

# **A G R E E M E N T**

**Between**

**SANTEL COMMUNICATIONS COOPERATIVE**

**and**

**COMMUNICATIONS WORKERS OF AMERICA,  
AFL-CIO, CLC**



Effective Date: October 1, 2023  
Termination Date: September 30, 2026

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## **AGREEMENT**

This Agreement entered into this 16th day of September, 2023, and effective October 1, 2023 by and between Santel Communications Cooperative, of PO Box 67, Woonsocket, South Dakota, its successors or assigns, (hereinafter referred to as the “Company”), and the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as the “Union”).

### **ARTICLE 1 RECOGNITION**

**1.1** The Company recognizes the Union as the sole and exclusive bargaining agent regarding wages, hours and working conditions for all full-time and regular part-time Plant Department employees, excluding all managerial employees, professional employees, guards and supervisors. This unit of recognition for the purpose of the Agreement is defined as “Plant Clerks, Construction Workers, Combination Technicians, and C.O.E. Technicians”, as certified by the NLRB in Case No. 18-RC-12864. In 2008, the NLRB certified in case No. 18-RC-17584 recognition to all full-time and regular part-time Customer Account Representatives, Technicians, Senior Wireless Technicians, Computer Technicians, Technical Support Specialists, Accountants, Custodians, and Network Technicians, as well as any other titles as may be mutually determined by the parties from time to time.

The term employee as defined by this Agreement shall be a unit employee as referred to and covered by the paragraph above. Temporary employees are employees who work a year or less. Temporary employees will have benefits prescribed by law plus a prorating of holiday time only. Benefits prescribed in this Agreement shall be prorated for regular part-time employees.

**1.2** There is attached hereto and made a part hereof Schedule “A” that list the unit titles and the initial minimum and maximum rates of pay for each position covered by this Agreement. The Company may increase the wage levels of individual employee above the minimum wage scale. Determination to be based upon the employee’s experience, performance, training and education, as long as such advancement is to an existing step increment within the job classification.

**1.3** The Company recognizes the right of the Union to designate at least one (1) steward and one (1) alternate under the terms of this Agreement. The steward, as a representative of the Local Union, shall be instructed as to the nature of his/her responsibilities in the following areas: representing the employees to the Company, and his/her responsibility to the Company. He/she shall be available to any unit employee to assist in the handling of a grievance and shall be available to management to aid in securing compliance with the terms of this Agreement. There shall be no discrimination by the Company against the steward because of his/her faithful performance of duties as steward.

**1.4** The Union shall furnish to the Company with the names of the steward and/or alternate steward. It is understood that any member of the bargaining unit will be granted the right to Union representation in any meeting where possible discipline is being discussed or in any other meeting affecting that employee’s work conditions.

## **ARTICLE 2 COVERAGE**

**2.1** It is the policy of the Company to retain work for the Union within the definition as described in this Agreement, but the Company shall not be prohibited or restricted in the operation of its business from contracting with organizations, utilities, businesses, or individuals for the purpose of line repair, line construction, cable repair or burying, the renting of equipment, or contracting for service of any kind, including for personnel, equipment and/or material. The Company shall be free to contract for any service, however, none of these rights of the Company shall be exercised in a way to deprive bargaining unit employees of work for which they are capable of performing and for which they have the necessary equipment to perform the job. The Company shall exercise these rights in situations where the Company either cannot do the work itself or the Company determines it would be inefficient to attempt to do so. Recognizing these exceptions, the Company will not otherwise undertake any activity which would result in the layoff or reduction in the work of a bargaining unit employee. If at such time the Company should declare a surplus in the bargaining unit, it will follow all steps as defined in Article 10.

**2.2** In the case of emergency, catastrophe, or other extraordinary condition, the Company may utilize the services of its supervisory personnel, non-bargaining personnel, or other departmental employees to engage in work normally performed by bargaining unit employees, including assistance from other cooperatives or utilities.

## **ARTICLE 3 NON-DISCRIMINATION**

**3.1** The Company will not interfere with, restrain, or coerce the employees covered by this Agreement because of membership in or activities on behalf of the Union. The Company will not discriminate in respect to: hiring, tenure of employment, or any term or condition of employment against any employee covered by this Agreement, nor will it discourage or attempt to encourage membership in another Union. Neither the Union nor any of its members will coerce, threaten, embarrass, or discriminate against any employee of the Company who is not a member. Neither the Company nor the Union will engage in any discriminatory practices contrary to any existing federal law or regulation or any amendment of the same. Neither the Company nor the Union will discriminate against any employee or prospective employee because of race, color, national origin, sex, creed, age or any other characteristic protected under law. Whenever in this Agreement the masculine gender is used, it shall be intended to cover and include the feminine gender.

## **ARTICLE 4 PROBATIONARY PERIOD**

**4.1** A probationary period of three (3) months shall be served by each new regular employee, which may be extended by the Company up to an additional sixty (60) days upon written notice to the Union. During this period of time, the employee's aptitude, and general fitness shall be determined. During this period of time, the probationary employee may be dismissed subject only to the first step of the grievance procedure. The right to determine employee qualifications will be vested solely with the Company.

**4.2** Probationary employees shall not be entitled to any benefits except as required by law or as provided herein. Employees completing their probationary period satisfactorily shall have their starting date retroactively applied for the purpose of earning vacation and other benefits that are determined by length of service. After 30 calendar days of employment, probationary employees shall be eligible to participate in the present health and welfare program (i.e. health insurance, dental, long-term disability, short-term disability, and life insurance).

## **ARTICLE 5 HOURS OF WORK**

**5.1** The normal regular workweek shall commence at 00.01 Saturday. The normal regular work week for outside technicians' full time schedule (Combination Technician, COE Technician, Senior Wireless Technician, Network Technician and Technicians) shall be five (5) consecutive eight (8) hour days with tours starting at 8:00 a.m. and concluding at 4:45 p.m., with a 45-minute lunch break.

For all other full time employees, the hours shall be five (5) consecutive eight (8) hour days with tours starting at 8:00 a.m. and concluding at 5:00 p.m. with a sixty (60) minute lunch break.

The exception being the full time Custodian and Technical Support Specialist which may need flexible hours to complete their tasks, therefore, potentially starting as early as 6:00 a.m. and ending no later than 8:00 p.m. those tours shall be five (5) consecutive eight (8) hour days.

**5.2** All full time employees shall be allowed a fifteen (15) minute break both in the morning and afternoon. Schedules will be posted fourteen (14) calendar days in advance. All hours shall be chosen by seniority.

**5.3** The Company may alter lunch breaks, change shifts or create overlapping shifts due to schedule requirements, needs of the business, or construction or maintenance requirements in contravention of Section 5.1, above. The Company agrees to the following:

**5.3.1** No Sunday work

**5.3.2** No work hours before 6:00 AM

**5.3.3** All hours shall be chosen by seniority, provided the employee has the skills and ability to perform the work.

**5.3.4** No such change shall last more than six (6) months

The Employer will notify the Local Union, in writing, of the changes prior to posting. Violations to this Agreement will be subject to the Grievance procedure.

In the event the Company desires to deviate from the four (4) items listed above, they will notify the Local Union Office, in writing, and the changes will be subject to negotiations. Once agreed to by the Parties, the altered schedules will be posted fourteen (14) calendar days in advance.

**5.4** Employee's work hours and work records shall be recorded on time sheets. Any employee required to work outside their normal work shift shall indicate on time sheets the actual number of hours spent on such work, and must obtain the approval of such records by their supervisor.

**5.5** Employees shall be paid on a bi-weekly basis. Employees shall be paid within seven (7) calendar days from the end of the pay period, unless the Union is otherwise notified seven (7) calendar days in advance of the proposed change.

**5.6** Full time employees shall normally be scheduled for a forty (40) hour workweek.

**5.7** Employees progressing through the incremental levels, of any wage schedule to reach the top of such wage schedule, shall not receive more than two (2) wage raises within each contract year.

**5.8** Part-time employees may be scheduled for work on Monday through Friday within the hours of 6:00 AM and 8:00 PM. A part-time employee shall be eligible for all benefits under this Agreement on a pro-rata basis based upon the hours he/she works.

## **ARTICLE 6 OVERTIME**

**6.1** During the term of this Agreement, overtime will be paid to all employees at the rate of time and one-half (1½) for all hours worked in excess of eight (8) hours per day and/or forty (40) hours per week.

**6.2** When overtime is to be performed, the work shall be made available as equitably as possible among employees who are regularly engaged in such work and are qualified to perform such work. A record of overtime work by each employee shall be kept by the Company and available to the Local Union and steward upon request.

## **ARTICLE 7 OFF HOUR CONDITIONS**

**7.1** An employee who is officially designated standby duty shall receive one (1) hour of overtime pay for each day of standby duty.

**7.2** For the purposes of this Agreement, the Company will pay the actual expenses of lodging, travel, and meals per the following schedule when employees are engaged in work for the Company outside of the assigned territory. The assigned territory includes those areas which are within a ten (10) mile radius from the employee's assigned point of dispatch in either:

**7.2.1** Parkston Garage

**7.2.2** Mitchell Tech Solutions Office

**7.2.3** Mount Vernon Garage

**7.2.4** Woonsocket Business Office (including Central Office)

**7.2.5** Employees shall be reimbursed up to a maximum of nine dollars and twenty-five cents (\$9.25) for meals taken when working outside the assigned territory. Employees shall provide a receipt for reimbursement for such meal.

**7.2.6** When attending schools or seminars, the hours that employees will be paid shall be the actual time spent, including travel time. The Network Operations Manager, or his/her designee, shall make the final determination when meals are to be purchased by employees under these conditions.

**7.2.7** If an employee is required to use a personal vehicle, the employee shall be reimbursed at the allowable IRS mileage rate.

**7.3** For the purpose of this Agreement, when working conditions require that work be carried on for a period of two (2) hours beyond the regular workday, an evening meal will be provided. A meal shall also be provided for each additional four (4) hours worked thereafter. An employee taking a lunch and/or meal break will be given up to one (1) hour for the meal without pay. Instead of a meal, employees may complete their work assignment and receive an additional one-half (½) hour of pay at the appropriate rate.

**7.4** For the purpose of this Agreement, if an employee has been required to work sixteen (16) hours or more without interruption, the Company may require or the employee may take a sleep break of not less than eight (8) hours before returning to his/her regular duties.

## **ARTICLE 8 SENIORITY**

**8.1** For the purpose of this Agreement, seniority shall accrue from the first (1<sup>st</sup>) day of employment, provided that the employee shall have completed his/her probationary period. The seniority date for each employee shall be his/her date of employment.

**8.2** Seniority shall, unless otherwise provided in this Agreement, govern in the case of choice of vacation, layoff, or promotion. However, in the case of promotion, the employee must have the proper aptitude and requisite qualifications for seniority to prevail.

**8.3** Seniority shall terminate upon the following circumstances and conditions:

**8.3.1** After a twelve (12) month layoff, voluntary termination, retirement, failure to return after a leave of absence, discharge for cause, or after twelve (12) months of non-occupational disability and/or inability to return to work, or after eighteen (18) months occupational disability and/or inability to return to work.

**8.3.2** The Company may, with the agreement of the Union, bridge seniority for employees who ultimately are able to return to work but whose seniority was interrupted and remained interrupted for a longer period than provided in this section because of layoff, non-occupational disability, or occupational disability. However, the employee must meet all other requirements of return to work.

**8.4** The Company agrees to furnish the Local Union Office a list of the employees within the unit showing the names of all employees in order of their seniority ranking within thirty (30) days after the effective date of this contract, and a revised list semi-annually thereafter. Protests of errors or omissions from seniority rosters must be made to the Company within thirty (30) days from the date of the furnishing of lists, or the lists shall be deemed correct for all purposes.

**8.5** Where two (2) or more employees have the same net credited seniority, seniority between them shall be determined by the alphabetical order of last name, then their first name.

**8.6** When an employee is on any leave of absence granted by the Company, his/her service will be considered as continuous.

## **ARTICLE 9 PROMOTIONS AND TRANSFERS**

**9.1** Whenever the Company has a vacancy, a new position, or other opening, it will post the information on the Employer bulletin board for fourteen (14) calendar days and will respond to the posting within three (3) days. Employees who are legitimately off the job during the posting period shall be entitled to request consideration for the vacancy upon return to work.

**9.2** Vacancies, new positions, or openings will be filled in the order of seniority, provided the senior employee has demonstrated proper aptitude and general qualifications as determined by the Company.

If a senior employee is denied the position, he/she will be notified in writing as to the reason for such denial within three (3) days from the date of denial. This is subject to grievance procedures.

**9.3** The successful candidate for promotion will be given up to sixty (60) calendar days training and trial on the new position.

In order to hold his/her former job rights, an employee must elect to return to his/her former position within sixty (60) calendar days from the date he/she commences the new position. In order to hold former job rights, the employee must ask the Company to accept or reject him/her in the same sixty (60) calendar-day period. The Company shall accept or reject an employee within the sixty (60) calendar-day period from the date of commencement on the new position.

If accepted, the employee will be placed on the pay-rate schedule for the new position by finding a comparable pay-rate schedule for the new position that is closest to the same pay but not lower, and then going up one (1) step to the next higher rate of pay for such position. If the employee is involuntarily rejected, he/she shall return to his/her former position and rate of pay.

**9.4** In the event of any dispute or disagreement as to an employee's satisfactory progress or being adequately trained and competent to perform the job, an employee may request that a determination be made by the Company. The Company's decision shall be final. However, the grievance procedure may be utilized by the employee if he/she believes he/she has been unfairly evaluated.

**9.5** In the event that the Company determines the necessity to create a new position within the unit, the Company shall meet with the CWA International Representative for the purpose of establishing rates of pay for the new position.

## **ARTICLE 10 LAYOFF**

**10.1** In the event that the Company determines that it is necessary to decrease the work force and provide for a layoff, the Company will identify the job titles affected and the following procedures



shall be adopted:

**10.1.1** Concurrent with a layoff notice, the Company will provide to the CWA International Representative an accurate and complete list of all vendors performing bargained-for work, subject to Article 2.1. The Company and the CWA International Representative will immediately discuss ways to minimize the effects and mitigate the layoff.

**10.1.2** The Company shall give fifteen-day (15) work days' notice, in advance, of any layoff.

**10.1.3** The Company will seek volunteers within the affected job titles.

**10.1.4** If there are no volunteers, lay off will occur in order of inverse seniority.

**10.2** Employees on layoff shall continue to be considered employees of the Company during the period of the layoff, and shall accumulate seniority during such layoff, but no other benefits. Employees who are recalled within twelve (12) months of their layoff will be recalled into their previous wage and wage scale. Employees will be terminated twelve (12) months after the date of the layoff and removed from the seniority list of the Company.

**10.3** Whenever the Company determines that the work force may be increased, it shall recall employees based upon their titles in inverse order of the layoff and shall give notice in writing by certified mail, return receipt requested, as to when such employees are expected to return to work, which in no event will be less than ten (10) calendar days. In the event that an employee does not return to work, then the position of that employee may be filled by the next person on the recall list. Any failure to respond to the Company's recall within ten (10) days after the written notice has been sent to the last known address will result in loss of employment unless the employee can establish that at the time of the receipt of the recall notice he/she was unable to respond to the notice and report to work because of medical reasons that can be supported by a doctor's statement.

**10.4** An employee who is not recalled within the twelve (12) month lay-off period will be and he/she shall receive five (5) weeks separation pay.

**10.5** Employees who receive notice of his/her permanent lay-off with no expectation of being recalled, may upon notice of layoff by the Employer, elect at his/her option to receive the five (5) weeks of separation pay. Upon election to receive the separation pay, the employee will be removed from the seniority list, will not be subject to recall, and will not receive any further separation pay.

## **ARTICLE 11 LEAVE OF ABSENCE**

**11.1** Leaves of absence will not be granted except as mutually agreed to by both parties. Leaves of absence, if granted, will be without pay except as hereinafter provided.

**11.2** An employee who has completed his/her probationary period, and who suffers the death of a parent, step-parent, spouse, significant other, child, step-child, mother-in-law, father-in-law, brother

or sister, shall be entitled to three (3) days leave of absence, at straight time pay for the purpose of attending the funeral and/or grieving.

Any employee requested to serve as a pallbearer for a friend or relative shall be paid the necessary time to perform the service at his regular rate of pay.

**11.3** The Company agrees that it will abide by all federal and state laws governing military leave of absence. The employee being given time off, shall be paid the difference between the regular pay and payment received for such military duty for up to ninety (90) calendar days during a calendar year. Notice of call to military service or National Guard camp shall be given at least thirty (30) days in advance to the Company.

**11.4** Leaves of absence for voluntary firefighters, ambulance duties, and civil defense duties shall be granted upon the approval of management.

**11.5** Union leaves of absence may be taken without pay, without loss of seniority or employment status. No more than one (1) member of the bargaining unit may be gone on Union leave of absence at any one time. No leave of absence will be granted under any circumstances in excess of six (6) months, except by mutual agreement of the Company and the CWA International Representative.

## **ARTICLE 12 SICK LEAVE**

**12.1** Any employee contracting or incurring non-service-connected sickness or disability that renders such employee unable to perform the duties of employment on any day that he/she normally would receive pay, shall receive sick leave with pay as provided by this Article. An employee shall notify the Company before his/her scheduled starting time if he/she is unable to report to work because of illness or disability.

**12.2** Employees shall accumulate sick leave at the rate of eight (8) hours per month. No employee shall be entitled to any paid sick leave time until he/she has been employed by the Company for six (6) months. Probationary employees will be granted time off without pay for any incidental illness absences. Employees completing a successful probationary period shall be entitled to all earned sick leave from the date of hire. No sick leave shall be taken by any employee in advance of actually earning sick leave.

**12.3** Any employee who is off the job because of an on-the-job injury shall, at his/her option, be entitled to use his/her accumulated sick leave to supplement his/her wages up to his/her normal wage rate.

**12.4** Sick leave shall be granted to employees when they are incapacitated and cannot perform their duties due to sickness, injury, or confinement. For medical, dental, optical examinations and/or treatment, sick leave will only be allowed for the time required for the examination and/or treatment and travel, and the employee must report to work both before and/or after the examination, treatment and travel. In the event the employee has exhausted his/her sick leave, they may use their accrued vacation in lieu thereof.

**12.5** Employees may use up to three (3) days of their sick leave when a member of their family, (spouse or child), is confined because of contagious or infectious disease which would result in the employee being exposed to the same and making him/her a hazard to the public or fellow employees. An employee may use, in a one-year period, up to ninety-six (96) hour's sick leave because of serious

illness of a spouse, parent, or child.

Illness shall be defined by the employee's physician as serious when it requires the employee's absence from the job. The physician will state in writing to the Company that such illness is serious and requires the employee's absence.

Employees who are off the job because of a contagious or infectious disease in the family or because of a serious illness to a spouse, parent, or child must obtain a doctor's certification before return to work.

Employees may use up to four (4) days of sick leave each year for any illness of a child, spouse, or parent, or to take the member of the immediate family to an appointment with a doctor.

Employees may use up to three (3) days sick leave when their spouse returns home following delivery and termination of pregnancy. Employees who are off because of the maternity situation are not required to obtain a certificate.

**12.6** Sick leave shall be used for sick leave only, and misrepresentation of illness or disability shall result in appropriate disciplinary action (except as provided in Section 12.9, below). An employee who is convalescing from an illness or injury who cannot perform his normal duties shall contact the Company for the purpose of possible assignment to light duty. Failure to contact the Company may likewise subject the employee to disciplinary action.

**12.7** Sick leave will be capped at a maximum of two hundred sixty (260) hours.

**12.8** In the case of a death of an employee, one hundred percent (100%) of accumulated sick leave benefits will be paid to the employee's beneficiary.

### **ARTICLE 13 HOLIDAYS**

**13.1** Employees will be granted paid holidays (eight (8) hours of regular pay) and shall be paid time and one-half (1½) for all hours worked on any holiday in addition to the holiday pay. The holidays are as follows: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day. Christmas Eve afternoon will be given to all employees provided it falls on Monday through Thursday.

**13.2** If a holiday falls on Saturday, then the preceding Friday will be celebrated as a holiday, and if the holiday falls on Sunday, the following Monday shall be celebrated as the holiday.

### **ARTICLE 14 VACATIONS**

**14.1** Employees shall be granted an annual paid vacation for the period specified below, based on the following service requirements:

**Service Requirements****Vacation Period**

After six months	One (1) week vacation
After one (1) year	Two (2) weeks' vacation
After two (2) years	Two (2) weeks' vacation
After three (3) years	Three (3) weeks' vacation
After thirteen (13) years	Four (4) weeks' vacation
After twenty-five (25) years	Five (5) weeks' vacation

**14.1.1** All regular full time employees shall be eligible for a paid vacation at the rate of five (5) working days (forty (40) hours) upon completion of six (6) months of employment and shall be eligible for an additional five (5) working days (forty (40) hours) upon completion of one (1) full year of employment. All regular part-time employee will have their vacation accrual prorated based on the number of hours worked.

**14.1.2** After completing two (2) full years of employment, an employee shall be eligible for vacation at the rate of two (2) weeks (eighty (80) hours) upon completion of each year of employment.

**14.1.3** After completing three (3) full years of employment, an employee shall be eligible for vacation at the rate of three (3) weeks (one hundred twenty (120) hours) upon completion of each year of employment.

**14.1.4** Thereafter, employees shall receive an additional four (4) hours of vacation for each year of completed service through their thirteenth (13) year.

**14.1.5** After completing fifteen (15) full years of employment, an employee shall be eligible for vacation at the rate of four (4) weeks (one hundred sixty (160) hours) upon completion of each year of employment.

**14.1.6** After completing twenty-five (25) full years of employment, an employee shall be eligible for vacation at the rate of five (5) weeks (two hundred (200) hours) upon completion of each year of employment.

**14.1.7** Employees with five (5) weeks of vacation must schedule one (1) week of vacation during the winter months; either prior to April 1 or after November 1.

**14.2** No more than one (1) week of vacation may be carried over to a new calendar year.

**14.3** All vacation time must be scheduled with the supervisor/designee taking into consideration the normal operations of the Company while insuring employees are able to use vacation at desirable periods. At least one (1) week of vacation each calendar year must be taken a full week at a time. All other vacation may be taken in increments of not less than one (1) hour.

**14.4** Temporary employees do not receive vacation credits except those who are reclassified to a regular or full time or part-time status without a break in service. Such employees will be credited with vacation leave accrued at the rate of a regular or full time or part-time employee for the period of the temporary service.

**14.5** If an employee has exhausted all his/her sick leave benefits, that employee may use vacation time as additional sick leave credit.

**14.6** If an employee retires, resigns, or is dismissed without cause, then that employee will be paid the accumulated vacation time for which he/she has earned but not taken.

**14.7** In the event a holiday falls within the employee's vacation period, the holiday will not be charged against the employee's vacation time.

**14.8** An employee who is entitled to vacation benefits shall also be entitled to two and one-half (2½) additional personal leave days per calendar year which shall be taken during the calendar year, shall be scheduled in advance with supervisor/designee, with the understanding that no more than one (1) employee within the unit shall be on personal leave at any one (1) time, and with the understanding that personal leave shall be taken in no less than one (1) hour increments.

## **ARTICLE 15 HEALTH, WELFARE AND RETIREMENT**

**15.1** For the purpose of this Agreement, it is agreed that the Company shall carry for all unit employees the present health and welfare program as is in existence at the time of the execution of this Agreement. It is agreed between the parties, as has been the practice, for the term of this Agreement, the employee's deductible amounts under the health plan will be as follows:

For the term of the Agreement, employees will participate in the "A" health plan as follows:

**15.1.1** The Company will pay eighty five percent (85%) of the premium for the "A" Health Plan. The policy annual deductible for single or two (2) person/family will be one thousand dollars (\$1000) or two thousand dollars (\$2000), respectively for the duration of this contract.

**15.1.2** If an employee so chooses to participate, the Company will reimburse the employee for part of the annual deductible based on plan selected.

**15.1.3** For the A plan, the employee can be reimbursed for his/her deductible up to the first four hundred dollars (\$400) for deductible expenses incurred by the employee for single coverage and up to the first eight hundred dollars (\$800) for deductible expenses incurred by the employee for two (2) person or family coverage.

The difference will be paid back by the Company to the employee to produce a favorable premium. Participation can be achieved by the employee providing a copy of Explanation of Benefit (EOB) claim form to the Company for such reimbursement. However, in the event during the term of this Agreement, the Company is notified of a premium increase, it shall give written notice to the CWA International Representative and to the Local Union Office of a premium increase.

**15.1.4** The parties recognize that the final regulations have not been issued under many provisions of the Patient Protection and Affordable Care Act (ACA). This creates considerable uncertainty regarding the Company's financial obligations to its employees and under this Agreement, particularly as it relates to the Cadillac Tax. As such, this Agreement may be reopened by the Company and all material terms of compensation and fringe benefits (including health benefits) may be subject to negotiation and change as deemed reasonably necessary by the Company to comply with the ACA and/or avoid the Cadillac Tax.

**15.1.5** In any year in which the premium is expected to increase ten percent (10%) or more, the Union agrees to meet to negotiate changing plans or a different cost share arrangement.

**15.2** For the purpose of this Agreement, the Company shall maintain for all employees the retirement program in existence at the time of the execution of this Agreement. The Company will pay six point three percent (6.3 %) of the employee's salary to the NTCA Retirement and Security Program and the employee will contribute another one and one-half percent (1.5%) of his/her salary. The Company will cover the prescribed surcharges which are currently three-point forty-eight percent (3.48%). This agreement may be reopened by the Company if the NTCA surcharge exceeds five percent (5%). Additionally, if the NTCA increases the benefit contribution level during this Agreement to maintain the benefit level, employees will be responsible for any increase over one-half percent (0.5%).

In addition, the Company shall pay one hundred percent (100%) match up to three percent (3%), and an additional one-half percent (0.5%) for employee contributions of four percent (4%) and an additional one-half percent (0.5%) for a contribution of five percent (5%) of the employee's salary into the NTCA Savings Plan. The maximum company contribution will be four percent (4%). Such contributions will be based on W2+ wages as defined by the NTCA Adoption Agreement.

**15.3** For the purpose of this Agreement and subject to the terms of that plan, the Company shall maintain a short-term disability plan that provides employees with thirteen weeks of wage replacement at fifty percent (50%) of their weekly wage per week. As of the effective date of this Agreement, the Company's long-term disability plan will no longer provide for continuation of R&S and Savings Plan contributions when a long-term disability occurs.

## **ARTICLE 16 WORK RULES**

**16.1** Violation of the following rules will be considered just cause for discipline. Depending upon the seriousness of the violations, the employee will be given disciplinary layoff or be discharged. The statement of these rules and appropriate discipline does not limit the right of the Company to discipline or discharge employees for violation of other commonly accepted rules of conduct, subject to just cause, not specifically listed. Those rules are as follows:

**16.1.1** Dishonesty.

**16.1.2** Being under the influence of alcoholic beverages or habit-forming drugs while on Company business.

**16.1.3** Damage or destruction of the property of the Company or other employees due to careless or willful acts.

**16.1.4** Unauthorized removal or use of property belonging to the Company, its tenant, customer or any other employee.

**16.1.5** Insubordination – refusal to obey a reasonable order.

**16.1.6** Performance of duties that fail to meet Company standards or intentional neglect of duty.

**16.1.7** Negligence in observing safety regulations as prescribed by the Board of Directors of the Company.

**16.1.8** Unjustified absence or tardiness that is avoidable. If an employee is to be late or absent, he/she is to call within one (1) hour of his/her scheduled start time to notify the supervisor, if reasonably possible.

**16.1.9** Fighting, gambling or using profane, obscene or abusive language on Company premises or while on Company business.

**16.1.10** Failure to comply with Company safety rules and regulations and failure to comply with OSHA regulations or other local, state or federal safety regulations as may hereafter be promulgated.

## **ARTICLE 17 CONDUCT OF UNION ACTIVITIES**

**17.1** All employees, together with Union officers and representatives, shall not conduct any Union activity or Union business during working hours except as specifically authorized by the provisions of this Agreement. Each employee is expected to perform full-time work except when specifically authorized by the provisions of this Agreement.

**17.2** The authorized representatives of the Union shall be free to visit appropriate work areas affected by this Agreement, at all reasonable hours and shall be permitted to carry on their duties. The authorized representatives of the Union will first notify the General Manager or his/her designated representative no less than two (2) hours before arriving at the facility and there will be no interference with the conduct of the operations in the unit.

**17.3** All stewards referred to in this Agreement shall be regular full-time/part-time employees of the Company. Time spent on contract negotiations during work hours shall be unpaid but shall count towards time worked for the purpose of earning benefits.

**17.4** The steward shall report to his/her immediate supervisor or his/her designee for the purpose of obtaining permission to leave his/her work to perform the duties of steward and shall report back to this supervisor upon returning to his/her work assignment unless the prior consent of the steward's supervisor has been secured.

**17.5** When it is necessary for a steward to enter a work area other than his/her own for the purpose of conducting Union business authorized by this Agreement, he/she shall notify the supervisor of the area of his/her presence and of the nature and purpose of his/her business.

## **ARTICLE 18 BULLETIN BOARDS**

**18.1** The Union shall have the right to post Union notices on the bulletin board in the area used

by the unit personnel. These notices may be posted by the steward, only. No other member of the Union shall be entitled to post notices on the bulletin boards.

**18.2** All bargaining unit employees may wear a CWA pin during work hours designating their union affiliation.

## **ARTICLE 19 GRIEVANCE PROCEDURE AND ARBITRATION**

**19.1** Any dispute relating to the interpretation of or adherence to the terms and provisions of this Agreement shall be handled in accordance with the following procedures.

a. Step 1. The dispute shall be raised within ten (10) working days of the alleged violation, by the affected employee(s), the Steward and/or Local Union Representative with the Supervisor.

b. Step 2. If the grievance is not resolved at Step 1, it shall be reduced to writing and submitted to the other party within ten (10) working days following the conclusion of the Step 1 meeting. The written grievance must set forth the issue in dispute, the provisions of the Agreement allegedly violated, and the relief requested. The dispute shall then be discussed within seven (7) working days from submission of the written grievance by the steward, or the Local Union representative and the Company's General Manager.

c. Step 3. If the grievance is not satisfactorily resolved at Step 2, the Union may refer the matter to Arbitration. Any demand for arbitration shall be in writing and must be received by the Company within fifteen (15) working days following the conclusion of Step 2 Meeting.

d. The Company and the Union shall attempt to agree on a neutral arbitrator who shall hear and determine the dispute. If no agreement is reached, the arbitrator shall be selected from a list of seven (7) arbitrators, provided by the Federal Mediation and Conciliation Service. The arbitrator shall be chosen by alternate striking of the seven arbitrators until a single arbitrator remains, who shall be the arbitrator. The party moving to arbitration shall pay the filing fees. The party who strikes first shall be determined randomly by the parties.

**19.2** The time periods set forth in this Article shall be absolute and failure to comply with those timeframes shall be deemed a waiver of the grievance unless the parties mutually agree in writing to extend those time periods(s). The Arbitrator shall have no authority to consider any grievance which does not comply with the deadlines.

**19.3** The authority of the arbitrator shall be limited to making an award relating to the interpretation of or adherence to the written provisions of this Agreement, and the arbitrator shall have no authority to add to, subtract from or modify in any manner, the terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised and the written grievance. The decision of the arbitrator shall be in writing and shall set forth fully the basis upon



which the decision is made together with the specific provisions of the Agreement relied upon. The arbitrator's decision shall be final and binding on the parties.

**19.4** The Company and the Union shall share equally in any cost of the arbitration. Each party shall bear the expenses of preparing and presenting its own case.

## **ARTICLE 20 STRIKE AND LOCKOUT**

**20.1** During the term of this Agreement, the Union will not cause, authorize, promote, or encourage its members to participate in any sit down, stay in, slow down, sympathetic or general strike, or any curtailment of work or restriction of production, or interference of production of the Company, except for the Company's failure to comply with the decision as rendered by an arbitrator. The Company reserves the right to discipline or discharge any employee taking part in any violation of this section of the Agreement.

**20.2** The Company will not lock out the employees nor engage in layoffs or the purpose of producing a lockout effect, rather than the proper purpose of the layoffs where there truly exists the lack of work or economic inability to perform, and layoffs are the unfortunate result.

## **ARTICLE 21 MANAGEMENT PEROGATIVES**

**21.1** The following functions are solely within the province of management and the Company reserves the following rights:

**21.1.1** The determination of the services to be rendered.

**21.1.2** The location of the business, including the establishment of new units, and the relocation or closing of old units.

**21.1.3** The determination of the layout and the equipment and property to be used in the business. The process, technique, material to be used and acceptable quantity of work.

**21.1.4** The determination of the financial policy including general accounting procedures, and customer relations.

**21.1.5** The determination of the management organization of the unit, the selection of employees for promotion to supervisors, and other managerial positions.

**21.1.6** The determination of the size of the work force, the allocation, assignment and reassignment of work to workers, to create, modify and abolish jobs and job classifications, to establish and modify rules and practices, including safety, disciplinary, and work rules and

practices, to establish and modify the policies affecting the selection, hiring and training of employees, establishment of quality standards and judgment of workmanship required. To establish and modify light duty programs and positions. However, should there be a dispute as to the performance of workmanship of an individual employee; this may be subject to the grievance procedure.

**21.1.7** The right to establish and modify any lawful drug and alcohol policies.

**21.1.8** The right to exercise its discretion on the increase or decrease of the work force, including layoff and the discharge of employees, subject to the employee's rights under this Agreement.

**21.1.9** Any rights, powers, or authority the Company had prior to the signing of this Agreement are retained by the Company except those specifically abridged, delegated, granted or modified by this Agreement, and any supplemental Agreements that may hereinafter be made.

**21.2** Management's rights and prerogatives shall not be exercised arbitrarily or unfairly to any unit employee and shall not be exercised to violate any provision of this contract. No rule, procedure, or practice of the Company shall be contrary to any provision of this Agreement.

## **ARTICLE 22 JURY DUTY**

**22.1** When an employee is called for service as a juror, he/she will be paid the difference between the pay he/she receives for such service and the amount of regular hourly earnings lost by him/her by reason of such service up to a limit of eight (8) hours per day and up to a maximum of forty (40) hours.

**22.2** When an employee is selected to serve as a member of a jury trying a case, he/she shall report to work at any time while the case is not in trial.

**22.3** When an employee is serving as a member of a jury panel, but is not selected to try a case, and is excused for both a definite or indefinite period, he/she shall report for work. He/she shall advise his/her immediate supervisor as to when he/she is required to report back to court as a member of the jury panel.

**22.4** In order to receive the payment referred to above, an employee must furnish to the Company a certification from the office of the judge or the clerk of courts, which certifies the actual amount of pay that the employee received while serving as a juror on any case or cases.

**ARTICLE 23  
SAVINGS CLAUSE**

**23.1** In the event that any of the Articles or Sections of this Agreement shall be in conflict with, or inconsistent with any applicable state or federal laws or any regulation or decisions thereunder, such Articles or Sections shall be determined to be null and void to the extent of such conflict or inconsistency. Such invalidity or ineffectiveness shall not in any manner affect the validity or the effectiveness of any other Articles or Sections of this Agreement.

**23.2** Whenever any applicable state or federal laws or any regulations or decisions thereunder shall affect only the administration of any Articles or Sections of this Agreement, then such administration shall thereafter be in conformity with such applicable state or federal laws or any regulations or decisions thereunder.

**ARTICLE 24  
DISCIPLINE**

**24.1** No employee shall be disciplined or discharged except for just cause, with a copy of such notice sent to the Local Union Office at the time of the discipline or discharge. However, any employee disputing the validity of said discipline or discharge may do so under the grievance procedure as outlined in this Agreement, if the dispute is brought to the Company's attention in writing within ten (10) working days of the discipline or discharge. The time limit prescribed may be altered by mutual agreement of the parties.

**24.2** Any and all written negative or discipline records shall be removed from the employee's personnel file after a period of five (5) years.

**ARTICLE 25  
COMPLETE AGREEMENT**

**25.1** This Agreement expresses a full and complete understanding of the parties on the subject of wages, working conditions, hours of labor, and the conditions of employment including the method of wage payment. This mutual understanding has been reached after many hours of collective bargaining and represents concessions that have been made by both parties in order to reach an understanding. Any subjective matter not mentioned herein is hereby specifically waived, and it is agreed that neither the Union, nor the Company will present any demands for claims not included herein during the life of this Agreement, unless it is subsequently agreed by both parties that the changes in or amendments to this Agreement are desirable.

**ARTICLE 26  
WORKING CONDITIONS**

**26.1** Each employee shall be expected to work diligently and earnestly during the working period of each day, on such activities as are outlined and assigned to him/her by the Company.

**26.2** The Company will provide the employees with the necessary tools and safety equipment to

do their work. The Company will reimburse the employee for tools that are broken and replaced within thirty (30) calendar days after approval by the supervisor and subsequently purchased by the Employee.

**26.3** Each employee will be expected to follow all reasonable safety rules made by the Company, and refusal to comply with safety directions will be cause for disciplinary action as provided by this Agreement.

**26.4** The Company will provide hard-toed boots on an as needed basis for Construction Workers, Combination Technicians and other positions which the Company determines there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole.

**26.4** The Company will provide a uniform allowance of two-hundred dollars (\$200.00) per calendar year for essential safety, work performance, and company brand recognition; for the following employees: Construction Workers, Combination Technician, COE Technician, Network Technician, and Senior Wireless Technician.

**26.4.1** Uniforms are defined as shirts, pants, heavy coat, light coat, gloves, hat, stocking cap (winter), hard-toed boots for positions not described in Section 26.4 above, and coveralls.

**26.4.2.** The shipping and handling of the clothing and stitching of the Logo shall not be subtracted from clothing allowance.

**26.5** For inside office employees (Accountant, Customer Account Representative, Receptionist, Technical Support Specialist, Service Order Coordinator, Computer Technician, Plant Clerk, and Public Affair Coordinator, the Company will provide a company branded clothing allowance of one-hundred dollars (\$100.00) per calendar year. The shipping and handling of the clothing and stitching of the logo shall not be subtracted from clothing allowance.

**26.6** New hires in positions described in section 26.5 above, will also receive five (5) uniform shirts upon completion of their probationary period. Uniform choices will be made by management with input from the two (2) Local Union designated representatives. Employees will receive a June 30<sup>th</sup> update regarding current unused balance.

**26.7.** Normally employees will not be required to work out-of-doors during inclement unless the work is necessary to restore service, maintain service, or protect property.

**26.8** Employees may, at their option, choose to take vacation time or leave without pay during the period of inclement weather.

**26.9** There shall be no obligation for employees to reside in the Santel Communications Cooperative service area.

## **ARTICLE 27 DUES, CHECK-OFF AND WITHHOLDING**

**27.1** During the term of this Agreement, the Company will honor a voluntarily signed written authorization form, from each employee who is or becomes a member of the Union, authorizing the Company to deduct, on a bi-weekly basis, from the employee's earnings such membership dues and initiation fees uniformly established and levied in accordance with the Constitution and By-laws of

the Union, and to send the same, together with a record of those employees from whom deductions have been made to the designated financial office of the Union not later than the fifteenth (15<sup>th</sup>) day of the following calendar month in which such deductions were made.

**27.2** The standard voluntary check-off authorization and assignment forms supplied by the Communications Workers of America shall be used. (A copy is attached as Exhibit A.)

**27.3** During the term of this Agreement, the Company will honor a written authorization form from each employee who chooses to do so, to deduct each calendar month from the employee's earnings an amount to be designated by the employee for remission to the NTCA Savings Plan in which unit employees participate. The Company will also honor a written authorization form to deduct each calendar month from the employee's earnings an amount designated by the employee for remission to the Huron Telco Federal Credit Union and/or the NTCA Savings Plan Loan Program.

**27.4** The Company will deduct from the wages of a bargaining unit employee the amount so indicated on the form, which will then be paid to the Union for the purpose of funding the CWA COPE Program, when it is furnished a written individual payroll deduction authorization form voluntarily executed by an employee covered under the terms of this Agreement.

## **ARTICLE 28 TERMINATION CHARGE**

**28.1** All employees who attend school or training programs that last an entire week or more, shall have the cost and expense of such education and training charged to the employees, but the cost shall be reduced by 1/36th each month after completion of such training or education. Any employee who leaves the Company's employment for any reason shall reimburse the Company for the non-earned balance of such education or training, and the Company may deduct from any moneys due the employee the amount or amounts remaining due, if sufficient. The employee shall be expected to repay the Company the unpaid amount of his/her training costs when leaving the employment of the Company within ninety (90) days.

## **ARTICLE 29 TELEPHONE CONCESSION**

**29.1** All regular full-time employees, if living in the Santel Communications service area, will receive one telephone service with standard features, one 20 Mbps Internet connection (if available) and up to three TV set-top boxes (one of which may be a DVR set-top box with high-definition channels), and standard programming where available at no charge. Additional features, set-top boxes, premium channels and services, including applicable taxes and fees, will be charged to the employee. Employees who retire from the Company with 25 years or more of service shall be eligible to receive FiberMaxx Starter internet service (currently 25/3 Mbps) through the Company.

## **ARTICLE 30 DIFFERENTIAL**

**30.1** If an employee is working on a tower twenty-five (25) feet or higher, the employee will

receive two (2) times their base wage for that time.

### **ARTICLE 31 DURATION**

**31.1** This Agreement shall be effective as of the 1<sup>st</sup> day of October 2023 and shall remain in full force and effect until the thirtieth (30<sup>th</sup>) day of September 2026. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least sixty (60) days prior to the termination date that it desires to extend or re-negotiate a new Agreement. In the event that such notice is given, negotiations shall commence at the earliest opportunity. This Agreement shall remain in full force and effect during the period of negotiations, or until otherwise mutually terminated in writing by the parties.

**Schedule "A"**  
**Wages**

The October 1, 2023 rates will be paid out on October 13, 2023 (which includes hours worked from September 23, 2023 through October 6, 2023).

The October 1, 2024 rates will be paid out on October 11, 2024 (which includes hours worked from September 21 through October 14, 2024).

The October 1, 2025 rates will be paid out on October 10, 2025 (which includes hours worked from September 20 through October 3, 2025).

Thereafter, any pay rate change takes effect on the first day of the new regularly scheduled pay period in which the step increase falls.

For schedule A, 7<sup>th</sup> month of employment is Step 1, 13<sup>th</sup> month is Step 2, 25<sup>th</sup> month is Step 3, 37<sup>th</sup> month is Step 4, 49<sup>th</sup> month is Step 5, and 61<sup>st</sup> month is Step 6.

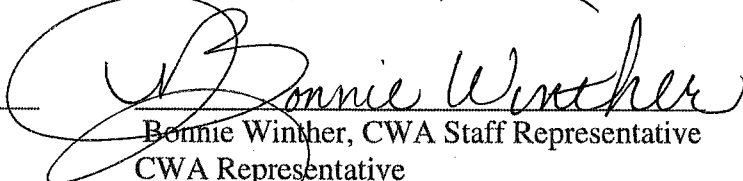
IN WITNESS WHEREOF, the parties have hereunto set their hands the day and year first written above.

**SANTEL COMMUNICATIONS  
COOPERATIVE**

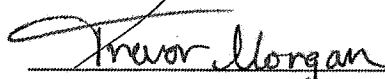
**COMMUNICATIONS WORKERS OF  
AMERICA, AFL-CIO, CLC**



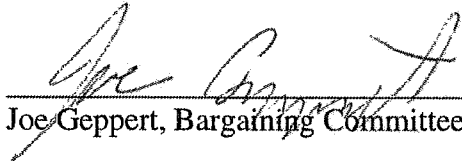
Jerry Jensen  
President



Bonnie Winther, CWA Staff Representative  
CWA Representative

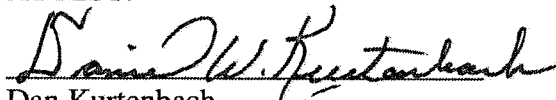


Trevor Morgan, Bargaining Committee Member



Joe Geppert, Bargaining Committee Member

ATTEST:



Dan Kurtenbach  
Secretary

**WAGE SCHEDULE "A" OCTOBER 1, 2023 TO SEPTEMBER 30, 2024**

	<b>Central Office Equipment</b>	<b>Customer Account Representative</b>	<b>Accountant</b>	<b>Technical Support Specialist</b>
start	28.63	23.65	24.61	25.78
step 1	30.08	24.53	25.57	26.72
step 2	31.55	25.42	26.49	27.66
step 3	34.47	26.31	27.44	28.61
step 4	37.40	27.20	28.38	29.55
step 5	40.31	28.09	29.33	30.49
step 6	43.25	29.00	30.26	31.44

	<b>Technician</b>	<b>Custodian</b>	<b>Computer Technician</b>	<b>Network Technician</b>
start	28.46	21.30	22.06	26.46
step 1	29.59	22.06	22.86	27.58
step 2	30.74	22.83	23.68	28.69
step 3	31.88	23.59	24.50	29.82
step 4	33.03	24.37	25.29	30.94
step 5	34.17	25.13	26.10	32.07
step 6	35.30	25.88	26.90	33.19

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	28.10	26.63	32.26	28.17
step 1	29.53	27.95	33.60	29.60
step 2	30.95	29.28	34.95	31.04
step 3	33.81	31.93	36.30	33.89
step 4	36.66	34.59	37.64	36.75
step 5	39.51	37.23	38.99	39.62
step 6	42.37	39.90	40.34	42.48

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Tier 2 (Hired after 1/1/2017)

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	23.07	21.82	23.12	23.12
step 1	24.28	22.96	24.34	24.34
step 2	25.49	24.11	25.56	25.56
step 3	26.71	25.26	26.76	26.76
step 4	27.92	26.42	27.99	27.99
step 5	29.14	27.56	29.20	29.20
step 6	30.36	28.71	30.42	30.42
step 7	30.95	29.28	32.26	33.89
step 8	33.81	31.93	33.57	36.75



**WAGE SCHEDULE "A" OCTOBER 1, 2024 TO SEPTEMBER 30, 2025**

	<b>Central Office Equipment</b>	<b>Customer Account Representative</b>	<b>Accountant</b>	<b>Technical Support Specialist</b>
start	29.78	24.59	25.60	26.81
step 1	31.29	25.51	26.59	27.79
step 2	32.81	26.44	27.55	28.76
step 3	35.85	27.37	28.53	29.76
step 4	38.90	28.28	29.52	30.73
step 5	41.92	29.21	30.50	31.71
step 6	44.98	30.16	31.47	32.69

	<b>Technician</b>	<b>Custodian</b>	<b>Computer Technician</b>	<b>Network Technician</b>
start	29.59	22.16	22.94	27.52
step 1	30.77	22.94	23.77	28.69
step 2	31.97	23.74	24.62	29.83
step 3	33.15	24.54	25.48	31.01
step 4	34.35	25.35	26.31	32.18
step 5	35.53	26.13	27.15	33.35
step 6	36.71	26.92	27.98	34.52

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	29.22	27.69	33.55	29.30
step 1	30.71	29.07	34.94	30.78
step 2	32.19	30.46	36.35	32.28
step 3	35.16	33.21	37.75	35.25
step 4	38.12	35.97	39.15	38.22
step 5	41.09	38.72	40.55	41.20
step 6	44.06	41.50	41.95	44.18

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Tier 2 (Hired after 1/1/2017)

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	23.99	22.69	24.05	24.05
step 1	25.25	23.88	25.31	25.31
step 2	26.51	25.07	26.58	26.58
step 3	27.78	26.27	27.84	27.84
step 4	29.04	27.47	29.11	29.11
step 5	30.30	28.67	30.37	30.37
step 6	31.57	29.86	31.64	31.64
step 7	32.19	30.46	33.55	35.25
step 8	35.16	33.21	34.91	38.22

**WAGE SCHEDULE "A" OCTOBER 1, 2025 TO SEPTEMBER 30, 2026**

	<b>Central Office Equipment</b>	<b>Customer Account Representative</b>	<b>Accountant</b>	<b>Technical Support Specialist</b>
start	30.67	25.33	26.36	27.61
step 1	32.22	26.27	27.39	28.63
step 2	33.80	27.23	28.38	29.63
step 3	36.93	28.19	29.39	30.65
step 4	40.06	29.13	30.40	31.65
step 5	43.18	30.09	31.41	32.66
step 6	46.33	31.07	32.42	33.68

	<b>Technician</b>	<b>Custodian</b>	<b>Computer Technician</b>	<b>Network Technician</b>
start	30.48	22.82	23.63	28.34
step 1	31.70	23.63	24.49	29.55
step 2	32.93	24.45	25.36	30.73
step 3	34.15	25.27	26.24	31.94
step 4	35.38	26.11	27.10	33.15
step 5	36.60	26.92	27.96	34.35
step 6	37.81	27.73	28.82	35.55

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	30.10	28.52	34.55	30.18
step 1	31.63	29.94	35.99	31.71
step 2	33.16	31.37	37.44	33.25
step 3	36.22	34.20	38.88	36.31
step 4	39.27	37.05	40.32	39.37
step 5	42.32	39.88	41.76	42.44
step 6	45.38	42.74	43.21	45.51

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Tier 2 (Hired after 1/1/2017)

	<b>Construction Worker</b>	<b>Plant Clerk</b>	<b>Senior Wireless Technician</b>	<b>Combo Technician</b>
start	24.71	23.37	24.77	24.77
step 1	26.00	24.60	26.07	26.07
step 2	27.31	25.82	27.38	27.38
step 3	28.61	27.06	28.67	28.67
step 4	29.91	28.30	29.99	29.99
step 5	31.21	29.52	31.28	31.28
step 6	32.52	30.75	32.58	32.58
step 7	33.16	31.37	34.55	36.31
step 8	36.22	34.20	35.96	39.37