 - 48	403.50	412.00	426.50
49 - 54	433.50	444.00	462.00
55 - 60	466.00	478.50	500.50
MAX 61 +	501.00	516.00	542.00
PENSION BAND	203		

- Ratification Award
 - Employee Eligibility
 - ~ Covered by the 1998-2004 Ameritech/IBEW Local 21 Collective Bargaining Agreement
 - ~ On the active payroll and/or an approved leave of absence on the date of ratification (August 2, 2001), the grant date (September 4, 2001) and the vesting date (September 3, 2002)

~ Full-time employees will receive a grant of 150 Stock Options on September 4, 2001

~ Part-time employees will receive a grant of 75 Stock Options on September 4, 2001

- Pension Bands
 - Increase Pension Band amounts by 4.0% effective January 1, 2002
 - Increase Pension Band amounts by 4.0% effective January 1, 2003
 - Increase Pension Band amounts by 6.0% effective January 1, 2004

- Article 18
 - Paragraph 18.21: Effective June 24, 2001 Meal Allowance During Overtime will increase from \$9.00 to \$10.00

- Article 19
 - Paragraph 19.18: Effective June 24, 2001 Meal Allowance During Overtime will increase from \$10.00 to \$11.00
- Article 29
 - Paragraph 29.08:
 - ~ Effective June 24, 2001 Daily Travel Allowance will increase from \$45.00 to \$48.00
 - ~ Effective June 23, 2002 Daily Travel Allowance will increase from \$48.00 to \$49.00
 - Paragraph 29.09:
 - ~ Effective June 24, 2001 Daily Lodging Allowance will increase from \$30.00 to \$32.00
 - ~ Effective June 23, 2002 Daily Lodging Allowance will increase from \$32.00 to \$33.00
 - Paragraph 29.09(A):
 - ~ Effective June 24, 2001 Daily Meal Allowance will increase from \$35.00 to \$38.00
 - Breakfast increase from \$7.00 to \$7.50
 - Lunch increase from \$9.00 to \$9.50
 - Dinner increase from \$19.00 to \$21.00

WAGE SCHEDULES

ADMINISTRATIVE/SPECIALIST

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	294.50	294.50	294.50
07 - 12	321.50	322.50	324.00
13 - 18	351.00	353.50	357.00
19 - 24	383.50	387.00	392.50
25 - 30	419.00	424.00	432.00
31 - 36	457.50	464.50	475.50
37 - 42	499.50	508.50	523.50
43 - 48	545.50	557.00	576.50
49 - 54	596.00	610.00	634.50
55 - 60	650.50	668.50	698.00
MAX 61 +	710.50	732.00	768.50
PENSION BAND	211		

TELLER

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	276.00	276.00	276.00
07 - 12	303.00	304.00	305.50
13 - 18	333.00	334.50	338.00
19 - 24	365.50	368.50	374.00
25 - 30	401.00	406.00	414.00
31 - 36	440.50	447.00	458.00
37 - 42	483.50	492.50	507.00
43 - 48	531.00	542.00	561.00
49 - 54	583.00	597.00	620.50
55 - 60	640.50	657.50	687.00
MAX 61 +	703.00	724.00	760.00
PENSION BAND	211		

CLERICAL ASSOCIATE

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0 - 06	266.00	266.00	266.00
07 - 12	292.50	293.50	294.50
13 - 18	321.50	323.50	326.50
19 - 24	353.50	356.50	361.50
25 - 30	388.50	393.00	400.50
31 - 36	427.00	433.00	444.00
37 - 42	469.00	477.50	492.00
43 - 48	516.00	526.50	545.00
49 - 54	567.00	580.50	603.50
55 - 60	623.00	640.00	669.00
MAX 61 +	685.00	705.50	741.00
PENSION BAND	210		

WAGE SCHEDULES

**ORDER WRITER A
TECHNICAL ASSOCIATE**

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	294.50	294.50	294.50
07-12	322.50	323.50	325.00
13-18	353.50	355.50	359.00
19-24	387.50	391.00	396.50
25-30	424.50	429.50	438.00
31-36	465.00	472.00	484.00
37-42	510.00	519.00	534.50
43-48	558.50	570.50	590.00
49-54	612.00	626.50	652.00
55-60	671.00	689.00	720.00
MAX 61+	735.00	757.00	795.00
PENSION BAND	212		

**FIELD SUPPORT ADMINISTRATOR
GARAGE ATTENDANT
DISTRIBUTION OPERATOR**

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	260.50	260.50	260.50
07-12	288.50	289.50	291.00
13-18	319.50	321.50	325.00
19-24	354.00	357.50	362.50
25-30	392.50	397.00	405.00
31-36	434.50	441.50	452.00
37-42	481.50	490.50	505.00
43-48	533.50	549.00	564.00
49-54	591.00	605.50	629.50
55-60	655.00	672.50	703.00
MAX 61+	725.50	747.50	785.00
PENSION BAND	212		

**ORDER WRITER
FINAL ACCOUNT COLLECTION SPECIALIST**

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	294.50	294.50	294.50
07-12	322.00	322.50	324.50
13-18	351.50	353.50	357.00
19-24	384.00	387.50	393.50
25-30	420.00	425.00	433.00
31-36	458.50	465.50	477.00
37-42	501.00	510.00	525.50
43-48	547.50	559.00	578.50
49-54	598.50	613.00	637.50
55-60	654.00	671.50	702.00
MAX 61+	714.50	736.00	773.00
PENSION BAND	211		

~ Effective June 23, 2002 Daily Meal Allowance will increase from \$38.00 to \$40.00

- Breakfast increase from \$7.50 to \$8.00

- Lunch increase from \$9.50 to \$10.00

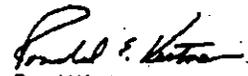
- Dinner increase from \$21.00 to \$22.00

- Paragraph 29.09(B):

~ Effective June 24, 2001 Incidental Expense Allowance will increase from \$10.00 to \$11.00

AGREED:

FOR THE UNION:


Ronald Kastner
President/Business Manager
International Brotherhood of
Electrical Workers Local 21

11-9-01

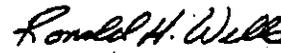
Date

FOR THE COMPANY:


Michael J. Zyck
Executive Director
Ameritech Labor Relations

11-9-01

Date


Ronald H. Wells
Vice-President
Ameritech Labor Relations

11-9-01

Date

WAGE SCHEDULES

ADVANCED COMPUTER ATTENDANT TECHNICAL SPECIALIST

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	305.00	305.00	305.00
07-12	335.00	336.00	338.00
13-18	368.50	370.50	374.00
19-24	405.00	408.50	414.50
25-30	445.00	450.00	459.00
31-36	489.00	498.50	508.50
37-42	537.50	547.00	563.50
43-48	590.50	603.00	624.00
49-54	649.00	664.50	691.00
55-60	713.50	732.50	765.50
MAX 61+	784.00	807.50	848.00
PENSION BAND	214		

DIRECTORY REPRESENTATIVE

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	276.00	276.00	276.00
07-12	305.50	306.50	308.00
13-18	338.50	340.50	344.00
19-24	375.00	378.50	384.00
25-30	415.50	420.50	429.00
31-36	460.50	467.00	479.00
37-42	510.00	519.00	534.50
43-48	565.00	577.00	597.00
49-54	626.00	641.00	666.50
55-60	693.50	712.00	744.00
MAX 61+	768.00	791.00	830.50
PENSION BAND	213		

COMPUTER ATTENDANT

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	260.50	260.50	260.50
07-12	289.00	290.00	291.50
13-18	321.00	323.00	326.00
19-24	356.50	359.50	365.00
25-30	396.00	400.50	408.50
31-36	439.50	446.00	457.00
37-42	488.00	496.50	511.50
43-48	542.00	553.00	572.00
49-54	601.50	616.00	640.00
55-60	668.00	685.50	716.50
MAX 61+	741.50	763.50	801.50
PENSION BAND	212		

WAGE SCHEDULES

FRAME TECHNICIAN

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	287.50	287.50	287.50
07-12	318.00	319.00	320.50
13-18	352.00	354.50	357.00
19-24	390.00	393.50	398.00
25-30	431.50	436.50	443.50
31-36	477.50	484.50	494.00
37-42	528.50	538.00	550.50
43-48	585.00	597.00	614.00
49-54	647.50	663.00	684.00
55-60	716.50	736.00	762.50
MAX 61+	793.00	817.00	849.50
PENSION BAND	215		

PROVISIONING SPECIALIST

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	287.50	287.50	287.50
07-12	319.00	320.00	321.50
13-18	354.00	356.00	359.50
19-24	393.00	396.50	402.50
25-30	436.00	441.00	450.00
31-36	484.00	491.00	503.50
37-42	537.00	546.50	563.00
43-48	596.00	608.50	629.50
49-54	661.50	677.00	704.00
55-60	734.00	753.50	787.50
MAX 61+	814.50	839.00	881.00
PENSION BAND	215		

PLANT ENGINEERING CLERK

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	272.50	272.50	272.50
07-12	303.50	304.50	306.00
13-18	338.00	340.00	343.50
19-24	376.50	380.00	385.50
25-30	419.00	424.00	432.50
31-36	467.00	474.00	485.50
37-42	520.00	529.50	545.00
43-48	579.00	591.00	611.50
49-54	645.00	660.50	686.50
55-60	718.50	737.50	770.50
MAX 61+	800.00	824.00	865.00
PENSION BAND	215		

WAGE SCHEDULES

PROJECT COORDINATOR

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	361.50	381.50	381.50
07-12	403.50	405.00	407.00
13-18	451.00	453.50	458.00
19-24	503.50	508.00	515.50
25-30	562.00	569.00	580.00
31-36	628.00	637.00	653.00
37-42	701.00	713.50	735.00
43-48	783.00	799.50	827.00
49-54	874.50	895.00	930.50
55-60	976.50	1,002.50	1,047.50
MAX 61+	1,090.50	1,123.00	1,179.00
PENSION BAND	226		

ACCOUNT SERVICE ADMINISTRATOR

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	354.50	354.50	354.50
07-12	396.00	397.00	399.00
13-18	442.00	444.50	449.00
19-24	493.50	498.00	505.50
25-30	551.50	558.00	569.00
31-36	615.50	625.00	640.50
37-42	687.50	700.00	720.50
43-48	768.00	784.00	811.00
49-54	857.50	878.00	913.00
55-60	957.50	983.50	1,027.50
MAX 61+	1,069.50	1,101.50	1,156.50
PENSION BAND	225		

PUBLIC COMMUNICATIONS CONSULTANT

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	324.00	324.00	324.00
07-12	363.50	365.00	366.50
13-18	408.00	410.50	414.50
19-24	458.00	462.50	469.00
25-30	514.50	520.50	530.50
31-36	577.50	586.00	600.50
37-42	648.00	659.50	679.00
43-48	727.50	742.50	768.50
49-54	816.50	836.00	869.50
55-60	916.50	941.00	983.50
MAX 61+	1,028.50	1,059.50	1,112.50
PENSION BAND	224		

WAGE SCHEDULES

**TELECOMMUNICATIONS SPECIALIST
CUSTOMER SYSTEMS TECHNICIAN
CABLE SPLICING TECHNICIAN
OUTSIDE PLANT TECHNICIAN
TRUNK AND TOLL ASSIGNER**

	EFFECTIVE 08/24/2001	EFFECTIVE 08/23/2002	EFFECTIVE 08/22/2003
START 0-06	297.50	297.50	297.50
07-12	336.50	337.50	339.00
13-18	381.00	383.00	387.00
19-24	431.00	434.50	441.00
25-30	487.50	493.50	503.00
31-36	551.50	560.00	573.50
37-42	624.00	635.50	654.00
43-48	706.50	721.00	746.00
49-54	799.00	818.00	850.50
55-60	904.00	928.50	970.00
MAX 61+	1,023.00	1,053.50	1,106.00
PENSION BAND	223		* APPRENTICE MAX

**CUSTOMER SYSTEMS TECHNICIAN-PAY PHONE
POWER TECHNICIAN
SENIOR PLANT ASSIGNER
AUTOMOTIVE EQUIPMENT TECHNICIAN
SENIOR DRAFTER
COMPUTER SYSTEMS TECHNICIAN
BUILDING EQUIPMENT MECHANIC**

	EFFECTIVE 08/24/2001	EFFECTIVE 08/23/2002	EFFECTIVE 08/22/2003
START 0-06	297.50	297.50	297.50
07-12	336.50	337.50	339.00
13-18	381.00	383.00	387.00
19-24	431.00	434.50	441.00
25-30	487.50	493.50	503.00
31-36	551.50	560.00	573.50
37-42	624.00	635.50	654.00
43-48	706.50	721.00	746.00
49-54	799.00	818.00	850.50
55-60	904.00	928.50	970.00
MAX 61+	1,023.00	1,053.50	1,106.00
PENSION BAND	223		

WAGE SCHEDULES

CUSTOMER ACCOUNT SPECIALIST

	EFFECTIVE 08/24/2001	EFFECTIVE 08/23/2002	EFFECTIVE 08/22/2003
START 0-06	294.50	294.50	294.50
07-12	327.00	328.00	329.00
13-18	363.00	365.00	368.00
19-24	403.00	407.50	414.50
25-30	447.00	453.50	463.50
31-36	498.50	506.50	514.00
37-42	551.00	560.50	574.50
43-48	617.00	628.00	642.00
49-54	679.00	700.00	717.50
55-60	754.00	774.00	802.00
MAX 61+	837.00	870.50	896.50
PENSION BAND	218		
Effective 1/27/02	217		

TECHNICIAN-CENTRAL HELP CENTER

	EFFECTIVE 08/24/2001	EFFECTIVE 08/23/2002	EFFECTIVE 08/22/2003
START 0-06	342.50	342.50	342.50
07-12	374.00	375.00	377.00
13-18	408.00	410.50	414.50
19-24	445.80	449.50	458.00
25-30	486.00	492.00	501.50
31-36	537.00	543.50	552.50
37-42	579.50	588.00	607.00
43-48	632.50	640.50	658.50
49-54	690.50	708.50	733.00
55-60	753.50	773.50	808.50
MAX 61+	822.50	847.00	889.50
PENSION BAND	216		

**LIGHT DELIVERY DRIVER
INVESTMENT RECOVERY SPECIALIST
SUPPLY ATTENDANT
SCHEDULER**

	EFFECTIVE 08/24/2001	EFFECTIVE 08/23/2002	EFFECTIVE 08/22/2003
START 0-06	249.50	249.50	249.50
07-12	281.00	282.00	283.50
13-18	316.50	318.50	321.50
19-24	357.00	360.00	365.50
25-30	402.00	407.00	415.00
31-36	453.00	458.50	471.00
37-42	510.50	518.50	534.00
43-48	573.00	582.00	607.50
49-54	648.00	668.50	697.00
55-60	730.00	749.50	783.50
MAX 61+	822.50	847.00	889.50
PENSION BAND	216		

WAGE SCHEDULES
COIN OFFICE CLERK
COLLECTOR

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	310.50	310.50	310.50
07-12	344.00	345.00	347.00
13-18	381.50	383.50	387.50
19-24	422.50	426.50	432.50
25-30	468.50	474.00	483.00
31-36	519.00	526.50	539.50
37-42	575.00	585.50	603.00
43-48	637.50	650.50	673.00
49-54	706.50	723.00	752.00
55-60	783.00	804.00	840.00
MAX 61+	867.50	893.50	938.00
PENSION BAND	217		

OFFICE ASSISTANT

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	310.50	310.50	310.50
07-12	344.00	345.00	346.50
13-18	381.00	383.00	387.00
19-24	422.00	425.50	432.00
25-30	467.50	473.00	482.50
31-36	517.50	525.50	538.50
37-42	573.50	583.50	601.00
43-48	635.00	648.50	671.00
49-54	703.50	720.50	749.00
55-60	779.00	806.00	836.00
MAX 61+	863.00	889.00	933.50
PENSION BAND	217		

SERVICE REPRESENTATIVE
SALES REPRESENTATIVE

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>01/27/2002</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	296.00	296.00	296.00	296.00
07-12	329.00	330.00	331.00	333.00
13-18	365.50	368.50	370.50	374.00
19-24	408.00	411.00	414.50	420.50
25-30	451.00	458.50	464.00	473.00
31-36	501.50	511.00	519.00	531.50
37-42	557.00	570.50	580.50	597.50
43-48	619.00	636.00	649.50	672.00
49-54	687.50	709.50	726.50	755.50
55-60	764.00	791.50	813.00	849.50
MAX 61+	849.00	883.00	909.50	955.00
PENSION BAND	216			
Effective 1/27/02	218			

WAGE SCHEDULES
TRUCK DISPATCHER

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	258.00	258.00	258.00
07-12	296.00	297.00	298.50
13-18	339.50	341.50	345.00
19-24	389.50	393.00	398.50
25-30	446.50	452.00	461.00
31-36	512.00	520.00	532.50
37-42	587.50	598.00	616.00
43-48	674.00	688.00	712.00
49-54	773.00	791.50	823.00
55-60	886.50	910.50	951.50
MAX 61+	1,017.00	1,047.50	1,100.00
PENSION BAND	223		

HEAVY VEHICLE DRIVER

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	258.00	258.00	258.00
07-12	295.00	296.00	297.50
13-18	338.00	340.00	343.00
19-24	386.50	390.00	395.50
25-30	442.00	447.50	456.50
31-36	506.00	513.50	526.00
37-42	579.00	589.50	608.50
43-48	662.50	676.00	699.50
49-54	758.00	776.00	807.00
55-60	867.00	890.50	930.50
MAX 61+	992.00	1,022.00	1,073.00
PENSION BAND	222		

PLANT ASSIGNER
SHUTTLE DRIVER

	<u>EFFECTIVE</u> <u>06/24/2001</u>	<u>EFFECTIVE</u> <u>06/23/2002</u>	<u>EFFECTIVE</u> <u>06/22/2003</u>
START 0-06	297.50	297.50	297.50
07-12	335.50	336.50	338.00
13-18	378.50	380.50	384.50
19-24	426.50	430.50	437.00
25-30	481.00	487.00	496.50
31-36	542.50	550.50	564.50
37-42	612.00	623.00	641.50
43-48	690.00	704.50	729.00
49-54	778.50	797.00	828.50
55-60	878.00	901.50	942.00
MAX 61+	990.00	1,019.50	1,070.50
PENSION BAND	222		

WAGE SCHEDULES

SR. TECHNICIAN-NETWORK CONTROL CENTER

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	267.00	267.00	267.00
07-12	304.00	305.00	306.50
13-18	346.50	348.50	352.00
19-24	395.00	398.50	404.50
25-30	450.00	455.50	464.50
31-36	512.50	520.50	533.00
37-42	584.00	594.50	612.00
43-48	665.50	679.50	703.00
49-54	758.50	776.50	807.50
55-60	864.00	887.50	927.00
MAX 61+	984.50	1,014.00	1,054.50
PENSION BAND	222		

DRAFTER

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	297.50	297.50	297.50
07-12	333.50	334.50	336.00
13-18	374.00	376.00	379.50
19-24	419.00	422.50	429.00
25-30	469.50	475.00	484.50
31-36	526.50	534.50	547.50
37-42	590.00	600.50	618.50
43-48	661.50	675.50	698.50
49-54	741.50	759.00	789.50
55-60	831.50	853.50	892.00
MAX 61+	931.50	959.50	1,007.50
PENSION BAND	220		

CUSTOMER ADVOCATE

	EFFECTIVE 06/24/2001	EFFECTIVE 01/27/2002	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	297.50	297.50	297.50	297.50
07-12	332.00	333.00	334.00	335.50
13-18	370.00	372.50	374.50	378.00
19-24	413.00	416.50	420.50	426.50
25-30	460.50	466.00	471.50	481.00
31-36	513.50	521.50	529.00	542.00
37-42	573.00	583.00	593.50	611.50
43-48	639.00	652.50	666.00	689.00
49-54	713.00	730.00	747.50	777.00
55-60	795.00	816.50	838.50	876.50
MAX 61+	887.00	913.50	941.00	988.00
PENSION BAND	218			
Effective 1/27/02	219			

WAGE SCHEDULES

MAINTENANCE ADMINISTRATOR

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	297.50	297.50	297.50
07-12	332.00	333.00	334.50
13-18	370.00	372.50	376.00
19-24	413.00	416.50	422.50
25-30	460.50	466.00	475.00
31-36	513.50	521.50	534.00
37-42	573.00	583.00	600.50
43-48	639.00	652.50	675.00
49-54	713.00	750.00	759.00
55-60	795.00	816.50	853.00
MAX 61+	887.00	913.50	959.00
PENSION BAND	218		

DELIVERY DRIVER

	EFFECTIVE 06/24/2001	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	258.00	258.00	258.00
07-12	292.00	292.50	294.00
13-18	330.00	332.00	335.50
19-24	373.50	377.00	382.50
25-30	422.50	427.50	438.00
31-36	478.00	485.00	497.00
37-42	540.50	550.00	566.50
43-48	611.50	624.00	646.00
49-54	691.50	708.00	738.50
55-60	782.50	803.50	839.50
MAX 61+	885.00	911.50	957.00
PENSION BAND	218		

MARKETING SUPPORT SPECIALIST

	EFFECTIVE 06/24/2001	EFFECTIVE 01/27/2002	EFFECTIVE 06/23/2002	EFFECTIVE 06/22/2003
START 0-06	297.50	297.50	297.50	297.50
07-12	331.50	333.00	334.00	335.50
13-18	369.50	372.50	374.50	378.00
19-24	411.50	416.50	420.50	426.50
25-30	458.50	466.00	471.50	480.50
31-36	511.00	521.50	529.00	542.00
37-42	569.50	583.00	593.50	611.00
43-48	634.50	652.50	666.00	689.00
49-54	707.00	729.50	747.00	777.00
55-60	788.00	816.50	838.00	876.00
MAX 61+	878.00	913.00	940.50	987.50
PENSION BAND	218			
Effective 1/27/02	219			