

**WORKING AGREEMENT
BETWEEN**



**CENTURYTEL OF EASTERN OREGON, INC.
CENTURYTEL OF OREGON, INC.**

AND



**COMMUNICATIONS WORKERS OF AMERICA
LEBANON, OREGON**

Duration

May 1, 2008

Through

April 30, 2011

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WORKING AGREEMENT

Between

CENTURYTEL of EASTERN OREGON, INC., and

CENTURYTEL OF OREGON, INC.

d/b/a CENTURYTEL

and

COMMUNICATIONS WORKERS OF AMERICA

THIS AGREEMENT between CenturyTel of Eastern Oregon, Inc. and CenturyTel of Oregon, Inc., doing business as CenturyTel, "The Company", which expression shall include its successors and assigns, and their Oregon Employees, represented by Communications Workers of America (CWA and/or Union), "The Union," is intended to outline and set forth Conditions of Employment and Wage Rates including certain definitions and procedures to ensure complete understanding and orderly administration of the Agreement for all concerned.

RECOGNITION

The Company hereby recognizes the Union as the sole and exclusive representative of all Plant and Commercial Employees employed by CenturyTel of Eastern Oregon, Inc. except for the Chiloquin and Lakeview areas and CenturyTel of Oregon, Inc. except for the Aurora, Knappa, and Scappoose areas, however, excluding confidential secretaries, professional and supervisory employees, guards and all other individuals as excluded by the National Labor Relations Act.

1.0 GENERAL

1.1 Except as expressly provided in this agreement, nothing in this agreement shall be construed as abridging the rights of the Company or individual Employees under the provisions of any applicable law. Nothing in this agreement shall be construed as requiring the performance by any of the foregoing of any act in violation of any such law.

1.2 If any part of this Agreement is, or is hereafter found to be, in contravention of the laws or regulations of the United States or of any state or subdivision thereof having jurisdiction, such part shall be superseded by the appropriate provisions of such law or regulation so long as the same are in effect, but all other provisions of this Agreement shall continue in full force and effect. Upon any such determination being made by a court having jurisdiction in respect thereof, the Company and the Union will promptly negotiate upon a suitable substitute therefore.

1.3 No Strikes or Lockouts. It is expressly understood and agreed that the services to be performed by the Employees covered by this Agreement pertain to and are essential to the operation of a public utility and to the welfare of the public dependent thereon, and in consideration thereof, and of the agreements and conditions herein by the Company to be kept and performed, the Union agrees that the Employees covered by this Agreement, or any of them, will not be called upon or permitted to cease or abstain from the continuous performance of the duties pertaining to the positions held by them under the Company, in accord with the terms of the Agreement. It is understood that this specifically includes "sympathy" strikes and the observance of picket lines, signs, or appeals from any labor organization engaged in any such activities, at any location or premises at which the Company does business or has employees working, except in situations where an employee has a reasonable objective belief of bodily harm or fear of retaliation they will immediately notify their supervisor and not cross the picket line. The Company agrees on its part to do nothing to provoke interruption of or prevent such continuity of performance of said Employees, insofar as such performance is required in the normal and usual operation of the Company's business.

1.4 Mutual Cooperation. All Employees agree that they will individually and collectively promote the welfare of the Company in the performance of its public utility responsibility by efficient work and cooperative service. Further, the Company and the Union recognize that technological, regulatory and market changes in the telecommunications industry have and will continue to present challenges, including competition. The success of the Company in this environment and the job security of its employees depend upon our ability to operate in an efficient and cost effective manner, and to adapt quickly to industry changes. To achieve these purposes, all parties will work together to ensure the Company the flexibility to meet the challenges of the future.

1.5 Company Prerogatives.

1.5.1 *Management Rights.* Subject only to the specific limitations set forth in this Agreement, the management of the Company and its properties and equipment, the determination of methods and facilities, and determination of the size and composition of the work force and its direction including (but not by way of limitation), the right to hire, classify, promote, transfer and layoff, and to discipline (including demote, suspend or discharge) Probationary Employees or Regular Employees for cause, and to assign or reassign work functions related to changes and revisions of equipment, are reserved by and exclusively vested in the Company. In addition, the Company may transfer or subcontract bargaining unit work as provided in Article 15.0. Supervisors may work for such purposes as inspecting work performed by Employees, testing equipment, training Employees and in any case of emergency.

1.5.2 *Company Policies and Rules.* Company may from time to time establish, change and/or withdraw such work and safety policies and rules as it deems necessary or appropriate including, but not limited to, policies and rules governing attendance, unlawful harassment and discrimination, personal appearance and dress, performance evaluations, conflicts of interest, visitors, outside employment, smoking, performance evaluations, personnel files and records, confidentiality and confidential information, alcohol and drugs, use of vehicles on Company business, and reimbursement for business-related expenses, provided the same are not inconsistent with the express provisions of this Agreement. Company will provide the Union with copies of such policies and rules (or any changes) at least ten (10) calendar days prior to implementation unless earlier implementation is mandated by federal, state or local legislation or regulations. Union may file a grievance at Step 2 of the Grievance Procedure if it believes any such policies, rules or changes are inconsistent with any express provision of this Agreement, but any such grievance must be filed no later than ten (10) days after its effective date.

1.5.3 *Indemnification.* The Union agrees to indemnify and hold harmless Company, its directors, officers, agents and Employees from and against any and all claims, demands, actions, lawsuits or any other forms of liability, monetary (including any attorneys' fees and costs) or otherwise (for example, claims for reinstatement or reemployment) arising out of or in connection with Section 1.7 of this Agreement.

1.6 Non-Discrimination and Harassment.

1.6.1 *Non-Discrimination.* The Company and the Union agree to comply with all state and federal laws, rules and regulations prohibiting discrimination against any person with regard to employment because of race, color, religion, association, disability, sex, national origin, age, marital status, change in marital status, pregnancy, family relationship, veteran status, workers' compensation claimant status, sexual orientation or the exercise of civil rights procedures. It is further agreed that this non-discrimination provision relates to hiring, placement, upgrading, rates of pay or other forms of compensation, transfer, demotion, recruitment, advertisement, solicitation for training, layoff, termination and all other conditions of employment.

1.6.2 *Unlawful Harassment.* Company will provide a working environment free from all forms of unlawful harassment including, but not limited to, harassment based on the statuses recognized in Section 1.6.1.

1.6.3 *Reporting Procedure.* An employee who is subjected to, witnesses or suspects any violation of Sections 1.6.1 or 1.6.2 shall immediately report the matter directly to Human Resources. Alternatively, the Employee may report the matter to any shop steward or Union representative, who in turn shall immediately report the matter to Human Resources so that the Company can discharge its legal obligation to timely investigate.

1.6.4 *Terminology.* The words 'he' or 'she' are used in this Agreement and any Appendices for explanatory purposes only and do not refer to the actual sex of any person.

1.7 Union Membership.

(a) Employees employed at the time Agreement becomes effective.

An Employee employed at the time this Agreement becomes effective who is a member of the Union at such time shall tender to the Union an amount of money equal to the monthly dues uniformly charged by the Union to all Employees who are members of the Union. Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and 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 monthly dues applicable to members, shall as a condition of employment, pay or tender to the Union amounts equal to the monthly dues applicable to members for the period beginning thirty (30) days after the effective date of this Agreement, until the termination of this Agreement.

(b) Employees hired after Agreement becomes effective.

An Employee whose employment commences after the time this Agreement becomes effective shall, as a condition of employment, not later than thirty (30) calendar days after the commencement of employment, if still employed, tender to the Union an amount of money equal to the dues uniformly charged by the Union to all Employees who are members of the Union.

2.0 GRIEVANCE AND ARBITRATION PROCEDURE

2.1 Purpose. The purpose of this procedure is to provide a means whereby complaints and grievances may be adjusted or resolved promptly, fairly, and without prejudice.

2.2 Discipline. At any meeting between a representative of the Company and an Employee in which discipline (including warnings which are going to be recorded in the personnel file, suspension, demotion or dismissal for just cause) is to be taken, a Union Representative may be present if the Employee so requests.

2.3 If the affected Employee did not request Union Representation, and such action was taken, notice shall be given to the appropriate local Union Representative.

2.4 In the event a regular Employee is dismissed, suspended, demoted or had a warning put in their personnel file, the matter will be handled in accordance with Article 2.5 and/or 2.6 of this Agreement.

2.5 Complaint Resolution. The parties agree to use their best efforts to resolve complaints informally and without resorting to the grievance procedure. Within five (5) working days in which the employee or union knew or should have known about the circumstances giving rise to the complaint, the employee or union will verbally present the complaint to the immediate supervisor. The supervisor shall render a decision within five (5) working days. Complaints may be adjusted in this manner so long as the adjustment is consistent with the terms of this Agreement. In the event that such informal methods do not resolve the complaint, the issue may be submitted in writing under the Grievance Procedure.

2.6 Presentation of Grievance. "Grievances" shall mean, and be limited to, disputes or differences between the Company and the Union, or employees so represented, with respect to the interpretation or application of any specific provision of this Agreement. An Employee with a grievance shall be entitled to representation by the Union at all levels of the grievance procedure, if so desired.

2.7 Grievance Procedure.

2.7.1 *Step One.* The Union shall prepare and present a written notice of grievance to the appropriate Department Head. It shall be presented within ten (10) working days after the decision is rendered by the immediate supervisor under the Complaint procedure. The written notice shall contain:

- (a) The name(s) of the Employee(s), if any, claiming to be aggrieved.
- (b) The nature of the grievance, and the circumstances out of which it arose.
- (c) The section(s) of the Agreement relied upon or claimed to have been violated.
- (d) The remedy or correction requested to resolve the grievance.

The department manager or his/her appointed representative and a Human Resources representative shall establish a meeting date within ten (10) working days of receipt of the written grievance notice. The meeting shall take place, unless mutually agreed, before 30 days have elapsed from the step one filing date. The department manager shall render a response within ten (10) working days of the meeting.

2.7.2 *Step Two.* If the grievance is not settled at Step One, the Union shall have ten (10) working days to submit a written appeal of the Step One decision to the General Manager, Operations or their designee as appropriate. The appropriate department manager or his/her appointed representative and a Human Resources representative shall establish a meeting date within ten (10) working days of receipt of the written appeal. The meeting shall take place, unless mutually agreed, before 30 days have elapsed from the step two filing date. The appropriate manager shall render a written response within ten (10) working days of this meeting.

Grievances pertaining to an involuntary termination of an Employee shall be initiated at this point in the procedure within five (5) working days after the termination. With mutual agreement between the appropriate manager and Union, grievances on behalf of the Union may be initiated at Step Two (2).

2.7.3 *Step Three.* If the grievance is not settled at Step Two, the Employee or the Union shall have ten (10) working days to submit a written appeal of the Step Two decision to the Manager, Employee & Labor Relations. The Manager, Employee & Labor Relations and the Union or designees shall establish a meeting date at the earliest opportunity to resolve the grievance. The Company shall render a response within ten (10) working days of the meeting.

2.8 Time for Presentation and Processing of Grievances. The failure to submit a complaint or grievance within the period prescribed within this Article shall constitute a bar to further action. The failure by either party to adhere to the time limits pertaining to the processing of a grievance, shall result in the grievance being awarded to the other party. A forfeiture shall not constitute a precedent as for the subject matter for the grievance. All time limits in this procedure may be extended by mutual agreement of both parties in advance in writing.

2.9 Arbitration. If no settlement is reached, the Union may refer the dispute to a mutually chosen third party for determination. The Union shall do so by submitting a written request for a panel of seven (7) members of the National Academy of Arbitrators with their principal place of residence in Oregon or Washington, to the Federal Mediation and Conciliation Service, with a simultaneous copy to the Company's Manager, Employee & Labor Relations, within ten (10) calendar days of the Company's Step 3 answer. Company and the Union may attempt to agree on a neutral arbitrator in lieu of using the FM&CS list, and with mutual agreement may submit multiple grievances to the same arbitrator. Within seven (7) calendar days of receiving the list, the moving party will contact the other party to select the arbitrator. The parties will alternately strike names from the list, with the moving party striking the first name, until one (1) name remains and he/she shall serve as arbitrator.

The arbitrator shall have no authority to add to, subtract from or change any of the terms of this Agreement. The parties agree that the decision or award of the arbitrator shall be final and binding.

2.10 Expenses. Each party shall bear the expense of preparing and presenting its own case, including any attorneys' fees. The compensation of the Arbitrator for time and expense shall be borne equally by the parties hereof. Any party requiring an official record of the proceedings will pay the full cost of all reporting and transcript fees unless the other party requests a copy or the right of inspection or use, in which event the full cost (including the cost of providing the arbitrator with the official record) shall be equally divided.

3.0 SENIORITY

3.1 Seniority Defined. Bargaining Unit Seniority is the length of continuous employment worked by an Employee in the Bargaining Unit for the Company or its predecessor in classifications covered by this Agreement. The principle of seniority shall be observed with regard to layoff, rehiring, demotion and promotion for all Employees set forth in the classifications in this Agreement, provided however, that the senior Employee is competent to perform the work to be done. Employer shall be the sole judge of the skills and abilities required of the Employee with respect to the classifications and the work to be performed.

3.2 When Acquired. A Regular Full-Time Employee shall first acquire Company Seniority on the day following the later of the completion of one thousand forty (1,040) hours worked or the completion of six (6) months continuous full-time service in the Bargaining Unit, whichever is later. A Regular Part-Time Employee shall first acquire seniority on the day following the completion of one thousand forty (1,040) hours of time worked.

A Temporary Full-Time Employee shall acquire seniority when he completes one thousand forty (1,040) hours of time worked within a twelve (12) month period, unless hired for a specific temporary position.

3.3 Seniority Status. An Employee's seniority status and date shall not be affected by absence from work on account of:

- (a) Illness under approved sick leave to maximum of 1,040 hours; or
- (b) Injury in line of duty covered by State Industrial Insurance or Worker's Compensation Laws; or
- (c) Time spent on approved leave of absence for service in the Armed Forces of the United States, provided the Employee returns to the Company's service following release from military service within ninety (90) days of first becoming eligible for release from military service; or
- (d) Service as a regularly empaneled member of a municipal, state or federal jury; or
- (e) Layoff, provided he is re-employed by the Company within a period of one (1) year following such layoff; or
- (f) A regularly approved leave for reasons other than sickness, occupational injury, jury duty, or military services, provided such leave of absence does not exceed one (1) year in length; or
- (g) Time missed from work while on PTO.

3.4 Loss of Seniority.

3.4.1 An Employee shall forfeit all accrued seniority for an absence for any reasons other than those listed in Section 3.4 above, or for longer than the period protected under that Section, or as a result of position abandonment.

3.4.2 A former Employee who is rehired after losing seniority shall have only the status of a new Employee until he has worked a period of time equal to his absence at which point his prior service will be recognized and bridged.

3.5 Seniority List. The Company will prepare, publish, post and furnish the Union seniority lists of Employees once a year. The seniority dates shown thereon shall govern unless written request for change is received by the General Manager within thirty (30) days of such posting.

4.0 REDUCTION OF FORCES

4.1 When Regular Employees covered by this Agreement are laid off because of lack of work, or in the event the Company changes its methods of operation; and, if in the judgment of the Company, the Employees are equal with respect to the skills and abilities required for the work to be performed, Company seniority shall govern the order of layoff.

4.2 No regular Employee shall be laid off until all probationary and temporary Employees in the classification at the location affected have been laid off.

4.3 Where the Company has determined the need to eliminate a position in the system, the General Manager shall determine the position to be eliminated by Classification and location and, subject to Section 4.1, the least senior Employee in the classification at the location shall then have their choice of the following options:

- (a) If there is a vacant position in that Classification in the Bargaining Unit at another location, the Employee may accept that position if the Employee desires to remain in their Classification in the Bargaining Unit.
- (b) If there is no vacancy within the Classification in the Bargaining Unit, the Employee may bump the least senior Employee in the Classification within the Bargaining Unit pursuant to Section 3.1.1.
- (c) If the Employee wants to stay at their existing location, the Employee may bump the least senior Employee in a higher, equal or lower-rated Classification in the Bargaining Unit for which the Company determines, at its sole discretion, that the Employee has the ability and qualifications to perform the job.

4.4 Regular Employees on layoff may apply for jobs for which they are competent and qualified, pursuant to Section 5.0 hereinafter set forth, and may accept temporary work in lower classifications at the applicable wage scale thereto.

4.5 The Company will give employees who have acquired seniority status, four (4) weeks' notice of layoff. The Company further agrees to give simultaneous notice to the Union and employees as to the number of

employees, classifications, and locations affected. In lieu of working through the four (4) weeks, the Company has the option to pay the employee through the severance date.

4.6 Rehire following Layoff. An Employee laid off after having acquired seniority status and date as herein defined, shall, if vacancies occur within a period of one (1) year following such layoff in the classification in which he was laid off, be given an opportunity to return to a like job in order of his seniority date. Such opportunity shall be by means of a certified letter mailed by first class mail with return receipt to the last address in the personnel file. An Employee's re-employment preference shall be lost if he fails, within fourteen (14) days of mailing of such notice, to advise the Company of his intention to return to work on the date specified in the letter, provided that it gives the employee at least fourteen (14) calendar days to do so. Laid off employees who have recall rights may apply for other positions for which they are qualified and the Company will consider them prior to hiring outside the Company.

4.7 Severance Pay. A Full-Time Employee laid off under the provisions of this Article 4, and who has attained seniority status, shall be paid a severance allowance of forty (40) hours' pay at his regular straight-time rate for each full year of continuous full-time service to a maximum of 30 weeks.

4.7.1 Any PTO and Personal Holiday credit to which the Employee is eligible per Section 7.7 will be made in addition to the layoff allowance.

4.7.2 If an employee who has received a termination allowance is re-employed prior to a period of time equal to the period on which his termination allowance is paid, the excess payment shall be considered as an advance to the Employee and shall be repaid by him at a rate of 10 percent per week.

4.7.3 If an Employee who has been laid off and given a termination allowance is subsequently re-employed and again laid off, he will be paid the unused portion of his original allowance plus any amounts accrued subsequent to re-employment.

5.0 JOB ASSIGNMENT

5.1 Job Posting and Bidding. When a job vacancy occurs or when the company develops a new job position, such vacancy shall be posted on the Company's Internet and Intranet website and a copy will be sent to the Union as soon as the Company has knowledge of the opening. Such vacancies shall be posted for a written bid in the classification involved and shall be considered open for seven (7) calendar days. Employees wanting to be considered for a job vacancy will complete the online application process. Job bidding notices of job vacancies within the Company shall be posted with qualifications required for written bid. If no application is made by qualified Employees during this seven day period, the Company shall seek a qualified individual(s) outside the Company.

If there is more than one qualified applicant for the subject vacancy, the senior most qualified Employee will be selected. In those occasions where two or more applicants have equal seniority, the Employee whose last digit of their Social Security Number is the highest will be awarded the job. Unless mutually agreed otherwise, Employees may be awarded a job bid only after completion of six (6) months of continuous service with the Company, and will be limited to one successful bid in a twelve (12) month period, commencing with date of award.

5.2 Selection Process. In selecting employees for vacant positions, seniority shall be respected as provided in Section 5.1, and in applying its provisions and making these decisions the Company may use interviews, testing and/or other reasonable methods of selection. Employees with below standard work records will not be eligible for a transfer or promotion.

5.3 Promotions. A promotion shall be defined as the reclassification of an Employee to a job with a higher wage on the salary schedule than the wage group in which the Employee is currently assigned.

An Employee who is promoted into a higher wage group shall be placed at his/her current rate of pay if that rate coincides with a rate in the new wage group. If the present rate does not coincide with a rate in the new wage group, the rate shall be adjusted upward to the next higher rate in the new wage group. The next scheduled increase shall date from the date of the last scheduled increase in the former job classification.

All newly promoted Employees shall serve a three (3) month evaluation period in the new position during which time the Employee may be demoted back to his/her original position if found to be unable to satisfactorily perform the duties of the new position. However, newly promoted Employees shall be given a reasonable evaluation period with an experienced person in that position and adequate instructions.

5.4 Transfers. An Employee who desires to transfer to a different job classification shall complete the online application process for consideration. If two or more Employees request a transfer, and both are determined equally qualified for the new position, seniority shall be the final determining factor, consistent with the provisions described in Section 3.0 above.

An Employee who transfers from one job classification to another within the same wage group shall receive no change in pay and shall continue to accumulate wage progressive credit and receive the next scheduled wage increase as if there had been no change in occupational job classification.

Employees who transfer from one occupation job classification to another shall be subject to the same three (3) month evaluation period described in Section 5.2, as well as the same reasonable evaluation period with an experienced person in that position with adequate instructions.

Refusal to transfer for any reason by an Employee shall not in any manner impair the Employee's seniority status or deprive such Employee of further opportunity for advancement. In the event, however, that an Employee refuses a transfer offered for the purpose of maintaining continuity of service, such Employee may then be laid off, but only in accordance with Section 4.0 above.

5.5 Demotions. A demotion is defined as the reclassification of an Employee to a job in a lower pay grade than the one in which the Employee is currently assigned. A demoted Employee will move to the same time progression step in the new job schedule as held in the classification from which the Employee was demoted.

6.0 HOLIDAYS

6.1 The following days shall be recognized as holidays:

New Year's Day	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Thanksgiving Friday
Labor Day	Christmas Eve
Personal Holiday (3)*	Christmas Day

*Regular Employees shall be eligible for the Personal Holidays upon completion of 90 days continuous service. Part-time Employees shall be eligible for the Personal Holidays upon completion of five hundred twenty (520) hours of continuous service worked. In the first year of employment, eligible Employees shall be granted Personal Holidays as follows:

Hired during first quarter	3 days
Hired during second quarter	2 days
Hired during third quarter	1 day
Hired during fourth quarter	0 days

6.2 A regular full time Employee who has been in the employment of the Company continuously for three (3) months preceding a holiday is eligible for holiday pay.

6.3 A regular part time Employee who has worked, or has been in the employment of the Company the equivalent of three (3) months (520 hours) preceding a holiday is eligible for holiday pay on a pro-rata basis.

6.4 An Employee eligible for holiday pay and not scheduled to work on such day shall receive his regular pay (including job differential if any) for the day observed as a holiday, provided he reports for work on his regularly scheduled work days immediately preceding and following the holiday, unless excused by the supervisor for a bona fide reason, or reports for work on one of such days and is on a regularly approved leave of absence on the other, or on scheduled PTO.

6.5 An Employee who is scheduled to work on a holiday, but who fails to report for work on such day shall not receive the holiday pay allowance unless excused in writing by his Supervisor forty-eight (48) hours in advance of the holiday, or unless his absence was due to accident or illness supported by a doctor's statement.

6.6 Time worked on a holiday observed under this Agreement shall be paid for at the overtime rate as defined in Section 10.3 hereof; and such pay shall be in addition to the holiday provided for in Sections 6.2 and 6.3 hereinabove.

6.7 If the Employee is scheduled to work on the holiday, the Employee may schedule an alternate day to observe as the Holiday on a date mutually agreed to by the Company and the Employee. The alternate day scheduled off will be at the regular straight time rate.

6.8 When any of the above holidays falls on a Sunday, the following Monday shall be observed as the holiday. When any of the above holidays falls on a Saturday, the preceding Friday shall be observed as the holiday.

6.9 For Employees working other than a Monday through Friday work week, the first day off shall be treated as a Saturday and second day off as Sunday for purposes of holiday observance.

6.10 When a holiday falls in an Employee's PTO period, an extra day's PTO shall be observed, as arranged with the Employee's Supervisor.

6.11 Only tours of duty or shifts starting on a holiday shall be considered and paid for as time worked on a holiday at the holiday rate.

6.12 For bona fide reasons, the Company shall have the right to postpone previously approved personal holiday time or the alternate day provided in Section 6.7.

7.0 PAID TIME OFF (PTO)

7.1 Purpose of the Plan. PTO is paid time off for rest and relaxation, short-term illness or injury, doctor or dentist appointments, to care for family members or other personal business.

7.2 Eligibility. Each Regular Full Time Employee or Regular Part Time Employee working at least 20 hours a week.

7.3 Rate of Pay for Paid Time Off. PTO shall be paid at 100% of the Employee's regular straight-time hourly rate

7.4 Accrual Schedule

Regular Full Time Employees

Years of Service	0 thru 4	5 thru 9	10 thru 14	15 thru 19	20 thru 24	25+
Pay Period Accrual	4.62	6.16	6.93	7.70	8.47	9.24
Annual Accrual	120	160	180	200	220	240
Maximum PTO Balance Time Balance	160	200	220	240	260	280

Regular Part Time Employees

Years of Service	0 thru 4	5 thru 9	10 thru 14	15 thru 19	20 thru 24	25+
Pay Period Accrual	2.31	3.08	3.47	3.85	4.24	4.62
Annual Accrual	60	80	90	100	110	120
Maximum PTO Balance Time Balance	80	100	110	120	130	140

Employees begin their higher accrual rate during the pay period following their Continuous Service Anniversary date (e.g., 5 years, 10 years, 15 years, 20 years, 25 years).

Once an employee reaches their maximum balance, accrual of additional hours is suspended until the employee uses PTO and the balance is reduced below the maximum balance.

Accrued hours may be used in the pay period in which they are accrued.

Employees will accrue PTO for any pay period in which they receive all or a portion of pay at 100% of regular base pay, e.g. regular work hours, PTO, Short Term Disability (STD) pay at 100% (when supplemented with PTO). Employees will NOT accrue PTO hours when for the full pay period they are on STD (not supplemented by PTO), unpaid leave, layoff status, or receiving benefits under the Long Term Disability Income Plan.

7.4.1 *Scheduled PTO.* Paid Time Off rosters will be posted for selection purposes no later than December 1 of the previous year. Bargaining Unit seniority rights in the preferential scheduling of PTO must be exercised prior

to February 28 of the year. Each Employee must select their preferred PTO periods, which must be continuous in blocks of five (5) days or more (e.g. 5 days, 10 days, 15 days, etc.). If the Employee elects to split their PTO accrual, the remainder may not be scheduled until all Employees with less seniority have been afforded a chance to schedule their preferred PTO period in blocks of five (5) days or more. Once a preferred PTO period is selected and approved by management, the selection is frozen. No person with higher seniority can bump a less senior person's approved PTO period. Employees shall make their scheduled PTO requests with as much advance notice as possible prior to the date of the requested time off. Probationary employees may not schedule preferential PTO.

The scheduled PTO shall be posted in each operating headquarters. For bona fide reasons, the Company shall have the right to postpone previously approved scheduled PTO.

7.4.2 Holidays Occurring during PTO. If a holiday is observed under this Agreement during an Employee's PTO, the Employee shall receive only holiday pay for that day.

7.4.3 Disability during Scheduled PTO. If an employee is off work on scheduled PTO and suffers an unexpected disability, they are required to notify their immediate supervisor. Upon notice, the supervisor will determine if disability pay is appropriate and adjust the employee's time sheet as required. The available unused portion of the employee's PTO may be rescheduled to accommodate operating requirements as outlined in this contract.

7.5 Unscheduled PTO. PTO not scheduled may be used by an employee provided the request does not create scheduling problems or additional expense to the Company.

7.5.1 Notice and Evidence of Disability. An Employee unable to report to work because of illness or injury shall notify the designated Supervisor of the absence as promptly as available communication allows.

Misrepresentation by an Employee of the facts to any disability for which benefits may be claimed by the Employee shall disqualify the Employee for such benefits and shall be cause for disciplinary action. The Union pledges its cooperation with the Company in preventing abuse of the plan by its members.

Paid Time Off which is used for a personal illness or injury or family illness or injury may, at the Company's discretion, require a physician's verification of disability.

Medical evidence of disability may, at the discretion of the Company be required for any absence, and shall be mandatory for any single claimed disability in excess of six (6) calendar days. The expense of such medical evidence shall not be borne by the Company. The Company, at its option, may

require an examination of an Employee absent because of claimed disability either during the period of such claimed disability or upon the Employee's return to work, by a physician to designated and paid for by the Company.

Medical evidence will be accepted from any physician (medical, osteopath, chiropractic, dental, or psychiatric) licensed by the state in which he practices, or other medical evidence may be accepted as mutually agreed between the Company and the Union.

7.5.2 Employee Disability. Non-occupational disability-related absences from work are paid from PTO at 100% of base pay for absences up to five (5) consecutive work days (40 hours), or unpaid if no PTO is available. After 40 consecutive hours absence for disability as described above, the employee will be eligible for pay in accordance with the Company's Short Term Disability Plan. Eligible employees may also qualify under the Long Term Disability Plan.

Intermittent time off for the same disability is paid from PTO, or unpaid if no PTO is available if the disability DOES NOT meet Federal Family and Medical Leave Act (FMLA) guidelines.

Intermittent time off for the same disability which meets FMLA guidelines will be paid from PTO, or unpaid if no PTO is available.

7.6 Worker's Compensation

7.6.1 Coverage. The Company will provide all Worker's Compensation benefits prescribed by statute to an employee who sustains an on-the-job injury.

7.6.2 Payment of Benefits. In the case of any disability, which is covered by Washington or Oregon State Worker's Compensation Act, incurred by a regular employee in the service of the Company, the Company will pay to such disabled employee an occupation-al disability allowance equal to the difference between an employee's regular straight-time wages and the amount of state compensation for such period as he/she may be receiving such compensation, for a maximum period of one hundred and eighty (180) calendar days.

7.6.3 Termination of Benefits. Payment of benefits under Section 7.6.2 shall cease upon employee's retirement, discharge for just cause, when employment would otherwise terminate because of reduction in force, or when insurance benefits under the Company's Long Term Disability Income Insurance Plan begin. Payments of benefits under Section 7.6 shall also be subject to the provisions of Section 7.5.1.

7.7 PTO Pay upon Termination. Employees shall be paid any unused PTO accrual when they retire, terminate, are laid off or resign.

8.0 RETIREMENT AND INSURANCE PLANS

8.1 For employees entering the bargaining unit on or after May 1, 2008, the CenturyTel Retirement Plan shall provide benefits that will be the same as CenturyTel's non-bargaining unit employees in the state. For employees in the bargaining unit prior to May 1, 2008, the benefits shall remain unchanged. The provisions of the Company's Retirement Plan for Employees with respect to retirement of Employees thereunder will govern and control in any case where conflict might otherwise arise or be claimed to exist between any provision of said Retirement Plan and any provision of the Working Agreement.

8.2 The Company has established the following insurances for Employees: Major Medical, Dental, Vision, Life, Accidental Death and Dismemberment, Short Term Disability, Long Term Disability Income Insurance. In addition, a Tuition education plan is provided.

8.3 In the event the Company determines that changes or increased employee premiums for the various insurance plans referenced in Section 8.2 are necessary, the Company will give the Union 60 days notification prior to the implementation of any plan change or increased employee premium.

8.4 The method of funding the Retirement Plan and the selection of the insurance companies and administration of the Retirement and Insurance Plans will rest solely with the Company.

8.5 It is understood that the Employer's only obligation is to purchase an insurance policy (or establish a self-funded program) and pay such amounts as agreed to herein and no claim shall be made against the Employer as a result of a denial of insurance benefits by an insurance carrier.

8.6 The Company has established a Group Incentive Plan for Employees and will give timely notice of changes in the plan.

9.0 LEAVES OF ABSENCE

9.1 Jury Leave

9.1.1 Leave with full pay will be granted regular full time Employees who have attained seniority status called for jury duty in any municipal, State or Federal court. Service in court when subpoenaed as a witness will be treated the same as jury duty, provided the Employee is not a party to the action.

9.1.2 Such leave will be granted by the Supervisor to whom the Employee is responsible, upon presentation by the Employee of the official notice that he has been called for such service.

9.1.3 The leave of absence will be granted by letter addressed to the Employee concerned and signed by the Supervisor, with copies to the Payroll Department and Manager. The letter shall state the terms and conditions of the leave which shall be:

- (a) The Employee's regular pay will be continued during his period of jury duty.
- (b) The Employee will endorse to the Company all checks he receives from the State or Federal Government for jury service, but excluding travel or subsistence allowances.
- (c) The Employee will report for work during his period of jury service on any regular work day or portion thereof when he may be excused by the Court, if such reporting is possible.

9.1.4 The Employee will prepare a regular time report during the leave, with appropriate explanation regarding such leave, followed by the hours of leave allowed.

9.2 Military Leave

9.2.1 *Short-Term Military Leave.* A regular Employee who is a member of a reserve component of the United States Armed Forces or the National Guard is entitled to leave of absence with pay (less any military wages paid during the leave) and without loss of time or efficiency rating on all days during which he/she is ordered to training duty, as distinguished from active duty, with troops or at field exercise, or for instructions. The leave of absence may not exceed ten (10) cumulative working days in any one (1) calendar year. This policy distinguishes Reserve or National Guard duty from induction into the United States Armed Forces.

9.2.2 *PTO Accrual while in Military Service.* Time spent in military service shall be considered time worked, for the purpose of determining the rate of PTO accrual under the preceding sections of this Agreement, provided the Employee had left the employ of the Company to enter military service and returned to its employ within such time as may be prescribed by law. Each Employee, upon leaving his job to enter military service, will receive pay for all PTO then accrued in his favor. Upon resuming work for the Company, the Employee's PTO accrual rate will reflect the time spent in military service.

9.3 Personal Leave

9.3.1 Leave without pay for valid personal reasons may be granted regular Employees, who have attained seniority status, service requirements permitting, under the following conditions:

9.3.2 Personal leave for personal reasons will not exceed ninety (90) days, unless a greater period is deemed in the interest of the Company.

9.3.3 Such leave may be granted by the Supervisor to whom the Employee is responsible, upon presentation by the Employee of written request stating the reason for requesting the leave.

9.3.4 The leave of absence will be granted by letter addressed to the Employee concerned and signed by the Supervisor, with copies to the Manager and Payroll Department. If the Employee is assigned duties in more

than one department, the Supervisor of each department concerned will sign the letter granting the leave.

9.3.5 The regular Daily Individual Time Report will be prepared by the Supervisor during Personal Leave with the notation "Personal Leave" entered in the "Description of Work" column.

9.3.6 Personal leaves of absence not exceeding ninety (90) days shall not interrupt an Employee's service record for wage progression purposes.

9.4 Death Leave

9.4.1 *Bereavement Leave.* The Company shall grant a regular Employee up to a maximum of three (3) days of paid leave for a death which occurs in the Employee's immediate family. The Employee will discuss their leave requirements with their immediate Supervisor. No Bereavement Leave shall be payable for any day on which the employee is receiving PTO pay.

9.4.2 Immediate family is defined as the spouse or natural or legal child of the Employee or spouse, natural or legal parents, grandparents, grandchildren, brothers and sisters of the Employee or spouse.

9.5 Disability Leave

9.5.1 *Eligibility.* All employees who are not eligible for federal or state family leave, or were eligible and exhausted the maximum time available, are eligible for disability leave for recovery from bona fide disabling illnesses or injuries. This includes all on- and off-the-job illnesses, injuries and conditions, including the period of time a woman is disabled because of pregnancy, childbirth, or related medical conditions. All disability leaves are conditioned upon furnishing satisfactory medical proof within ten (10) calendar days of the initial absence and every thirty (30) calendar days thereafter.

9.5.2 *Duration.* Except as otherwise allowed by law, disability leaves (including any family and medical leave time) are limited to the maximum period specified in the applicable paragraph of Section 3.4. However, all disability leaves are granted for an estimated period of time. An employee who was able or released to return to work and does not immediately notify the Company will be charged with a 'no-call' violation for each working day.

9.5.3 *Notice to Employer.* Disability leaves must be requested in writing and must be approved by Human Resources. Except in emergency circumstances, employees seeking such leave shall give as much notice as is practical and at least ten (10) calendar days' advance notice. An employee who has been off work thirty (30) consecutive calendar days must contact Human Resources within one (1) calendar week thereafter to report his/her status, and must continue to do so every thirty (30) calendar days. Violations of this rule will be treated as any other "call-in" violation.

9.5.4 *Pay.* Employees on disability leave may qualify for benefits under several Company plans (PTO, workers' compensation, STD, LTD) subject to all of the policies and rules governing eligibility and use of such benefits.

9.6 Family and Medical Leave. The parties recognize the applicability of the federal Family and Medical Leave Act, and the Union recognizes Company's right to establish FMLA policies and rules which are consistent with that law and/or the Oregon Family Leave Act as well as any express provision of this Agreement which provides any additional benefit. Any changes in the Company's existing FMLA policies and rules shall be subject to Section 1.5.2 of this Agreement.

9.7 Rules Governing Leaves. Except as expressly provided by some other provision of this Agreement, the following rules shall apply to all leaves:

9.7.1 An Employee shall not seek or accept other employment of any kind including any business of his own, while on an authorized leave of absence, without advance written permission from the Company. Should an Employee violate this Section, he will be automatically discharged.

9.7.2 Leaves granted for less than a maximum period may be extended to the maximum if the Employee remains eligible and has permission or satisfied the conditions applicable to the granting of the initial leave.

9.7.3 Except for military leave or as otherwise prohibited by federal or state law, an employee must use any otherwise available earned PTO and/or personal holiday time while on leave of absence (or layoff).

9.7.4 Reemployment rights shall be consistent with any such applicable law(s).

9.7.5 Company may require such physical or other professional examinations from healthcare providers as are allowed under the Americans with Disabilities Act, the Family and Medical Leave Act or Oregon Family Leave Act, or any other applicable law or regulations as well as when an employee is claiming benefits or privileges under this Agreement. This shall include, but not be limited to, circumstances in which an Employee seeks disability or family leave or additional sick leave; applies for or is receiving disability benefits financed by the Company; and 'fitness for duty' examinations.

10.0 OVERTIME AND PREMIUM PAYMENTS

10.1 Overtime is that time worked in excess of the daily work period of eight (8) hours and/or in excess of the normal workweek of forty (40) hours. Overtime shall be computed to the nearest quarter hour.

10.1.1 Employees shall be given at least forty-eight (48) hours notice when required to work in excess of the regular five (5) day work week.

10.2 Premium payments are payments in excess of the basic rate of pay.

10.3 Overtime shall be paid for at the rate of one and one-half (1½) hours' pay for each hour worked, in all references in this Article to time payable at the overtime rate. It is agreed that such time occurring on a holiday will be paid for at the holiday rate in accordance with Section 6.6.

10.4 All overtime shall be paid for and no Employee will be required to take time off for overtime worked or to be worked for the purpose of leveling off total earnings.

10.5 Regular Employees shall be afforded equal opportunity for overtime work within their classification at their permanent headquarters.

10.6 Any time worked on Sunday shall be paid for at the rate of two (2) hours' pay for each hour worked, except when the Sunday falls during the scheduled workweek; then any time worked shall be paid for at the premium rate of one and one-half (1½) hours' pay for each hour worked.

10.7 Employees called for duty before their scheduled workday begins shall be paid at the call-out rate for each hour worked until such workday begins. Should an Employee work a minimum of four (4) hours before their scheduled workday begins at the call-out rate, the Employee shall be paid at overtime time and a half rate for each hour worked until that scheduled workday is completed or unless relieved at the Employee's request.

10.8 Payment of premium time for Sunday or holiday work shall not preclude payment of overtime for time worked in excess of the basic workweek.

10.8.1 Holiday time, worked or not worked, counts toward the basic workweek.

10.9 All regularly scheduled Employees called out for work outside of scheduled work hours, shall receive a minimum of two (2) hours at the call-out rate, which shall be paid from the time they enter the Company service area until the time they return to the plant operating center. Employees called at home, who perform work at home, shall receive a minimum of one hour at call out time. Time worked at home beyond one hour shall be paid at the two hour minimum call out rate. Call-out time shall be paid for at the rate of two (2) hours pay for each hour worked. Call out time shall not be included as part of the basic work week.

10.10 Where the work of a qualified Employee involves two (2) or more classifications in the same day, the Employee shall be paid the higher rate for the time actually spent in the higher classification. If the time worked exceeds two (2) hours the Employee shall be paid the higher rate for a minimum of four (4) hours. If the time worked exceeds four (4) hours the Employee shall be paid the higher rate for eight (8) hours. Employees may perform work in a higher classification without a pay upgrade for training purposes under the direct supervision of another qualified Employee under this Agreement.

10.11 An Employee designated to standby for emergency calls during their regular time off shall receive one (1) hour's pay at the basic rate for each eight (8) hour period or major portion thereof the Employee is responsible for and available for call, except that an Employee designated to standby for emergency calls on holiday recognized by this Agreement shall receive two

(2) hours pay at the basic rate for each eight hour period or major portion thereof that the Employee is available for call. Such payments shall be in addition to compensation for the services of such Employee when actually called out while standing by.

11.0 WORKING RULES

11.1 General

11.1.1 An Employee performing unscheduled overtime work shall have a meal reimbursed by the Company at intervals of six (6) hours from his last regular meal period. Meals furnished to an Employee by the Company under the provisions of this agreement shall be paid at the following rate of reimbursement:

Breakfast	\$7.00
(Meals purchased between 2:00 A.M. and 10:59 A.M.)	
Lunch	\$8.00
(Meals purchased between 11:00 A.M. and 2:59 P.M.)	
Dinner	\$15.00
(Meals purchased between 3:00 P.M. and 1:59 A.M.)	

It is understood that the Company shall reimburse Employees for meals actually eaten. Receipts are not required for meals reimbursed under this section.

11.1.2 Employees will be reimbursed for the noon meal when working in a location other than their regularly assigned area if they have not been notified of the foreign area assignment before 7 P.M. of the preceding day.

When the work location is nearer or approximately of equal distance to the Employee's regular headquarters, the Employee, unless otherwise directed by the Supervisor, will return to the assigned area for lunch and reimbursement will not be made.

11.1.3 Two fifteen (15) minute rest periods shall be allowed in each eight (8) hour day, scheduled as nearly as possible to the midpoint of each work period, with due regard to requirements of the service.

11.2 Moving Expenses.

11.2.1 An Employee transferred at his own request shall bear his own moving expenses.

11.2.2 A regular Employee transferred at the request of the Company shall have his moving expenses paid by the Company.

11.2.3 A regular Employee forced to move to another work location more than 45 miles distance because his job has been eliminated, or because it has been pre-empted by an Employee with greater seniority, will have his actual and reasonable moving expenses paid by the Company up to a maximum of \$1,500.

11.3 Employee Travel.

11.3.1 All Employees required, in the course of duty, to travel from one headquarters to another or to the site of the job, or from station to station, or from shop to shop, shall do so on Company time. Personal automobiles used for Company business require management approval. This rate shall be paid in accordance with the standard mileage rate, as defined by IRS guidelines concerning such purposes as stated above.

11.3.2 Employees assigned to travel for purposes of attending Company arranged training programs shall receive reimbursement for actual and reasonable expenses incurred. Employees who attend training programs away from their normal place of work, for a period in excess of three (3) weeks, shall be provided a return trip home every other weekend. At the option of the Employee, the Company shall pay the transportation cost only of the Spouse's travel to the location of training every two (2) weeks in lieu of the Employee's return trip home.

11.4 Tools

11.4.1 The Company will furnish to new Employees and to present Employees, on a replacement basis, all hand and body tools necessary for the proper performance of their jobs. Tools furnished by the Company shall remain the property of the Company and the Employee receiving such tools shall be responsible for them. The Company will replace, without cost to the Employee, tools that are broken or worn out from normal wear and usage, upon the Employee turning over to the Company such broken or worn out tools. All tools issued to an Employee shall be returned to the Company upon termination of employment.

11.4.2 Employees working as Plant Operations and Plant Facilities craftsmen will be reimbursed reasonable costs up to \$60.00 per year for coveralls or other protective clothing and their replacement.

11.5 Work Week

11.5.1 The work week shall consist of seven (7) days beginning on Sunday, at 12:01 a.m. Five (5) consecutive days per week, eight (8) hours per day shall constitute a week.

11.5.2 Unless an Employee is given at least forty-eight (48) hours' notice of a change in the hours or days the Employee is scheduled to work, the Employee will be permitted to work the hours or days previously scheduled, and any other time which the Employee is required to work shall be in addition to that previously scheduled.

12.0 SAFETY

12.1 The Company and the Union pledge strict adherence to the rules and regulations of the State of Oregon relative to safe working practices in the telephone industry.

12.2 The Company, its Supervisors, and the Union, and Employees will cooperate in promoting accident prevention by obeying the Company's Safety Rules.

12.3 The Company and the Union shall each designate two (2) representatives to the Safety Committee who shall serve a two-year term or until their successors are appointed. The Committee shall:

- (a) Monitor and coordinate the Company accident prevention and safety program.
- (b) Monitor safety training.
- (c) Monitor and coordinate safety suggestion procedure.
- (d) Review inspection program.
- (e) Review accident investigation.
- (f) Establish and maintain reports of accidents and safety programs.
- (g) Disseminate safety information.
- (h) Escalate issues to appropriate department.

12.4 The Company will provide such safety equipment as is required by Federal or State safety rules and regulations by the Company's published safety rules.

12.5 When an Employee encounters hazardous conditions while working alone, he shall report the hazard immediately and request such additional help as is required to do the assignment safely.

12.6 The Company will continue to make reasonable provisions for the health and safety of its Employees during the hours of their employment and will provide reasonable facilities for storing personal items while the Employee is on duty.

13.0 DEFINITIONS

The following terms have the meaning stated wherever used in this Agreement.

13.1 The probationary period of an Employee is the day following the later of the completion of one thousand forty (1,040) hours worked or the completion of six (6) months continuous full-time service in the Bargaining unit, whichever is later. The Company may in its sole discretion, during an Employee's probationary period, layoff or discipline (including discharge) such Employee, and the Employee shall not have access to Article 2.0 of this Agreement.

13.2 A regular Employee is one hired for indefinite tenure, not limited at time of hire by a stated term of for a specific project.

13.3 A temporary Employee is one hired for a specific project or definite period, with such limited period of employment stipulated at time of hire.

13.4 A full-time Employee is one whose regular workweek is thirty (30) hours or more.

13.5 A part-time Employee is one whose workweek is less than thirty (30) hours.

13.6 A casual Employee shall be defined as one who is employed for occasional work, who has no regularly established workweek, whose days and hours of work are not fixed, and who works solely on call to replace regular or part time Employees who are absent due to sick leave, jury duty, funeral leave, short term military leave, Company approved unpaid leave or PTO. If hired as a regular Employee, casuals shall be given continuous service credit for all straight time hours worked back to the date of initial employment.

13.7 Regular straight-time rate is that rate payable to an Employee at his primary classification as established by Company records.

13.8 Continuous service of an Employee is the period of continuous time worked by Employee for the Company, its predecessors or subsidiaries, beginning with the first day of Employee's most recent continuous employment by the Company. The date of beginning continuous service shall be retained and the term thereof shall remain unbroken in the event of layoff or leave of absence not exceeding one (1) year, provided that the Employee at time of layoff or commencing leave has completed the Probationary Period, or, in the case of a regular part-time Employee has worked a minimum of one thousand forty (1,040) hours.

An Employee's continuous service date shall be bridged upon reemployment when the Employee has worked a minimum of two years or a period of continuous time equal to their absence, whichever is greater, after which point prior continuous service shall be recognized. Only prior continuous service as a regular Employee may be bridged.

13.9 A regular job is a position the duration of which is not limited to a specific project or to a specific term.

13.10 A temporary job is a position which is established for a specific project or limited term.

13.11 A job or classification differential is an additional sum of money paid for increased duties or responsibilities in addition to the basic rate of pay which is normally paid for the basic job classification, when deemed necessary by the Company.

13.12 A shift or job differential is an additional sum of money paid in addition to the base rate paid for certain evening, night, or specified shifts or assignments.

13.13 The phrases "demands of the service", "service requirements", and the like as used in this Agreement mean the demands necessary to protect and maintain the service as determined by the Company and as amplified in Section 1.3 above.

14.0 JOB CLASSIFICATIONS AND WAGE RATES

14.1 The assignment of any job titles covered by this Agreement to an Employee does not mean that he shall perform only the kind of work coming under his title classification, nor that certain kinds of work shall be performed exclusively by certain classifications of Employees.

14.2 The wage rates to be paid for work performed in the classifications covered by this Agreement shall be in accord with the schedules in the following sections of this Article 14.0, provided, however, that an Employee whose wage rate on the date of this Agreement is higher than the rate specified herein for his job classification shall not have his rate for such classification reduced due to the execution of the Agreement.

14.3 New or Restructured Job Classifications.

14.3.1 *New Job Classification.* Whenever the Company determines it is appropriate to create a new bargaining unit job classification, the Company shall notify the Union and identify the proposed wage rate.

14.3.2 *Restructured Job Classifications.* Whenever the Company determines it is appropriate to restructure an existing bargaining unit job classification, the Company shall notify the Union of the changes in job duties and responsibilities and any proposed change in the wage rate. The Union may also request a job content review for bargaining unit jobs that it believes have been substantially changed. No wage adjustment shall be appropriate unless a restructured job classification results in a substantial change in job duties and responsibilities.

14.3.3 *Negotiation of Wage Rates.* The Union shall have the right to request negotiations of the Company's proposed wage rates in Section 14.3.1 and 14.3.2 by giving written notice of its desire to do so within ten (10) days of the Company's notification. Any dispute concerning the proposed wage rate, or any dispute concerning whether a substantial change has occurred, which the parties are unable to resolve may be referred by the Union to Article 2.0 of this Agreement by filing a grievance at Step 2 within fourteen (14) calendar days.

14.4 Classifications

The following job classifications and wage groups shall be recognized:

- Group 1A Data Technician
- Group 1 Business Systems Technician, Facility Technician, Cable Technician, Communications Technician
- Group 2 Plant Technician
- Group 3 Service Clerk II
- Group 4 Customer Care Associate

14.5 Differentials

14.5.1 In-Charge Differentials The In-Charge differential shall be payable when an Employee is specifically assigned as an In-Charge by the Supervisor to direct work of other Employees.

In Charge Differential \$1.00 per hour

14.5.2 An Employee assigned to work during the following times shall receive a shift differential, in addition to the basic rate of pay, in accordance with the schedule below:

Night Shift starting at or after
7:00 P.M. and before 6:00 A.M.\$.0.50 per hour

15.0 SUBCONTRACTING AND TRANSFER OF WORK

15.1 Purpose. In recognition of the continuing technological, regulatory and market changes in the telecommunications industry, and in the interest of promoting and protecting the interests of the Company, the Union and employees covered by this Agreement, the parties recognize the Company's need for greater flexibility in subcontracting or transferring Bargaining Unit Work.

15.2 Subcontracting. Work normally performed by members of the Bargaining Unit may be assigned to subcontractors so long as it does not cause the layoff or part-timing of any current regular employees who normally perform the same work.

15.3 Transfers of Bargaining Unit Work. The company may transfer work performed by the Bargaining Unit Employees to any other Company location provided that the transfer is for bona fide business reasons.

15.4 Notification to Union. In the event the Company determines such subcontracting and/or transfer of this work is necessary, the Company will advise the Union. At the Union's request, the Company and the Union will meet to discuss the decision.

16.0 PAYDAYS

16.1 Payday shall occur biweekly.

16.2 If a payday falls on a holiday, then the preceding workday shall be the payday.

17.0 DURATION OF AGREEMENT

17.1 This Agreement shall remain in effect from May 1, 2008 up to and including April 30, 2011 and thereafter, unless terminated or opened under the terms of Section 17.2, hereinafter set forth.

17.2 Either party desiring to terminate or change this Agreement shall notify the other in writing at least sixty (60) days prior to April 30, 2011. Whenever notification of change is given the nature of the change desired must be specified in the notice. However, changes may be made at any time by mutual consent.

IN TESTIMONY WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized officers and representatives, respectively, as of the day and year first above written.

CenturyTel of Eastern Oregon, Inc.
CenturyTel of Oregon, Inc.

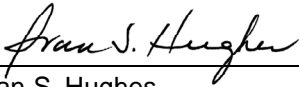
Communications Workers
of America



Terry Beeler
Region Vice President



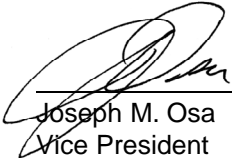
Linda Rasmussen
CWA Representative



Ivan S. Hughes
Vice President, Human Resources



Ken Saether
President, CWA Local 7906



Joseph M. Osa
Vice President
Employee & Labor Relations



Craig Bullock
Executive Vice President,
CWA Local 7906



Chuck Carroll
Bargaining Committee Member

Company Negotiating Committee

Christy Gray
Tim Grigar
Joe Osa

Union Negotiating Committee

Craig Bullock
Chuck Carroll
Linda Rasmussen
Ken Saether

OREGON
CWA Local #7906
 Effective: May 1, 2008*

WAGE GROUP

WAGE STEP

	1A	01	02	03	04
Start	\$10.87	\$9.75	\$9.69	\$8.26	\$8.31
After 6 Months	12.17	11.06	10.94	8.79	8.78
After 12 Months	13.79	12.54	12.36	9.71	9.63
After 18 Months	15.59	14.16	13.92	10.76	10.60
After 24 Months	17.65	16.04	15.68	11.87	11.63
After 30 Months	19.97	18.16	17.67	13.16	12.78
After 36 Months	22.61	20.54	19.95	14.55	14.05
After 42 Months	25.64	23.31	22.47	16.13	15.49
After 48 Months	29.09	26.46	25.33	17.91	17.06

Group 1A:	Data Systems Technician
Group 01:	Business Systems Technician, Cable Technician, Communications Technician, Facility Technician
Group 02:	Plant Technician
Group 03:	Service Clerk II
Group 04:	Customer Care Associate

* Effective the pay period closest to May 1, 2008

OREGON
CWA Local #7906
 Effective: May 1, 2009*

WAGE GROUP

WAGE STEP

	1A	01	02	03	04
Start	\$11.09	\$9.95	\$9.89	\$8.43	\$8.48
After 6 Months	12.42	11.29	11.16	8.97	8.96
After 12 Months	14.07	12.80	12.61	9.91	9.83
After 18 Months	15.91	14.45	14.20	10.98	10.82
After 24 Months	18.01	16.37	16.00	12.11	11.87
After 30 Months	20.37	18.53	18.03	13.43	13.04
After 36 Months	23.07	20.96	20.35	14.85	14.34
After 42 Months	26.16	23.78	22.92	16.46	15.80
After 48 Months	29.68	26.99	25.84	18.27	17.41

Group 1A:	Data Systems Technician
Group 01:	Business Systems Technician, Cable Technician, Communications Technician, Facility Technician
Group 02:	Plant Technician
Group 03:	Service Clerk II
Group 04:	Customer Care Associate

* Effective the pay period closest to May 1, 2009

OREGON
CWA Local #7906
 Effective: May 1, 2010*

WAGE GROUP

WAGE STEP

	1A	01	02	03	04
Start	\$11.37	\$10.20	\$10.14	\$8.65	\$8.70
After 6 Months	12.74	11.58	11.44	9.20	9.19
After 12 Months	14.43	13.12	12.93	10.16	10.08
After 18 Months	16.31	14.82	14.56	11.26	11.10
After 24 Months	18.47	16.78	16.40	12.42	12.17
After 30 Months	20.88	19.00	18.49	13.77	13.37
After 36 Months	23.65	21.49	20.86	15.23	14.70
After 42 Months	26.82	24.38	23.50	16.88	16.20
After 48 Months	30.43	27.67	26.49	18.73	17.85

- Group 1A:
- Group 01:
- Group 02:
- Group 03:
- Group 04:

Data Systems Technician
 Business Systems Technician, Cable Technician, Communications Technician, Facility Technician
 Plant Technician
 Service Clerk II
 Customer Care Associate

* Effective the pay period closest to May 1, 2010

LETTER OF UNDERSTANDING
Between and by
CENTURYTEL
And
COMMUNICATIONS WORKERS OF AMERICA

It is agreed that the Company will provide a tax deferred savings plan ("the Plan") for the Employees covered under the collective bargaining agreement. The Plan shall be subject to the applicable IRS rules and regulations.

The maximum Employee contribution will be the lesser of twenty-five percent (25%) of earnings or the maximum permitted by the IRS.

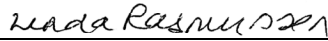
The Company will provide a matching contribution of sixty-five percent (65%) of the first six percent (6%) of earnings contributed by each Employee.

CenturyTel of Eastern Oregon, Inc.
CenturyTel of Oregon, Inc.

Communications Workers
Of America



Joseph Osa
Vice President
Employee & Labor Relations

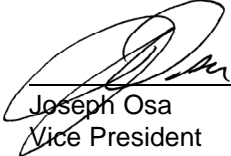


Linda Rasmussen
CWA Representative

LETTER OF UNDERSTANDING
by and between
CENTURYTEL
and
COMMUNICATIONS WORKERS OF AMERICA


The Company will have the right in its discretion to offer prizes, gifts and/or other forms of non-monetary or monetary recognition to individual employees or groups of employees based upon such sales, service or other objectives established and announced in advance to all potentially eligible employees. The Company shall also have the right in its discretion to modify or terminate such programs as long as it does not deprive any employee of any form of recognition previously earned.

CenturyTel of Eastern Oregon, Inc.
CenturyTel of Oregon, Inc.



Joseph Osa
Vice President
Employee & Labor Relations

Communications Workers
Of America



Linda Rasmussen
CWA Representative

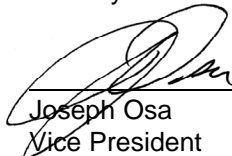
LETTER OF UNDERSTANDING
Between and by
CENTURYTEL
And
COMMUNICATIONS WORKERS OF AMERICA

PAYROLL DEDUCTION FOR COPE

CenturyTel of Eastern Oregon, Inc., CenturyTel of Oregon, Inc. and the Communications Workers of America agree to implement the following provisions for the payroll deduction of CWA COPE (Committee on Political Education). This agreement shall become effective May 1, 2008 and expires on April 30, 2011.


1. The Company will make collection of CWA/PAC funds once each month through payroll deduction from employee's pay, upon receipt of a written authorization form signed by the individual employee and delivered by the Union to the respective Company.
2. The Company also agrees to remit the amounts so deducted to the designated representative of the Union, and to furnish the Union one (1) copy of the list of employees for whom such deductions have been made and the amount of each deduction. The Company also agrees to furnish the Union one (1) copy of a list of employees for whom no deductions have been made together with the reasons therefore.
3. The Company shall bear the full cost of the undertaking set forth herein except that the Union agrees to furnish the CWA/PAC deduction authorization forms.
4. The Union agrees to hold harmless and indemnify the Company against liabilities resulting from the process of CWA/PAC collection from the employees and subsequent transfer to the Union.

CenturyTel of Eastern Oregon, Inc.
CenturyTel of Oregon, Inc.



Joseph Osa
Vice President
Employee & Labor Relations

Communications Workers
Of America



Linda Rasmussen
CWA Representative

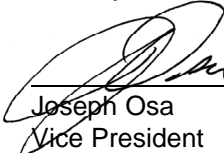
LETTER OF UNDERSTANDING
Between and by
CENTURYTEL
And
COMMUNICATIONS WORKERS OF AMERICA

CenturyTel of Eastern Oregon, Inc. and Communications Workers of America recognize that in certain work units or work groups, it may be beneficial to employees and in the best interest of the business to establish a four-days-per-week, ten-hours-per-day (four-day workweek) schedule as a normal work week.

The provisions of the Agreement will continue to apply to bargaining unit employees on four-day workweek schedules except as noted in the parameters and implementation procedures listed below.


1. The Company shall determine the eligible job classifications and locations. Four-day workweeks shall first be offered on a voluntary basis. In the event there are multiple qualified volunteers, seniority will prevail.
2. Overtime will be paid when an employee works in excess of ten (10) hours per day, or in excess of forty (40) hours in a workweek for employees covered under this Letter of Understanding.
3. Weeks containing a recognized holiday shall be scheduled on the basis of five (5), eight (8) hour days.
4. Absence for Jury and Bereavement Leave will be compensated on a ten-hour basis.
5. PTO scheduled in 40 hour (weekly) blocks, employee will be scheduled on the basis of five (5), eight (8) hour days.

CenturyTel of Eastern Oregon, Inc.
CenturyTel of Oregon, Inc.



Joseph Osa
Vice President
Employee & Labor Relations

Communications Workers
Of America



Linda Rasmussen
CWA Representative

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