

AGREEMENT

BETWEEN

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 3371

AND

LESLIE COUNTY TELEPHONE COMPANY

Effective January 21, 2025 through January 20, 2027

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## ARTICLE 1

### MANAGEMENT RIGHTS AND LEGALITY

#### Section 1 Management Rights

The Company shall have the right to manage the business, including, but not limited to, the right to control and supervise all operations and direct all working forces, to maintain discipline among employees, to determine and change from time to time methods, processes and working procedures to be used, to establish reasonable work rules, to hire, promote, assign and transfer employees, to increase or decrease the number of employees, to assign work and duties to employees in accordance with the Company's determination of the needs of the respective jobs, to lay off employees, and to suspend, discipline, or discharge employees for just cause. The right and responsibility of the Company to establish, determine, maintain and enforce standards of telephone service is fully recognized. This article does not authorize the Company, in the exercise of the foregoing rights, to violate any provision of this Agreement, and any claim by the Union that the Company's exercise of the foregoing rights is in violation of this Agreement is subject to the Grievance Procedure.

#### Section 2 Contract Labor

Nothing in the Agreement shall be construed to limit the right of the Company to employ contract labor as necessary as long as it does not cause the layoff of any regular, full-time, or part-time employee.

#### Section 3 Legality

It is understood and agreed that any part of this Agreement that may be construed by State or Federal authority to be in conflict with any laws shall be inoperative, but all other provisions shall continue in full force and effect.

## ARTICLE 2

### NON-DISCRIMINATION

It is agreed by the Company and the Union that the provisions of this Agreement shall be applied lawfully to all covered employees without regard to age, race, color, religion, national origin, gender, gender identity, genetic information, disability that may be reasonably accommodated, sexual orientation, military/veteran status, or any other legally prohibited basis.

### **ARTICLE 3**

#### **RECOGNITION**

The Company recognizes the Union as the exclusive collective bargaining agent for all regular full-time and part-time bargaining unit employees, including probationary employees subject to the limitation contained in this Agreement, in the job titles: Field Service Technician (FST), FST - Network, FST - Network Specialist, and Assistant - Field Services employed at the Company's facilities located in the Hyden, Kentucky locations as certified by the National Labor Relations Board in 09-RC-255716, with respect to wages, hours of employment and other conditions of employment for employees performing work in those job titles and at those locations.

### **ARTICLE 4**

#### **RESPONSIBLE UNION-COMPANY RELATIONSHIP**

The Company and the Union recognize it is in the best interests of both parties, employees and the public that all dealings between them be characterized by mutual responsibility and respect. To ensure this relationship continues and improves, both parties agree that their respective representatives at all levels will apply the terms of this Agreement in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

Each party shall bring to the attention of all employees in the unit their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to ensure adherence to this purpose.

The long-term success of the Company and the Union are interrelated and dependent upon our meeting the needs of our customers. The Union, through its membership, has a vital role in the overall success of the Company's operations. Consequently, each party shall participate in the open exchange of information to the fullest extent possible.

Organizational and technological innovations are necessary and inevitable. We believe that every employee has both the ability and responsibility to contribute to the goals of the organization - in return, the Company will treat every employee with dignity and respect.

Both parties have the responsibility to assure this improving relationship exists, is endorsed and communicated throughout all levels of the Company and the Union.

### **ARTICLE 5**

#### **STRIKES AND LOCKOUTS**

##### **Section 1 No Strike**

The Union, its officers, agents, members and employees covered by this Agreement agree that so long as this Agreement is in effect, there shall be no strikes, sit-downs, slowdowns, walkouts,

sabotage, stoppage of work, boycotts, or any cessation of work or any unlawful acts that interfere with the Company's operation.

**Section 2 No Lockout**

The Company agrees that so long as this Agreement is in effect, there shall be no lockouts.

**Section 3**

It is understood that should either party violate this article the parties shall be subject to penalties under the National Labor Relations Act. Employees in violation of this article may be subject to discipline up to and including discharge

**ARTICLE 6**

**PAYROLL DUES DEDUCTION**

**Section 1**

The Company agrees to make collection of Union dues or an amount equal thereto from any eligible employee through payroll deduction upon the order in writing signed by such employee and to pay over the amount thus deducted to the Union. The Company will continue to make such payroll deductions for employees who have properly executed dues deduction cards on file. Except as provided below, or as otherwise provided by applicable law, all cards may only be revoked during the 10 day period preceding the expiration date of this Agreement and the same 10 day period each year during the life of this Agreement.

- A. Cancellations by employees of such written authorization for payroll deductions must be in writing and the Company agrees to notify the Union forthwith of the receipt of any such written cancellations.
- B. Such cancellation requests must be sent individually by USPS mail to the Payroll Department with a copy to the Union postmarked during one of the 10 day periods described above. The Company shall cease such deductions the month after the receipt by the Company of the certified notice.
- C. The Union may, by written notice (over the signature of its Secretary) given to the Company, terminate, with respect to any employee, the obligation and right of the Company to make such deductions. The Company shall give notice of such termination to the employee.
- D. Cancellation of such dues deductions will be made by the Company on the transfer or promotion of an employee to an ineligible position effective the first payroll period following the transfer or promotion and will notify the Union of such cancellation.

**Section 2**

The Company agrees to make collection of CWA-COPE-PAC payments of any bargaining unit employee through payroll deduction upon the order in writing, signed by such employee, and to pay over the amount thus deducted to the CWA-COPE-PAC.

**Section 3**

The employer shall furnish the Union a monthly statement within 10 days of the close of the calendar month in which dues were deducted. The statement will be sent in electronic format including the following information for each employee having dues fee deduction authorization or bonus/profit sharing on file:

- First name, last name, and middle initial (when applicable)
- Amount or dues or fees deducted
- Payroll ID, social security number, or other unique identifier
- Hourly Pay Rate (actual hourly rate, not calculated based on hours worked)
- Rate of Pay
- Job classification or title
- Work or report location
- Mailing address, including City, State, and ZIP
- NCS or hire date
- Local number
- Date of Birth

In addition, the statement will include Bargaining Unit employees for whom the Employer has not made a dues or fees deduction with an appropriate explanation (i.e., "on leave", "no shift worked", etc.) The statement will note or explain changes such as new hires, pay increases, leaves of absence, return from leave, change of address, termination of employment, etc.

**Section 4**

Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period from such effective date or, in the case of employees entering into the bargaining unit after the effective date on or after the thirtieth day of such entrance, whichever of these dates is later, until the termination of this Agreement. (For the purpose of this article, "employee" shall mean any person entering into the bargaining unit.)

The Union shall indemnify, save and hold harmless the Company against any form of loss or liability arising out of any action taken or omitted to be taken by the Company at the request of the Union under this section.

**ARTICLE 7**  
**UNION ACTIVITY**

**Section 1**

The Company agrees that it will not promote or transfer any duly certified local Union representative without the consent of the appropriate CWA representative if such promotion or transfer affects his/her status as a representative of the Union.

- A. The Company shall first discuss the proposed promotion or transfer with the employee and if the employee desires the promotion or transfer, then the Company shall give the appropriate CWA representative not less than 2 weeks written notice of the proposed promotion or transfer and the appropriate CWA representative shall conclusively be presumed to have consented, unless within 2 weeks after receiving such written notification he/she advises the Company in writing that he/she does not consent.
- B. This Section does not apply to temporary transfers; however, elected local Union officers who have local-wide jurisdiction in all departments shall not be transferred involuntarily.

**Section 2**

The Union shall be permitted adequate space to place one (1) bulletin board on Company property.

- A. Union bulletin boards shall conform with those in use by the Company when in adjacent locations and when not in adjacent locations, they shall conform with the character of the quarters in which they are located.
- B. The Union bulletin boards shall be plainly designated as Union bulletin boards.
- C. The Union bulletin boards shall be furnished, installed and maintained by the Union without cost to the Company.
- D. The Union bulletin boards shall be confined to use by the Union for such matters as announcements of Union meetings, social functions, nomination and election of Union officers, information bulletins containing only factual reports of the progress of results of Union-Management negotiations, and such other matters as may be considered as non-controversial and not derogatory of the Company or its personnel.

**Section 3**

Neither the Union nor its members shall carry on Union activities on Company time, nor shall such activities occur on Company premises except as set forth in the following sub-sections:

- A. Union members who are also employees may solicit members, distribute Union literature and carry on similar Union organization work outside of working periods in space where no Company operations or administrative work is being performed.
- B. Any such solicitation and organization work shall be limited to small groups of employees (not to exceed 8) and shall not be carried on for any considerably continuous period and shall not interfere with the operations of the Company or the use of the space by other employees for the purposes for which the space is intended.

#### **Section 4**

If a certified Union representative is a Company employee on leave, or is a former employee, he/she may exercise the rights to engage in Union activities on Company property outlined in "Section 3" above. The Union agrees to save the Company harmless from any claims for accidental injury or loss occurring to such representatives or their property, while on Company premises.

#### **Section 5**

The designated CWA Representative for the area will be electronically notified by the designated Company representative at the same time as the local manager when new employees are hired or transferred into their Local. Notification will include the employee's name, work location, report date, and the name of the supervisor to whom the employee reports.

- A. The local Union President or his/her designee will arrange with the supervisor designated above to meet with newly-hired or transferred employees as part of the overall orientation process for the purpose of furnishing them with information about the Union. The meeting will be limited to a maximum of 30 minutes and may be coupled with a relief or lunch period. When appropriate for coverage of transferees, group meetings may be arranged. Time spent during the basic scheduled work period for each employee will be paid as time worked.
- B. In addition, the Company also agrees to introduce employees transferring into different work groups to the local Union Job Steward assigned to that area.

#### **Section 6**

The Company agrees that it will not discipline an employee for violating any provision of this Agreement solely because he/she refuses to cross an authorized picket line established in connection with a lawful strike by the employees of another employer at premises where such striking employees were working.

#### **Section 7**

At a meeting between the Company and an employee in which discipline (warning to be placed in the personnel file, suspension, demotion or discharge) is to be announced, the Union representative from the employee's work group, if available, may be present if the employee so requests. The Union representative shall suffer no loss of pay for time consumed in such meeting.



At any investigatory interview between a representative of the Company and an employee, wherein the employee reasonably believes that the information obtained may be used as the basis for disciplinary action against the interviewed employee, a Union representative may be present if the employee so requests. The Union representative shall be paid by the Company for time consumed in an investigatory interview with Asset Protection.

**Section 8**

Certified Union Representatives in the employ of the Company shall suffer no loss of pay to attend any joint meetings between the parties or with Company officials.

**ARTICLE 8  
SENIORITY**

**Section 1**

Seniority shall mean the total length of continuous service with the Company or its predecessors from the employee’s most recent date of hire. Continuous service shall be terminated when the employee:

1. Voluntary termination of employment by the employee, including three (3) consecutive workdays without notice.
2. Discharge for just cause.
3. Is laid off for more than twenty-four (24) months.

**Section 2**

Any member of the bargaining unit who leaves the service of the Company and is subsequently re-employed shall, after he/she has completed twenty-four (24) months of service since his/her most recent date of hire, receive credit for his/her previous service with the Company or its predecessors.

**Section 3**

In matters relating to assignment of hours and vacations, layoffs, rehiring after layoffs, voluntary transfers, involuntary transfers and promotions, seniority shall govern in conjunction with Article #9 (Vacancy)

**Section 4**

In the event of a force reduction/lay-off in any job title within the Bargaining Unit, seniority among the employees holding the job title to be reduced, shall govern the process. The employee with the least seniority, as established in Section 1 above, shall be the employee affected by the force reduction/lay-off.

- A. In the event of a force reduction/lay-off the displaced junior employee shall have the right to:
  1. Displace a junior employee in any title within the Bargaining Unit he/she has previously held or is qualified to perform.

2. Any employee displaced as a result of A-1 above shall have the right to exercise his/her right under A-1 above.
3. The preceding procedure will apply until the necessary force reduction/lay-off is accomplished.

**Section 5**

An employee who transfers out of the Bargaining Unit into supervision shall retain his/her seniority as of the date of said transfer for a period of twelve (12) months.

**Section 6**

Employees elected to or appointed to public or Union office shall continue to accumulate seniority for up to twenty-four (24) months.

**Section 7**

All new employees shall be considered as probationary employees for a period of six (6) months. During the probationary period, the Company retains the right to lay-off, terminate, transfer or discipline such employee. Probationary employees will be subject to the full grievance procedure but shall not be subject to arbitration. Upon completion of the probationary period, the employee shall be given seniority credit as a regular employee and immediately credited with the time which has accumulated during the probationary period.

**ARTICLE 9**

**VACANCY**

**Section 1**

Job vacancies within the Bargaining Unit shall be posted for six (6) business days using an on-line posting process before being filled. The job bid will state the data necessary to enable employees to evaluate the job, including the reporting location, the hours of work, necessary qualifications, and the title/wage scale classification of the job vacancy. The Company will provide the Union President a copy of the job posting.

**Section 2**

Upon completion of the posting period the Company will review the list of employees who have bid on the job. The parties recognize the responsibility of the Company for the efficient operation of the business, it is understood and agreed that, as between two (2) or more qualified bidders the job shall be awarded to the senior qualified bidder, as determined by necessary qualifications outlined in the job bid

**Section 3**

If no qualified employee bids on the job vacancy within the period that the job bid is posted, then the Company may fill the vacancy with a new employee. The Company, at its sole discretion, may offer, modify or terminate a sign on bonus to a new hire to fill a position without further bargaining. The amount of the sign on bonus and payment terms will be determined at the time of posting,

**Section 4**

All employees who bid on the job vacancy will be notified promptly, at the conclusion of the selection period, of the Company's decision in awarding the job.

**Section 5**

Employees who are awarded the job in accordance with Section 2 above shall be placed on the job within thirty (30) days.

**Section 6**

If an employee is transferred/assigned to a higher rated job on a temporary basis, the employee shall receive pay for which the higher rated job calls for and to which the employee is assigned. A temporary basis is defined as a duration of two (2) hours or longer in a given work day.

- A. In the event any employee is temporarily transferred/assigned to a lower rated job the employee will receive his/her higher rate of pay for such period.
- B. Temporary transfers/assignments will be offered in order of seniority among qualified employees on a voluntary basis. Should no employees volunteer, the temporary transfer/assignment shall be assigned to the most junior qualified employee.
- C. A temporary transfer/assignment which has continued for more than six (6) weeks shall be filled by a vacancy posting under Section 1 above. The job will be awarded in accordance with the above Article.

**ARTICLE 10**

**HOURS OF WORK**

**Section 1 Payroll/Work Week**

The payroll week for employees begins at 12:01 a.m. on Sunday and ends at 12:00 midnight on Saturday.

The work week for all employees begins at 12:01 a.m. on Monday and ends at 12:00 midnight the following Sunday.

## **Section 2 Normal Work Week**

The normal work week for Field Services is Monday through Friday. It is recognized that the Company may assign employees to work Tuesday through Saturday as a normal work week, these assignments are to be rotated among the employees in each of the assigned job titles/classifications. The rotation should be offered by seniority to each employee, if there are no volunteers, work will be assigned to the junior most employee. If Saturday assignments are to be regularly reoccurring the assignment will be rotated up the seniority list in subsequent weeks. The goal is to ensure an equal distribution of weekend work throughout the year.

A normal work week shall consist of five (5), eight (8) hour tours or four (10) hour tours in a calendar week, forty (40) hours minimum.

## **Section 3 Normal Work Day**

The normal work day shall be one (1) tour in a normal work week, as defined above. Either eight (8) hours per day with a one (1) hour unpaid lunch or ten (10) hours per day with a one hour unpaid lunch. Employees shall have two (2) paid break periods of fifteen (15) minutes each day. The Company will have the right to set schedules due to business requirements as listed below provided Article 8 (Seniority), Section 3 is followed:

- **Eight Hour Shifts**
- 7:00 a.m. – 4:00 p.m.
- 8:00 a.m. – 5:00 p.m.
- 9:00 a.m. – 6:00 p.m.
- **Ten Hour Shifts**
- 7:00 a.m. – 6:00 p.m.

## **Section 4**

At least one (1) week/seven (7) calendar days' notice will be given to affected employees when shifts need to be changed or scheduled maintenance window work is required. (This requirement can be waived if the employee volunteers)

## **ARTICLE 11 OVERTIME**

### **Section 1 Overtime**

Wages at the rate of time and one-half (1-1/2) the employee's regular hourly wage will be paid for all work performed in excess of forty (40) hours in one (1) work week. Holiday hours are included in hours worked for overtime purposes.

**Section 2 No Pyramiding**

There shall be no pyramiding or duplication of overtime or premium pay.

**Section 3 Notice**

Except in emergencies and circumstances in which the requirement for overtime was not known in advance by the Company, employees normally will be advised at least twenty-four (24) hours in advance of the time such overtime is to be worked, along with the projected hours of overtime and the number of employees necessary to perform the work.

**ARTICLE 12****ON-CALL AND CALL-OUT****Section 1 On-Call**

On-Call is defined as being assigned by a supervisor to be available to respond to after business hours, weekends, or holiday Call-Out situation in order to support critical functions.

1. When On-Call, an employee is required to be available to report for work twenty-four (24) hours a day and remain in a limited geographical area. A limited geographical area is defined as an area in which the employee can receive and respond to call attempts made to the employee's designated contact number or device notifying them of a call out situation. The employee should be able to begin to take corrective action to resolve the call out situation within thirty (30) minutes.
2. On-Call duty will be assigned by the supervisor on a rotating basis by seniority.
3. Pay provisions for an On-Call employee are as follows:
  - a. One (1) hour's pay per day at the employee's regular hourly rate for every day an employee is the On-Call technician.
  - b. On a company observed Holiday, the On-Call Technician will receive one (1) hour of On-Call pay at 1.5x their regular rate of pay.

**Section 2 Call-Out**

Call-Out is defined as the situation when a technician is actually called and must report to work after scheduled hours.

1. An employee called out to work shall be paid in fifteen (15) - minute increments for all time worked at the employee's overtime rate. Time worked begins at the dispatch time and ends when the technician returns to his/her residence and the job has been closed.
2. If the Call-Out can be resolved by using remote access from home the employee will be paid in fifteen (15) minute increments for time worked at the employee's overtime rate.

**Section 3 Safety Concerns**

Employees On-Call or on Call-Out will not be required to work alone in the event the Company decides there is a reasonable safety concern present. The supervisor may Call-Out additional employees to assist as conditions warrant. If the supervisor cannot be reached, the On-Call/Call-Out employee shall be permitted to callout an additional employee(s) as the condition's warrant.

**Section 4 On-Call Scheduling**

The supervisor will post the Call-Out list, by seniority, in the work center location or electronically.

1. The list will rotate up from most senior to least senior on a weekly basis.
2. In the event the person on the Call-Out list is on vacation or absent for any reason the daily call shall go to the next least senior person on the list.
3. A copy of the Call-Out list will be provided electronically to the President of the Local.
4. Employees may swap Call-Out duties on a daily or weekly basis provided notification of the change is provided to and approved by the supervisor responsible for Call-Out.

**ARTICLE 13****HOLIDAYS****Section 1**

The following are designated as paid holidays by the Company:

- New Year's Day
- MLK Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- 1 Floating Holiday (as outlined in the Associate Handbook)

**Section 2 Holiday Pay**

An employee who is not assigned to work on a holiday listed above shall be paid the employee's basic hourly rate for that day.

1. For all hours worked on a holiday the Company will pay the holiday rate of pay for the holiday, plus time worked at time and one-half the employee’s regularly hourly rate.
2. Employee’s failing to report for scheduled holidays, or on the last scheduled day preceding the holiday or the first scheduled day following the holiday shall receive no pay for the holiday unless such absences are excused.

**Section 3      Sundays**

When a specific holiday falls on Sunday, the following Monday shall be recognized and observed as the holiday.

**Section 4      Saturdays**

As to employees not normally subject to Saturday scheduling, if the holiday falls on a Saturday the preceding Friday will be observed.

**Section 5      Holiday Scheduling**

A maximum of two employees shall be permitted time off on the holiday. However, the Company reserves the right to permit more than two employees if business needs allow.

**ARTICLE 14  
VACATIONS**

**Section 1**

Regular full-time employees shall be allowed vacations depending on their term of employment with the Company as follows:

Years of Service	Annual Vacation
0 – 2	120 Hours (3 Weeks)
3 – 9	160 Hours (4 Weeks)
10 – 24	200 Hours (5 Weeks)
25 +	240 Hours (6 Weeks)

**Section 2**

Vacations and days in lieu of holidays which occur during a scheduled vacation week may be taken at any time during the calendar year with as many vacation periods being made available

during the desirable periods of the year as is consistent with service requirements. No particular season will be restricted. Not later than October 15th of the preceding year, the Company shall post a statement showing the schedule of vacations and the number of employees on vacation at one time, within which these days may be taken for the following year.

- A. Not earlier than November 1st the Company will begin to contact employees, in the order of their seniority, within the vacation group/title which he/she is to select, so that they may choose a vacation period and days in lieu of holidays which occur during a scheduled vacation week from those available.
1. Employees who will not be readily available between November 1st and December 15 may express their preference for choices in advance of being contacted, and if available, their choices will be assigned as chosen in accordance with seniority.
  2. Employees shall select in the priority herein set forth in seniority order and the selections will be granted.
  3. For an employee electing to take his/her vacation in segments, he/she shall be entitled to exercise preference for only one segment until all other employees have exercised his/her preference for vacation.
    - a. A segment of vacation is a continuous period of vacation (in full week increments beginning with Sunday of the first week and ending with Saturday of the last week) with no work time between the beginning and end of such vacation period.
      - 1) Employees will not be scheduled to work the Saturday preceding a segment of vacation or the Sunday following a segment of vacation.
  4. After all vacations have been selected, a canvass will be made in seniority order for the selection of individual days of vacation and days in lieu of holidays which occur during a scheduled vacation week. Such scheduling will immediately follow the scheduling of vacation weeks and will be completed by December 15. This time will be chosen in seniority order within each vacation group with employees choosing all such time off at one time even though the days selected may not be consecutive.
  5. Vacation selection requests or approved vacation time for any employee shall not be bumped by any other employee regardless of seniority.
  6. Employees may request to move vacation time to a date later in the year, these request should be submitted electronically to his/her supervisor for approval based on the needs of the business.
  7. A maximum of two employees shall be allowed vacation on the same day. However, the Company reserves the right to permit more than two employees if business needs allow.



## ARTICLE 15

### SICK LEAVE

#### Section 1

Employees will be entitled to days of personal illness pay for sickness or injury not compensated for under Worker's Compensation law under the following schedule:

- A. Regular employees will accrue 3.08 hours of sick pay each pay period or ten (10) days per year up to 960 hours and will be paid at the basic rate for authorized sickness absences. After 960 hours of sick leave have been accumulated the employee will accrue 1.03 hours of sick pay each pay period.
- B. Sick leave hours accrue while the employee is on vacation or utilizing sick leave, but will not accrue during personal leaves of absence, Short or Long Term Disability or unpaid family absence.
- C. Sick leave is to be used for the employee's personal illness or injury or the illness or medical condition (including pregnancy) of employee, spouse, domestic partner, dependent child, or parent. Sick leave accrual may also be used for doctor, dental, or vision appointments for the employee, spouse, domestic partner, dependent child, or parent. Child is defined as a biological, adopted, foster child, stepchild, or a legal ward or child for whom the employee stands "in loco parentis".
- D. It is further understood and agreed that:
  1. Sick leave may be used in the same increments as provided to non-bargained employees.
  2. Employees may not borrow against sick leave not yet accrued.
  3. The Bargaining Unit will receive any additional benefits that are given under this Article to other non-bargained TDS Telecom companies.

#### Section 2

If and when an employee is injured on the job and returns to work but is required by his/her attending physician to make periodic visits to the physician's office, rehabilitation center or hospital to take treatment during business hours, while the employee is on duty, such visits shall not be charged against the employee's pay or sick leave. However, such time off for medical treatment will not be allowed where such doctor, dental or other visits can be scheduled during non-duty hours. An employee who is injured on the job and is unable to return to work on that shift shall be paid until completion of his/her scheduled shift.

#### Section 3

There shall be no duplication of income during time off on paid sick leave. If income is provided from the Company's Worker's Compensation insurance and/or from other insurance programs

provided for and paid by the Company, then such income shall be taken into account when computing pay for the employee and the amount of sick leave pay due the employee shall be adjusted downward so that the total pay to the employee shall not exceed that which the employee would normally receive at his/her regular rate of pay. Should the employee receive sick leave pay from the Company and insurance payments from the Company's Worker's Compensation and other insurance programs in excess of his/her normal pay, the employee agrees to reimburse the Company for the amount in excess of his normal pay.

#### **Section 4**

Upon termination of employment, except for disability or illness, an employee shall not be paid for any accumulated sick leave and all such accumulated sick leave shall be forfeited. If the employee is re-employed at a later date, the accumulated sick leave at the time of the employee's termination shall not be reinstated, unless it is shown the employee was terminated without just cause.

### **ARTICLE 16 LEAVES OF ABSENCE**

#### **Section 1 Personal Leave of Absence**

Personal leaves of absence shall be granted for good cause and for reasonable lengths of time upon request, provided business requirements permit. In all leaves, the first month will be included in computing seniority/net credited service. The grant or denial of personal leaves of absence shall be on a non-discriminatory basis.

#### **Section 2 Military Leave**

The provisions of the Uniformed Services Employment and Re-employment Rights Act of 1994, as now written and as it may be amended, hereinafter referred to as the "Act", will govern the obligations of the Company to grant employees leaves of absence for military service. The Secretary of Labor, the Office of Veterans Re-Employment Rights, Labor Management Services Administration, has offices in major cities with which contact may be made with respect to rights under the Act.

- A. The term Military Service includes active duty, active duty for training, initial active duty for training and full-time National Guard duty with the Armed Forces of the United States.

- B. Employees required to attend annual military reserve or National Guard training will be paid by the Company the amount, if any, by which their regular rate of pay, up to forty (40) hours per week for two weeks per year, exceeds their government pay for such training.
- C. Employees who are granted Military Leaves by the Company will not lose seniority but will accumulate seniority while on Military Leave.

**Section 3 Union Business**

Not more than two (2) employees at a time will be granted time off from work without pay to attend a business meeting with Communications Workers of America upon advance reasonable notice to the Company from the Union.

**Section 4 Paid Parental Leave**

The company will provide paid parental leave to bargaining unit associates following the birth of the associate’s child or the placement of a child for adoption as it would to similarly situated non-bargaining unit associates. The paid leave provided under this policy will run concurrently with any applicable leave under the Family and Medical Leave or Short-Term Disability.

**ARTICLE 17**

**ABSENCES EXCUSED WITH PAY**

**Section 1 Excused With Pay**

Employees shall be excused without loss of regular pay for absences due to, and in conformity with, any of the following:

- A. **Jury or witness duty** - The Company will compensate employees for Jury Duty or Witness Duty. The Company will also compensate employees for other absences required by city, state or federal government agencies, including Witness Duty. Employees are not eligible for Jury or Witness duty if they are named as a defendant or plaintiff in the court proceeding. Employees are not required to remit payment received from civil authorities for Jury Duty. However, the employee is responsible for keying their applicable time within the pay period deadline date into the time entry system.
- B. **Bereavement** - An employee shall suffer no loss of regular pay for up to three (3) consecutive work days due to scheduled time lost on account of death in the immediate family or household of such employee.
- C. **Voting** - An employee shall suffer no loss of regular pay for time necessarily consumed in voting in any Federal, State, Municipal, County or Parish elections.

**Section 2 Immediate Family**

Immediate family shall be defined as consisting of:

- a. Spouse
- b. Domestic Partner
- c. Child (natural, stepchild, grandchild, adopted child, child of domestic partner), daughter-in-law, son-in-law
- d. Parent (natural, step-parent), mother-in-law, father-in-law, domestic partner's mother or father
- e. Grandparent (natural, step-grandparent) or spouse/domestic partner's grandparent
- f. Sibling (natural, step-sibling), domestic partner's sibling, sister-in-law, brother-in-law
- g. Nephew or niece
- h. Employee's aunt or uncle

**Section 3 Household**

Household of employee means persons who regularly make their home with the employee as a part of the family.

**ARTICLE 18**

**WEATHER CONDITIONS**

**Section 1**

Employees shall not be required to work exposed to outside elements during inclement weather. Employees may be required to perform inside work of a reasonable nature or training courses. Employees may be held in readiness for emergencies, performance of essential service/operating duties, or prompt return to outside work upon the conclusion of such inclement weather.

**Section 2**

Inclement weather is defined as heavy rain, sleet, snow, or electrical storm. Any job that is impacted by inclement weather after the job has begun shall be promptly and safely suspended; to allow the employee to get in out of the inclement weather as quickly as possible. The determination as to the inclemency of the weather, as defined above, or the emergency or essential nature of the work to be done shall be decided solely by the Company. The purpose of this Article is to ensure the safety of all employees. When an incremental weather condition or emergency exists the employee should seek a location of safety and then immediately contact his/her supervisor for further instructions or other work assignments. The Company will not overrule the employee's decision without being on site to assess the conditions in person.

**Section 3**

No employee shall lose any pay due to inclement weather provided they make themselves available for other work assignment.

**ARTICLE 19**

**DISCOUNTED TDS SERVICE**

The Company will provide TDS services at the same rate applicable to other non-bargained employees in the TDS Telecom companies.

**ARTICLE 20**

**TOOLS AND EQUIPMENT**

**Section 1**

The Company shall provide and maintain all tools and equipment. Worn out or broken tools will be replaced by the Company. Employees will be responsible for the proper use and care of all tools and equipment provided by the Company. Gross negligence, loss or willful destruction by the employee, which can be proven, shall be subject to discipline, including discharge. Employees will not be held responsible for accidents, theft, or damage beyond their control.

**Section 2**

The Company shall provide all vehicles and construction equipment necessary to perform work assignments. Such items shall be current with all certifications and/or inspections such as but not limited to OSHA, DOT, Federal, State, and Local laws.

**ARTICLE 21**

**TRAVEL TIME AND EXPENSES**

**Section 1 Travel Time**

- A. Time during the scheduled or assigned hours of an employee which is spent at the direction of the Company in traveling from one job assignment to another or from one town to another shall be considered as time worked.
- B. Time spent by an employee, at the direction of the Company, in traveling before or after the hours of his scheduled or assigned tour, shall be considered as time worked.
- C. In the transferring of any employee from his/her normally assigned work center location to another location for a temporary period, time consumed in traveling to and from the

normally assigned work center location to the temporary location is considered working time.

**Section 2 Expenses**

Employees who are required to work away from their regular place of reporting shall have their expenses handled in accordance with the following:

1. The Company agrees to pay a reasonable amount for the actual board and lodging expenses of an employee assigned to work beyond the exchange boundary of the Company when such assignment continues for more than one (1) day.

**\*\*Employees traveling on Company business may elect to apply and will be approved for a Corporate Credit card to be used for approved Company travel expenses only.\*\***

**Section 3 Required Overtime**

If an employee is required to work more than two and one-half (2 ½) hours beyond his/her normal work tour he/she will be reimbursed the expense incurred for a reasonable meal.

**ARTICLE 22**

**SAFETY**

**Section 1 Objective and Obligations**

The Company and the Union recognize that the safety of employees is a matter of paramount importance to both parties. The Company and the Union recognize their obligations and/or rights under existing Federal and State laws with respect to safety and health matters. The Company retains the right to develop and/or implement policies and procedures related to employee safety.

**Section 2 Protective Devices and Equipment**

The Company shall provide first aid for all employees during his/her working hours. Protective devices, wearing apparel, goggles, face shields, waterproof protective clothing, special purpose gloves and other equipment necessary to properly protect employees from injury shall be provided by the Company without cost to the employee. Proper heating and ventilation systems shall be installed where needed and maintained in good working order.

**Section 3 Safety Meetings**

Safety meetings will be conducted with all employees on a monthly basis and/or when new safety practices or equipment are introduced into the work group.

## ARTICLE 23

### DISCIPLINE AND DISCHARGE

#### Section 1

Employees shall not be disciplined, suspended or discharged without just cause. The company has the sole right to discipline or discharge an employee. When an employee is discharged or otherwise disciplined, the Company recognizes the right of such employee or, of the Union on behalf of such employee, to present a grievance in accordance with Article 24 (Grievance Procedure).

#### Section 2

Progressive disciplines shall be followed for the purposes of determining further disciplinary action in accordance with the following criteria:

- a. An Initial Discussion and all coaching associated with the entry, will be removed after twelve (12) months from the date of issuance provided the employee has not received further progressive discipline during this time period.
- b. A Formal Written Warning and all coaching associated with the entry, will be removed after twelve (12) months from the date of issuance provided the employee has not received further progressive discipline during this time period.
- c. A Suspension and all coaching associated with the entry, will be removed after thirty-six (36) months from the date of issuance provided the employee has not received further progressive discipline during this time period.
- d. Any step of progressive discipline may be removed or reduced as a settlement of a grievance.

#### Section 3

Serious violations of the code of conduct that have not progressed through the steps of progressive discipline shall be subject to expiration under the terms of this article.

#### Section 4

In the event the Company places an employee on administrative leave pending an investigation, the Company will notify the Union of the leave. The Company shall be obligated to complete its investigation within a reasonable period of time and shall keep the Union apprised of the status of the investigation. The Union will have the right to grieve and arbitrate the use of administrative

leave provided that the leave is unpaid.

### **Section 5**

The Union agrees that it will cooperate with the company and will support and initiate efforts to assure good job performance, attendance and observance of Company rules through cooperation by its members and by its own efforts.

### **Section 6**

Probationary employees shall not be entitled to a just cause standard of review for any disciplinary action.

## **ARTICLE 24**

### **GRIEVANCE PROCEDURE AND ARBITRATION**

#### **Section 1**

In the processing of any grievance, the Company will furnish the Union all necessary and relevant data concerning the grievance as determined by the National Labor Relations Act. If the grievance is initiated at the local level, this information will be furnished to the Local President or authorized Union representative upon request. The parties agree that in the handling and adjustment of grievances by the Union the following procedures will be followed:

- a. An employee or group of employees will have the right to present to and adjust with management any grievance as provided in Section 9(a) of the National Labor Relations Act, as amended, provided, however, that no adjustment will be made with the employee or group of employees involved which is inconsistent with the terms of any collective bargaining agreement between the parties then in effect, and provided further that the Union has been given an opportunity to be present at such adjustment.
- b. After an employee or employees have presented a grievance to the Union for settlement and a Union representative has informed the Company that the Union represents that employee(s), the Company will not discuss or adjust such grievance with said employee(s) unless the aggrieved employee(s) initiate a request that the Company discuss and adjust such grievance directly with the involved employee(s), but in no event will an adjustment be made unless a Union representative is afforded an opportunity to be present at such adjustment.



- c. Grievances will be handled under the procedure set forth below. For each such grievance initiated by the Union under this Paragraph, the steps in the procedure will be those listed below.

- 1st Step - The Informal Level (the level where the aggrieved employee is employed)
- 2nd Step - Formal Level
- 3rd Step - State Level
- 4th Step - Arbitration

- d. Unless mutually agreed otherwise, all grievances must be initially presented at Step 1 of the Grievance Procedure. Two (2) copies of the written grievance shall be presented by the Union Representative to Management within thirty (30) days, fifteen (15) for suspension and discharge, from the occurrence of the facts giving rise to the grievance, unless it can be shown that the Union or the employee was not aware that a grievance did exist. The Company shall not take any disciplinary action against any employee for any act or violation after the expiration of a thirty (30) day period from the date on which such violation or act occurred, unless it can be shown that the Company was not aware that a violation or act did exist.

**Step 1** - This meeting is intended to allow both sides to fully explore the incident, clear up any possible misunderstandings and attempt to resolve the dispute. The Union Representative shall reduce the grievance to writing, in duplicate, on a form identifying the grievance, setting forth the facts and any contract provisions giving rise to the grievance. Two (2) copies of the written grievance shall be presented by the Union Representative to Management within thirty (30) days, fifteen (15) for suspension and discharge, from the occurrence of the facts giving rise to the grievance, unless it can be shown that the Union or the employee was not aware that a grievance did exist. The management representative shall have fourteen (14) working days, unless otherwise mutually agreed, in which to answer, adjust or settle said grievance.

Both the Company and the Union agree that earnest efforts will be made to resolve all grievances at the first step, and to encourage resolution of grievances at the first step both parties agree that actions resulting from first step resolution of grievances shall not constitute precedents in consideration of future grievances.

**Step 2** - If the grievance is not satisfactorily settled under Step 1 above, the representative of the Union may appeal and shall present the written grievance to the Manager, or Regional Manager, within fourteen (14) working days of the Company’s answer under Step 1. The Regional Manager shall discuss the grievance and answer, adjust or settle it with the appropriate Union Area Representative, or his/her authorized representative, within fourteen (14) working days, unless otherwise mutually agreed, after the appealed grievance is presented.

Both parties agree that actions resulting from second step resolution of grievances shall not constitute precedents in consideration of future grievances.

**Step 3** - If the grievance is not satisfactorily settled under Step 2 above and is appealed to the third step, the grievance shall be presented to the, HR/Labor Relations Manager by the CWA

Staff Representative and/or the Local President. The CWA Staff Representative will request a conference at the Third Step within thirty (30) days of the date of the appeal at the second level, and such meeting will be at a mutually agreeable location in the geographical location served by the bargaining unit or, if mutually agreed, by telephone conference. Following such conference, the written decision of the Company's representative at the third step shall be given to the Union within fourteen (14) days.

**Step 4** - If a grievance cannot be settled by the above grievance procedure it may be referred to arbitration upon written request by the Union to the Company within sixty (60) days after a decision is rendered in Step 3 of this grievance procedure.

## **Section 2**

If, within fifteen (15) calendar days after receipt of the written request to arbitrate, the parties are unable to agree on the person to be selected as arbitrator, either or both parties may request a list of seven (7) arbitrators from the American Arbitration Association. After receipt of the list of arbitrators, the parties shall select an arbitrator from the list by alternately striking from the list until there is one (1) name remaining. The remaining name will be the arbitrator. The party who strikes the first name from the list shall be determined by lot.

The arbitrator whose name remains shall thereupon be designated as the arbitrator selected to decide said grievance. Immediately thereafter the arbitrator so selected shall be advised, in writing, of his/her selection to handle said grievance, and shall be requested to advise of his earliest available hearing dates. The parties shall earnestly attempt to agree on the earliest available hearing date or dates submitted by the arbitrator.

The decision of the arbitrator shall be final and binding on the Company, the Union, and the employees concerned. However, the arbitrator shall not have authority to modify, change or amend any of the terms or provisions of this Agreement, or add to or delete from this Agreement.

The arbitrator's fee and expenses shall be paid equally by the Company and the Union.

## **Section 3**

If the Company's answer with respect to a grievance is not referred or appealed in accordance with the time limit set forth in each step of the procedure outlined in Section 1 above, the matter shall be considered settled on the basis of the Company's decision last made and shall not be eligible for further appeal.

If the Company's answer with respect to a grievance is not given in accordance with the time limit set forth in each step of the procedure outlined in Section 1 above, the matter shall be considered settled in favor of the Union.

Any of the time periods stated in Section 1 above, may be extended by mutual agreement between the parties.

## **ARTICLE 25**

**MISCELLANEOUS**

**Section 1 Garaging of Vehicles**

The Company may allow employees to garage their Company vehicles at their home on a voluntary basis. The employee shall not be allowed to use their Company vehicle for personal use.

**Section 2 Management Doing Bargained Work**

Bargaining Unit work shall not be performed by supervisory personnel except in the following situations:

- When a qualified Bargaining Unit employee is not available and cannot be reached.
- To instruct or train Bargaining Unit employees, which are present.
- In the event of an emergency.

**ARTICLE 26**

**COMPANY RULES**

Fourteen (14) calendar days before posting a new Company rule, the Company agrees to notify the President of the Local of the new rule; such rule will be subject to the Grievance Procedure.

**ARTICLE 27**

**PAYDAY**

The Company shall pay employees of the Company on a bi-weekly basis.

**ARTICLE 28**

**INSURANCE**

**Section 1**

The Company has established for the benefit of its employees, the TDS Health and Well-Being Plans (the "Plans"). A copy has been provided to the Union. During the term of this Agreement, employees covered by this Agreement shall be eligible to participate in the TDS Group Insurance Program in accordance with, and subject to, all of the respective provisions thereof. Changes in the Plans, or in its administration, will from time to time be necessary or desirable in order to maintain the Plans' compliance with applicable laws and regulations, and for other business reasons. The Company may on its own make such changes in the Plans, or in its administration, as are necessary, or which, in the Company's discretion, are desirable, so long as employees covered by this Agreement are treated the same with respect to changes as are all other similarly

situated non-bargained Plans participants. Any changes in the benefits, terms and conditions of the Plans applicable to other non-bargained employees covered under the Plans shall apply to employees in the Bargaining Unit.

## **Section 2**

The employee contributions for Group Insurance will continue. Any premium contribution increase or decrease applicable to other non-bargained TDS employees shall be applicable to employees under this Agreement. The remainder shall be paid by the Company. The Company retains the right to increase or decrease the percentage amount of the employee contribution to the cost of the premium for the Plan/s. The Union shall be notified, for informational purposes, prior to notification of the Bargaining Unit.

## **Section 3**

The Company will provide short-term disability coverage to each employee on a self-insured basis. Details of this coverage are described separately in the Employee Handbook furnished to each employee.

## **Section 4**

Employees who retire from the Company will be eligible for continued coverage under the Company's health and life insurance plan, under all of the terms and conditions, including premium contributions, applicable to the Company's salaried employees.

## **ARTICLE 29**

### **401(k)**

During the terms of this Agreement, employees covered by this Agreement may participate in the Tax-Deferred Savings Plan (TDS 401(k)) in accordance with and subject to all of the provisions of the plan. The Union recognizes that changes in the 401(k) or its administration will, from time to time, be necessary or desirable in order to maintain compliance with applicable laws and regulations, or for other business reasons. The Union agrees that the Company may, without further bargaining, make such changes in the 401(k) or its administration as necessary or which in the Company's discretion, are desirable so long as employees covered by this Agreement are treated the same with respect to such changes as are non-bargaining unit participants covered under the 401(k).

## **ARTICLE 30**

### **PENSION**

During the term of this Agreement, eligible employees covered by this Agreement participate in the Telephone and Data Systems, Inc. Pension Plan (Plan). There are two different contribution formulas under the Plan, the Money Purchase Benefit Formula and the Target Benefit Formula. Employees who were participants in the Plan on December 31, 2000 and have

remained continuously employed by TDS and its affiliates since that date will have their Pension contributions calculated under the Target Benefit Formula. Except for those participants eligible under the Target Benefit Formula, contributions to the Plan will be made based on the Money Purchase Benefit Formula. As of January 1, 2015, the Company no longer offers the Pension Plan for employees hired on or after that date. The union recognizes that changes in the Plan or its administration will, from time to time, be necessary or desirable in order to maintain compliance with applicable laws and regulations or for other business reasons. The union agrees that the company, without further bargaining, retains the right to make any and all changes in the terms and conditions of the Plan as the company deems appropriate as long as the terms and conditions of the Plan applicable to other similarly situated employees covered under the Plan apply to members of the bargaining unit. In the event the Company proposes to discontinue offering the Plan, it will bargain with the Union regarding the decision to discontinue the Plan

## **ARTICLE 31**

### **CLASSIFICATIONS AND RATES OF PAY**

#### **Section 1      Job Classifications**

Employees in the Bargaining Unit shall be assigned to duties within the following listed classifications. The use of these classifications shall not restrict the overlapping nor interchange of job duties as required by service conditions.

Field Service Technician

Field Service Technician – Network

Field Service Technician – Network Specialist

Assistant - Field Services

#### **Section 2      Wage Progression Schedules**

The wage progression schedules (Exhibit 1) identify progression intervals for employees from beginning wage through the top wage for each job classification. Employees will normally be hired at Wage Step 1. Employees may however be hired at any wage step based on credit given for prior experience. Employees whether probationary or not, will proceed through the wage progression schedule in twelve (12) month intervals until reaching the top wage for their job classification.

#### **Section 3      Company Training Progression Plan**

With management approval, a qualified FST or FST-Network may begin the Company Training Progression Plan (TPP) for advancement to the next level job classification. The requirements of

the plan may change over time due to potential changes in business. The employee will be subject to the requirements of the current TPP at the time of entry.

- A. Management will post the available openings in the TPP when and if they become available. If more employees respond to the posting than openings are available, the Company will determine who will enter the TPP based on the following factors as listed below. Only where factor "b" is relatively equal shall seniority be the determining factor:
  - a. Seniority
  - b. Ability to perform the job (based on a satisfactory annual review of the previous year in his/her current job classification)
- B. The following rules apply to any employee designated to participate in the Training Progression Plan:
  - a. The employee will enter the TPP at his/her current rate of pay and continue to receive any step increases he/she qualifies for according to the applicable Wage Schedule.
  - b. The employee will have a maximum of twelve (12) months from entering the TPP to successfully complete all the requirements of the TPP. After eight (8) months of TPP has been completed, the Employer will provide feedback to the employee on their progression and expected duration to complete the TPP process. Completion of the TPP will be based on the employee's ability to demonstrate proficiency in each of the skills in the TPP, and be able to enter the on-call rotation for the applicable new position unassisted.
  - c. Once the employee has successfully completed the TPP, he/she will be promoted to the next job classification at one (1) rate of pay step below their current rate of pay, in the next level Wage Schedule. The employee will be added to the next level on-call rotation and removed from their current on-call rotation at that time.
  - d. Employees in the TPP understand that the full shift differential pay outlined in Article 9 (Vacancy) Section 6. A. will not apply to them during normal work hours while training under the TPP. They will be paid at their current progression rate except in the event of a next level call scenario in which they would receive the full shift differential pay for that call.
  - e. If the employee is not making progress on the TPP (which will be reviewed by management with the employee on a monthly basis) or 12 months passes from entering the TPP, the employee will be removed from the TPP and remain in their current job classification.

**ARTICLE 32  
DURATION OF AGREEMENT**

**This Agreement shall become effective as of January 21, 2025, and shall continue in full force and effect until termination at 11:59 p.m. (Eastern Time), January 20, 2027.**

**IN WITNESS WHEREOF, Communications Workers of America and Leslie County Telephone Company, d/b/a TDS Telecom, have caused this Agreement to be executed by their respective officers and agents thereunto duly authorized, all as of the day first above written.**

**COMMUNICATIONS  
WORKERS OF AMERICA**

Signed by:  
*Charlie Maxwell*  
8F7E09F9B50D48B...  
Charlie Maxwell – Staff Representative

**LESLIE COUNTY  
TELEPHONE COMPANY**

Signed by:  
*Lawrence Farler*  
19ACC0D5CE894F7...  
Lawrence Farler, Manager – Field Services

DocuSigned by:  
*Andrew Buchert*  
D64563100871470...  
Andrew Buchert, VP – Field Services

DocuSigned by:  
*Marc Dimino*  
AE2ED45CF2484F3...  
Marc Dimino, Human Resources

DocuSigned by:  
*Michelle Hooker*  
A9CB7FA1D0D84C2...  
Michelle Hooker, Human Resources

**EXHIBIT I**

**Effective January 21, 2025**

Year 1  
(01/21/2025 through 1/20/26)

<b>Wage Step</b>	<b>Experience Credit Year</b>	<b>Field Service Technician</b>	<b>FST – Network</b>	<b>FST – Network Specialist</b>	<b>Assistant – Field Services</b>
1	Start	\$22.99	\$25.11	\$27.78	\$18.98
2	End of Year 1	\$23.57	\$25.93	\$28.78	\$19.50
3	End of Year 2	\$24.17	\$26.77	\$29.82	\$20.04
4	End of Year 3	\$24.76	\$27.63	\$30.89	\$20.59
5	End of Year 4	\$25.38	\$28.53	\$32.00	\$21.17
6	End of Year 5	\$26.54	\$30.06	\$33.82	\$22.18

**Exhibit II**

**Effective January 21, 2026**

Year 2  
(01/21/2026 through 1/20/27)

<b>Wage Step</b>	<b>Experience Credit Year</b>	<b>Field Service Technician</b>	<b>FST – Network</b>	<b>FST – Network Specialist</b>	<b>Assistant – Field Services</b>
1	Start	\$23.68	\$25.86	\$28.61	\$19.55
2	End of Year 1	\$24.28	\$26.71	\$29.64	\$20.09
3	End of Year 2	\$24.90	\$27.57	\$30.71	\$20.64
4	End of Year 3	\$25.50	\$28.46	\$31.82	\$21.21
5	End of Year 4	\$26.14	\$29.39	\$32.96	\$21.81
6	End of Year 5	\$27.34	\$30.96	\$34.83	\$22.85



## Certificate Of Completion

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SFA Opportunity ID:  
Source Envelope:  
Document Pages: 32  
Certificate Pages: 2  
AutoNav: Enabled  
Envelopeld Stamping: Enabled  
Time Zone: (UTC-06:00) Central Time (US & Canada)

Status: Completed  
Envelope Originator:  
Michelle Hooker  
30 N Lasalle St Ste 4000  
Chicago, IL 60602  
michelle.hooker@tdstelecom.com  
IP Address: 163.116.133.70

## Record Tracking

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Holder: Michelle Hooker  
michelle.hooker@tdstelecom.com

Location: DocuSign

## Signer Events

Charlie Maxwell  
cmaxwell@cwa-union.org  
Security Level: Email, Account Authentication  
(None)

### Signature

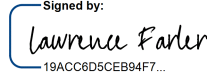
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**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Lawrence Farler  
lawrence.farler@tdstelecom.com  
Security Level: Email, Account Authentication  
(None)

Signed by:  
  
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Signature Adoption: Pre-selected Style  
Using IP Address: 163.116.133.115

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Andrew Buchert  
andrew.buchert@tdstelecom.com  
VP - Field Services  
TDS Telecom  
Security Level: Email, Account Authentication  
(None)

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Signature Adoption: Pre-selected Style  
Using IP Address: 163.116.133.156

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign


Marc Dimino  
marcus.dimino@tdstelecom.com  
Manager - Employee Relations  
TDS Telecom  
Security Level: Email, Account Authentication  
(None)

DocuSigned by:  
  
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Signer Events	Signature	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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