

**Access Device Selection
Local Agreement for the Bob Greenwood organization
With Tacoma Local 7804**

The company and the union have agreed that the pager week (7 consecutive days) will be Friday to Thursday for pay purposes. It is the intent of the company to manage overtime to the 49th hour, as a result incidental overtime while carrying the pager will be kept to a minimum.

Pager duty rotation will be scheduled by defined work group(s) using qualifications, business needs, employee willingness, and other relevant factors. Smaller workgroups may be combined with the intent of reducing frequency of pager duty assignment.

Selection process will be as follows:

- 1.) Qualified volunteers first (minimum of 5 techs needed)
- 2.) Rotation for entire workgroup will be utilized.

Clarification: The company will make every effort to eliminate back to back weekly pager duty.

Volunteers will be identified and schedules will be posted on a minimum of a quarterly basis up to an annual basis, depending on the workgroups preference. If an employee has a full week of vacation, efforts will be made not to schedule the previous or following weekends surrounding their vacation unless the employee volunteers. The company will make every effort to avoid scheduling the employee if entitlement is being used day at a time on Friday or Monday.

Swapping is allowed and must be done no later than 7 calendar days prior to the start of the duty. If this is not feasible, management has the ability to deny the swap. Swapping will be considered volunteer and will be the responsibility of the employee intending to vacate their slot. This includes entitlement grants after the pager schedule has been posted, Priority Personal Day inclusive.

This agreement shall go into effect upon signature and shall remain in effect until December 31, 2008. Either party can reopen negotiations. If no agreement is reached the current agreement remains in effect. Upon expiration of this agreement and mutual consent of the below-signed this agreement will be extended through the life of the CBA.

Robert Greenwood
VP-Network

Randy Grams
Tacoma Local 7804
Union President

This agreement is for the following organizations.

Directors
Sue Anderson
Rod Determan

Organization
Design Services, Broadband, I&M
Cable Maintenance, Construction