



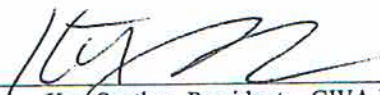
## 2009 LOCAL AGREEMENT OVERTIME ADMINISTRATION

This agreement, between CWA Local 7906 and Qwest Communications, addresses overtime administration. This agreement applies to all Network Technicians, CDT's, and Broadband Technicians in Local Network Services in the Local 7906 area. Either party can reopen negotiations during the life of this agreement.

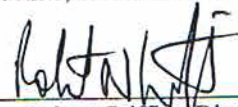
Overtime shall be administered according to the following guidelines, for the purposes of scheduled overtime, callouts, and home calls:

- If there is an access technician assigned, they will be called first for after hours demands.
- Overtime/Call outs will be offered to available, qualified volunteers first, using a rotating list which will begin in seniority order and will be rotated weekly with the top person moving to the bottom of the list.
- Tracking of overtime will be annually, updated weekly for review if questions should arise.
- If the mandatory 8 hour cap is reached by all technicians, the Director or their designee will contact the local president, or designee, to address any exceptions to the contract.
- When mandatory overtime is required by the company, it will be assigned using the same rotating list and forcing by inverse seniority.

This agreement shall be in effect through December 31st, 2009.

Signed:   
Kerf Saether, President - CWA Local 7906

Date: 5-19-09

Recommended:   
Robert Griffith, Director - LNS

Date: 8-15-09

Approved: \_\_\_\_\_  
Bob Greenwood, Vice President - LNS

Date: \_\_\_\_\_



## 2009 LOCAL AGREEMENT ACCESS DEVICE

This Agreement, between CWA Local 7906 and Qwest Communications, addresses the criteria for assigning access devices. This agreement applies to all Network Technicians, CDTs, and Broadband Technicians in Local Network in the Local 7906 area. Either party can reopen negotiations during the life of this agreement. Access devices will be assigned to technicians in the workgroup with the skills to perform the work in the following manner:

- First by volunteer.
- With no volunteers, on a rotational basis by inverse seniority.
- Holiday weeks will follow the same rules.
- Opportunities will be rotated among the volunteers and the list will be posted.
- In work groups of less than 4, if there are not enough volunteers, techs shall not be forced two consecutive weeks in a month. Volunteers will be taken from a larger workgroup for the remaining impacted week(s).
- Manager must approve arrangements for overnight stays if the callout is in a different RCA after discussion with the technician.
- Once the mandatory overtime obligations have been met, the technician may request that the manager will reassign the access device for the remainder of the week.
- If the technician doesn't respond within 30 minutes, utilize callout list to cover the work.

This agreement is in effect through December 31st, 2009.

Signed:   
Ken Saether, President – CWA Local 7906

Date: 8-19-09

Recommended:   
Robert Griffith, Director – LNS

Date: 8-19-09

Approved: \_\_\_\_\_  
Bob Greenwood, Vice President - LNS

Date: \_\_\_\_\_




## 2009 Local Agreement Training Selection

This agreement, between CWA Local 7906 and Qwest Communications, addresses the criteria for training selection. This agreement applies to all Network Technicians, CDT's, and Broadband Technicians in Local Network Services in the Local 7906 area. Either party can reopen negotiations during the life of this agreement.

Training selection shall be administered according to the following guidelines:

- When the entire work group is to be offered the same training, it is not necessary to offer the training in seniority order. (example driver training)
- Factors that will be considered in determining training selection will include employee development, availability and qualifications, volunteers by seniority and day-to-day business operations.
- To the extent that the preceding factors and circumstances permit, seniority shall be the primary factor in offering an employee a training opportunity.
- Any deviation from the above will require a discussion between the local union and the local management

This agreement is in effect through December 31<sup>st</sup>, 2009.

Signed:   
Ken Saether, President - CWA Local 7906

Date: 8-19-09

Recommended:   
Robert Griffith, Director - LNS

Date: 8-19-09

Approved: \_\_\_\_\_  
Bob Greenwood, Vice President - LNS

Date: \_\_\_\_\_