

Temp/Term Proposal Highlights

Option 1	Option 2
<p>Temporary employees may be engaged for up to 12 months.</p>	<p>Temporary employees may be engaged for up to 12 months.</p>
<p>Term employees may be engaged for up to 36 months.</p>	<p>Term employees may be engaged for up to 36 months.</p>
<p>Term employees may submit vacancy requests after 24 months in the assignment.</p>	<p>Term employees may submit vacancy requests after 24 months in the assignment.</p>
<p>Initial conversion of temporary and term employees to regular where needed, subject to 7.02 recall from layoff requests.</p>	<p>Initial conversion of temporary and term employees to regular where needed, subject to 7.02 recall from layoff requests.</p>
<p>After initial conversion, temporaries and terms may be converted where needed, following normal staffing process (i.e., Articles 10 and 12).</p>	<p>After initial conversion, temporaries and terms may be converted where needed, following normal staffing process (i.e., Articles 10 and 12).</p>
<p>Converted temps and terms will receive new hire benefits.</p>	<p>Converted temps and terms will receive new hire benefits.</p>
<p>10% cap for temps/terms.</p>	<p>10% cap for temps/terms.</p>
<p>Company will provide quarterly report to District office.</p>	<p>Company will provide quarterly report to District office.</p>
<p>Terms will not be limited to project work.</p>	<p>Terms will only be utilized on project work.</p>
<p>In the event of a surplus, term employees performing ESTW in same org unit, title and exchange will be first separated.</p>	
<p>Once regular employees have been displaced due to force adjustment procedures, terms will not be utilized performing ESTW in same org unit, title and exchange for at least 2 quarters.</p>	

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Leveraged Compensation Plan Proposal Highlights

Treatment of New Hires and Current Sales Associates

- Company would introduce a leveraged compensation plan for *new hire* Sales Associates in Consumer and Business.
- Current regular and term Sales Associates **cannot be forced** onto the leveraged compensation plan.
- Current regular Sales Associates may **voluntarily** move to the leveraged compensation plan and **may elect to return** to the non-leveraged plan within 6 months. They will be placed on a base wage step with no loss of pay, not to exceed the maximum wage rate. They would take their current pension band with them to the leveraged compensation plan.
- Term employees may also **voluntarily** request to move to the leveraged compensation plan at any time during their term assignment. If the request is granted, they will be converted to regular full-time; however, they may not return to the non-leveraged plan. They will be placed on a base wage step with no loss of pay, not to exceed the maximum wage rate. Converted term employees will receive new hire benefits.

Plan Components

- The plan will consist of at least 60% base pay, paid on a 36 month wage scale.
- Employees on the leveraged compensation plan can earn up to 300% of Incentive Target. They will be eligible for incentive pay once they exceed 50% of their established targets.
- New hires would receive 100% of target incentive during Initial Training and for 4 weeks following Initial Training.

Additional

- The Company agrees to meet with the Union and bargain to agreement prior to establishing and implementing a leveraged compensation plan with the same or similar job duties as job titles other than Sales Associate.
- 9 month probationary period.
- Team Leaders on leveraged comp will receive a 10% differential and receive 100% of their target incentive amount.
- Cancellations within 90 days will be adjusted in the current month's incentive payout.
- **Surplus** - If a surplus of Sales Associates is declared, both non-leveraged and leveraged employees in the organizational unit and exchange would be grouped as one for force adjustment purposes.
- **Oversight** - establishes a Leveraged Compensation Committee, consisting of CWA and Company representatives to meet twice a year.

APPENDIX D PROPOSAL HIGHLIGHTS

Subject to the conditions of Company Proposal CC.07, the Company has expressed the willingness to offer the following terms if Appendix D is added to the BST agreement:

Jurisdiction of Work

No changes to Article 14, Jurisdiction of Work, in the BST working agreement.

Scope of Work for Bargaining Unit Premises Technician

In addition to the duties Premises Technicians are currently able to perform the Premises Technician will also perform the following if added to the bargaining unit:

Installation

1. The Premises Technician will perform necessary cross connections and work at the SAI or equivalent equipment enabling Internet Protocol (IP) services.
2. The Premises Technician will continue to perform all work at the customer premises up to and including the Network Interface (NID) or equivalent. This work will include but is not limited to all inside wiring, CPE equipment – including VoIP, testing, sales, customer instruction on equipment, etc, for all services regardless of the technology or equipment involved.
3. The Premises Technician will perform all work from and including the Serving Terminal up to and including the customer premises for IP enabled products and services.
4. A Premises Technician may also perform all work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises to perform the work as stated above.

Maintenance

1. The Premises Technician will provide maintenance support for all work associated with their responsibilities under the installation portion of their job. In addition, they will be responsible for cross connection work at the SAI (serving area interface) including the VRAD or equivalent.
2. Any trouble condition from the SAI or equivalent to the Serving Terminal is the responsibility of the Core Technician and not the Premises Technician.
3. A Premises Technician may also perform all work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises to perform the work as stated above.

The Core technician will continue to perform the following:

1. Installation and maintenance work for TDM enabled voice service (POTS), outside the NID.
2. Initial installation work for ATM enabled DSL service outside the NID.
3. ATM enabled DSL service repair or maintenance outside the NID.
4. A Premises Technician may, however, perform any of this work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises for work not covered by items 1-3 immediately above.

Employment Security for Surplused\Bumped ST and Surplused\Bumped OPT

Processed through Article 7 of BST Collective Bargaining Agreement and:

1. Has not received an equal level job offer prior to the displacement date within 35 miles,
2. Has not elected to expand SIPP to an equal level position within 35 miles,
3. Has not elected to bump an equal level position within 35 miles, and
4. Provided that he/she meets the basic qualifications of the Premises Tech job title and is meeting job requirements in his/her current title:
 - ◆ ST will be offered a Premises Technician Vacancy if available
 - ◆ ST could bump the most junior Premises Technician within 35 miles
 - ◆ OPT may be considered for Premises Technician Vacancy
 - ◆ OPT could bump the most junior Premises Technician within 35 miles (10% Cap)

Economic Protections for Surplused\Bumped ST and Surplused\Bumped OPT

- ◆ Current Wages Protected (Red Circled)
- ◆ Maintain Pension and Other Benefits (Article 19)
- ◆ Maintain 40 Hour Work Week
- ◆ Maintain Overtime and Shift Differential (Article 4.01 – 4.05; 4.07A - E)
- ◆ Maintain Holidays (Article 5.01 – 5.04)
- ◆ Maintain Excused Work Days (Article 5.05)
- ◆ Maintain Vacation (Article 5.06, 5.08 – 5.12)
- ◆ Maintain Illness Absence (Article 6.02)
- ◆ Maintain Force Adjustment Provisions (Article 7)
- ◆ Maintain Severance Benefits (Article 8.03 – 8.06)

WAGES, BENEFITS AND OTHER ENHANCEMENTS FOR BARGAINING UNIT PREMISES TECHNICIANS

Wages

Increase wages \$3.25 per hour not to exceed a maximum rate of \$20.00 per hour.

Benefits

- ◆ Active BST Bargained Medical, Dental and Vision
- ◆ Pension (Bargained Cash Balance Program 2)
- ◆ New Hire Post Retirement Benefits

Other Enhancements

1. Sunday Premium
2. Holiday Pay
3. Company cannot cancel employee's hours once tour begins
4. If employee notified less than 12 hours of schedule change – 2 hours pay
5. Work Week will be spread over a maximum of 6 days
6. Shift Differential of 10% when 50% of shift falls between 6 pm and 6 am
7. Vacation Carryover of 5 days, must be used by April 30th.
8. Articles 17, 26 and 28 of BST agreement
9. Guaranteed 1 weekend off per month
10. \$30 meal allowance for overnight travel
11. Priority rehire period of 24 months
12. Five Paid Absence Days (includes illness)