AGREEMENT

Between

UNITED TELEPHONE COMPANY
OF NEW JERSEY, INC.
(Lafayette)

and

Local 827, IBEW, AFL-CIO

Entered into January 10, 2010

Effective January 10, 2010

Expiration Date January 9, 2013
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>SUBJECT</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Term of Agreement</td>
<td>1</td>
</tr>
<tr>
<td>II</td>
<td>Recognition</td>
<td>1</td>
</tr>
<tr>
<td>III</td>
<td>Negotiations and Amendments</td>
<td>2</td>
</tr>
<tr>
<td>IV</td>
<td>Negotiation and Grievance Procedure</td>
<td>3</td>
</tr>
<tr>
<td>V</td>
<td>Arbitration</td>
<td>5</td>
</tr>
<tr>
<td>VI</td>
<td>Working Regulations and Practices</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Per Diem (Schools)</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Mileage</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Call-Out</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Stand By</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Home Garaging</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Bereavement</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Uniforms</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Jury Duty</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Compressed Work Week</td>
<td>13</td>
</tr>
<tr>
<td>VII</td>
<td>Leaves of Absence</td>
<td>15</td>
</tr>
<tr>
<td>VIII</td>
<td>Holidays</td>
<td>16</td>
</tr>
<tr>
<td>IX</td>
<td>Paid Time Off (PTO)</td>
<td>18</td>
</tr>
<tr>
<td>X</td>
<td>Seniority</td>
<td>21</td>
</tr>
<tr>
<td>XI</td>
<td>Subcontracting</td>
<td>22</td>
</tr>
<tr>
<td>XII</td>
<td>Work Force Adjustment</td>
<td>22</td>
</tr>
<tr>
<td>XIII</td>
<td>Employee Income Protection Plan</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>Notes</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>Differentials</td>
<td>30</td>
</tr>
<tr>
<td>XIV</td>
<td>Pension Agreement</td>
<td>30</td>
</tr>
<tr>
<td>XV</td>
<td>Savings Plan Agreement</td>
<td>33</td>
</tr>
<tr>
<td>XVI</td>
<td>Health &amp; Welfare Benefits</td>
<td>35</td>
</tr>
<tr>
<td>XVII</td>
<td>Non-Discrimination</td>
<td>37</td>
</tr>
<tr>
<td>XVIII</td>
<td>Bridging of Service</td>
<td>37</td>
</tr>
<tr>
<td>XVIX</td>
<td>Outside Employment</td>
<td>38</td>
</tr>
<tr>
<td>XX</td>
<td>Safety</td>
<td>38</td>
</tr>
<tr>
<td>XXI</td>
<td>Short Term Disability</td>
<td>39</td>
</tr>
<tr>
<td>XXII</td>
<td>Attendance Management</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>Savings Plan Chart</td>
<td>47</td>
</tr>
<tr>
<td></td>
<td>Pension Bank Chart</td>
<td>48-50</td>
</tr>
<tr>
<td></td>
<td>Wage Schedules</td>
<td>51-53</td>
</tr>
</tbody>
</table>
THIS AGREEMENT made and entered into this 10th day of January 2010 between the UNITED TELEPHONE COMPANY OF NEW JERSEY, INC. with offices at Lafayette, New Jersey, corporations organized under the laws of the State of New Jersey, hereinafter called the "Company," and the LOCAL NUMBER 827, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F.L.-C.I.O., with offices at 263 Ward Street, East Windsor, New Jersey, hereinafter called the "Union."

WITNESSETH:

Whereas, the COMPANY and the UNION have a mutual interest in effectuating harmonious working arrangements for the adjustment of differences by peaceful methods described hereinafter, and in promoting harmony and efficiency to the end that the employees, the COMPANY and the general public may be mutually benefited, the parties hereto agree with each other as follows to wit:

ARTICLE I

TERM OF AGREEMENT

This Agreement, when executed by the COMPANY and the UNION shall become effective January 10, 2010 for all employees as defined in Article XIV of this Agreement.

This Agreement shall continue in full force and effect for a three year period from the date of ratification unless written notice is received by either party from the other on or before sixty (60) days prior to the expiration date, requesting that this Agreement be amended or cancelled.

ARTICLE II

RECOGNITION

1. The COMPANY recognizes that the employees covered by this Agreement have the right to bargain collectively through representatives of their own choosing; therefore, it recognizes the Local 827, I.B.E.W., A.F.L.-C.I.O. as the sole and exclusive bargaining agent for all the employees covered in Articles XIV of this Agreement.

2. The COMPANY and the UNION agree that as a condition of employment all present employees within the Bargaining Unit shall
become and remain members of the UNION within thirty (30) days after the execution of this Agreement; and that all employees hired by the COMPANY after the execution of this Agreement shall become and remain members of the UNION within thirty (30) days after their hire. As a condition of employment, all employees becoming members of the UNION shall remain members of said UNION during the term of this Agreement.

3. Upon written authorization signed by any non-supervisory employee, as defined herein, the COMPANY shall deduct from the wages of such employee the amount authorized by said employee as his or her monthly UNION membership dues and shall pay over to the UNION the amount thus deducted, until such authorization is revoked by such employee in writing. The UNION shall pay the COMPANY the cost of making such deductions.

4. No representative of the UNION shall solicit membership in the UNION on productive time; that is, time for which the employee receives pay.

5. The UNION agrees for its members that they will individually and collectively perform loyal work and service, that they will use their influence and efforts to protect the property and interests of the COMPANY, and its good name and its service to the public.

ARTICLE III

NEGOTIATIONS AND AMENDMENTS

1. The COMPANY and the UNION agree to meet and deal with each other through their duly accredited officers and committees on matters relating to hours, wages and other definite conditions of employment of the employees covered by this Agreement.

2. All meetings shall be held upon reasonable request therefore from either party to the other. The time of and place for the meeting shall thereafter be mutually agreed upon, with each party giving due consideration to the convenience of the other; but meetings shall not be on the COMPANY’S time, insofar as STEWARDS or their Alternates are concerned.
ARTICLE IV

NEGOTIATION AND GRIEVANCE PROCEDURE

1. The COMPANY will recognize the duly elected employee UNION Stewards and their Alternates. The UNION will notify the COMPANY as to the identity of such Stewards and Alternates and will notify the COMPANY of any change in Stewards or Alternates.

2. Such Stewards or Alternates shall not absent themselves from work without the express permission of their Company Supervisor.

3. The Stewards and Alternates shall also act as the UNION's Grievance Committee, limited to three (3) employees based on workload availability otherwise 2 employees will attend. Local UNION officers, Human Resource Representative(s) and Department Manager(s) will meet with the UNION Grievance Committee as hereinafter outlined on matters pertaining to the administration of the provisions of this Agreement.

4. Should a difference arise between the Company and Union with respect to the interpretation and application of this Agreement, there shall be no suspension of work. An earnest effort shall be made to settle any difference promptly in the following manner:

   (a) **STEP ONE** - The aggrieved employee and steward shall take the grievance before the employee's immediate supervisor no later than thirty (30) calendar days of its occurrence. The supervisor agrees to meet with the steward and grievant within seven (7) calendar days of its notification. The supervisor shall verbally advise the steward and grievant of the decision concerning the grievance within seven (7) calendar days of its oral discussion. Every effort shall be made by the parties to settle the grievance at this level.

   (b) **STEP TWO** - If the grievance is not satisfactorily settled after presentation in Step One, the grievance may then be taken to Step Two by submitting it in writing to the Human Resources designee not more than fifteen (15) calendar days after the supervisor's verbal reply. The written grievance shall contain the date the grievance occurred, name of the employee(s) involved, statement of facts, and, if applicable, the contract
clause(s) allegedly violated and the settlement requested. Any written grievance so not prepared shall be returned to the Union for correction and resubmitted no later than five (5) calendar days from the date of return. A meeting between a representative of the Local Union, the Union Grievance Committee, Human Resource Representative(s) and Department Manager(s) will be promptly convened at a mutually satisfactory time following such written notification. The Company shall provide its answer to the Union not more than fifteen (15) calendar days after the conclusion of the Step Two meeting.

5. Any grievance arising because of a discharge shall be commenced at Step Two of the grievance procedure by filing a grievance in writing with the Human Resources designee within ten (10) calendar days of the date the grievant is notified of the discharge. Thereafter, any such grievance shall be handled as provided in Step Two.

6. It is understood by both parties that the Grievance Procedure as set forth above shall be strictly followed and that no grievances shall be considered outside of the complete grievance process. Unless a grievance is presented in the manner and periods provided, it shall be deemed not to exist.

7. No extension of time limitations as provided herein shall be allowed except by mutual agreement of both parties. The grievance may be carried to the next step of the Grievance Procedure if response time limits are not met by the Company as specified in the Grievance Procedure or as specifically extended by the parties.

8. In the event that the Company believes itself to be aggrieved in connection with this Agreement, it shall present its grievance in writing to the Chairman of the Union's Grievance Committee who shall discuss the matter with the Committee. The Committee shall immediately proceed to effect settlement of such grievance. A written response from the Chairman of the Union's Grievance Committee shall be represented to the Company within fifteen (15) calendar days following the Union's receipt of the Company's written grievance.
9. In the interest of resolving grievances at the lowest possible level, settlements of grievances shall not constitute a precedent for settlement of other grievances. A settlement arrived at in the course of the grievance procedure shall be limited to the specific occurrence out of which the grievance arose and to the particular employee or employees for whom the grievance is presented. The settlement shall be modified or voided only if the circumstances change and after discussion at the same level.

10. Any grievance which cannot satisfactorily be disposed of by the representatives of the Company and the Union in the manner herein provided may be submitted at the request of either party to arbitration as provided in Article V.

11. Union employee Stewards or Alternates and the Grievance Committee, with the approval of management, may be permitted to confer during working hours with management representatives on grievance matters without loss of time or pay. This clause does not cover time spent in arbitrating contract negotiations or Government agency proceedings.

**ARTICLE V**

**ARBITRATION**

1. All grievances that arise under Article IV which are not satisfactorily disposed of through the established grievance procedure may be referred in writing by either party to arbitration pursuant to the provisions of this Article. This step must be taken within fifteen (15) days upon receipt of COMPANY'S letter of final position as outlined in Article IV, Section 4, Paragraph B. Otherwise, the case will be considered closed.

2. Within ten (10) calendar days after demand for arbitration the Company and the Union shall attempt to mutually agree upon an arbitrator. In the event the parties fail to agree on an arbitrator within the ten (10) days, the Union shall within five (5) days thereafter request the American Arbitration Association to furnish the parties with a list of seven (7) arbitrators from which the parties shall select an impartial arbitrator. After receiving the list of arbitrators, and within five (5) work days of its receipt, an arbitrator shall be selected.
by each party alternately striking from the list of seven (7) names. The moving party shall make the first strike. The last name remaining on the list after each party has exhausted its strikes shall become the arbitrator.

The Company and the Union agree to the timely disposition of all arbitration cases and believe it is in the best interests of both parties to avoid delays in hearing cases. After demanding arbitration in accordance with #2 above, the case should be heard no later than 1 year from the date of filing. Any delays or postponements, other than scheduling conflicts or other extenuating circumstances, must be mutually agreed to between the parties. In absence of any delays or postponements, if the case has not begun within the 1 year timeframe, the case shall be deemed dropped and no further action to compel arbitration for the instant case shall be brought.

3. The jurisdiction and authority of the arbitrator and his opinion and award shall be strictly limited to interpretation of the written provisions of this Agreement. The arbitrator shall have no powers to add to, subtract from or in any way modify the terms of this Agreement.

4. Under the terms of this Agreement the arbitrator shall have authority only to interpret and apply the specific provisions of this Agreement which constitute the only basis upon which his decision shall be rendered.

It is agreed between the Parties that the arbitrator's authority in discipline (discharge and suspension) cases is limited to a finding of whether or not there is just cause for discharge or suspension.

The arbitrator shall have no authority to issue an award involving back pay when just cause has been found to exist.

If the arbitrator finds there was not just cause for discharge or suspension, the employee shall be reinstated with full back pay for all time lost; except any awards of back wages by an arbitrator shall be limited to the amount of wages the employee would otherwise have earned from his employment with the Company during the period involved, less any unemployment compensation or other compensation for personal services that he may have received from any source during that period.
5. Failure on the part of the Union or grievant(s) to strictly abide by the
time limits prescribed in this Article shall result in the grievance being
deemed to have been dropped. The time limits contained in this
Article are to be strictly construed.

The decision of the arbitrator shall be final and binding upon both
parties.

6. Each party shall bear the expenses of presenting and preparing its own
case. Compensation and expenses of the arbitrator shall be borne
equally by the Company and the Union.

7. There shall be no stoppage of work either by strike, sympathy strike,
or lockout because of any dispute or during proceedings in connection
with the possible amendment of this Agreement. All such matters
should be handled as hereinbefore stated. This includes the
observance of picket lines, signs, or appeals from any labor
organization engaged in any such activities, except in situations
where an employee has a reasonable, objective belief of bodily
harm in which event the employee will immediately notify
management.

ARTICLE VI

WORKING REGULATIONS AND PRACTICES

1. Eight (8) hours shall constitute a normal workday.

2. Forty (40) hours, consisting of five (5) 8-hour days, shall constitute a
normal work week; the work week to run on a calendar weekly basis.

3. The normal tour for scheduled Saturday work will be 8:00 a.m. to
4:30 p.m. with a one-half hour lunch period.

4. Normal working hours shall begin and end at the designated work
locations of the Company. These locations to be Company garages
and central offices only. The Company reserves the right to
discontinue any reporting location. In the event a reporting location is
discontinued, the displaced employees will be returned to Lafayette
provided their job duties exist at Lafayette. Re-assignment of
employees among the designated work locations will be handled on a
voluntary basis based on seniority by job classification. In the event
there are no volunteers, the least senior employees within the job
classification will be assigned. The Company agrees to permit employees whom the Company deems qualified to volunteer for assignment to new work centers. Furthermore, it is understood that any employee who is newly hired, rehired or recalled shall report to any location assigned by the Company.

5. Compensation at one and one-half (1 1/2) the employee’s straight time rate shall apply to any time worked in excess of eight (8) hours in a day and to time worked on a sixth or seventh day of the week, which time is in excess of forty (40) hours in that week. Compensation at one and one-half (1 ½) the employee’s straight time rate shall apply to any time worked on Sunday. It is mutually agreed that overtime work is a condition of employment.

6. Fifteen (15) minute relief periods shall be provided for each employee in each half of the work day, provided that such period is of at least three (3) hours duration.

7. Employees shall be at their designated places ready to work at the regular scheduled starting time. Employees shall not quit working until their designated quitting time.

8. When an employee is assigned to duty or schooling which requires an overnight stay, the Company will pay the employee on the basis of a regular work week schedule.

All business expense provisions will be managed in accordance with *CenturyLink’s* Employee Travel and Expense Policy unless specifically mentioned otherwise in the collective bargaining agreement.

Guidance rules regarding such expenses are as follows:

(a) The Company will arrange for the employee’s lodging and travel, including rental car when necessary.

(b) When air transportation is used, the Company will make reservations at the lowest available rates. Transportation arrangements to and from the airport will be the employee’s responsibility and the employee will be reimbursed for reasonable mileage to and from the airport and for long term parking upon the presentation of receipts.
(c) For longer trips, where air travel would be the normal method, the Company will reimburse the employee for reasonable mileage associated with the trip or the equivalent airfare, whichever is less, in case the employee wishes to use a personal vehicle. Employees shall be paid at straight time rates for normal flight time.

(d) The Company will reimburse the employee for parking fees and taxis associated with such assignments. A receipt must be presented for reimbursement of these expenses.

(e) The Company will pay for transportation for an employee to return home for one (1) weekend for each two (2) weeks scheduled to be on assignment, provided the assignment is of at least three (3) weeks duration and the assignment will extend at least one (1) week beyond the weekend visit home.

(f) The Company will reimburse employees for reasonable phone calls, up to a maximum of twenty minutes per day.

(g) Employees shall pay for lodging, airline tickets, rental car if appropriate and other travel related expenses with the employee’s own corporate credit card.

9. Employees shall be paid at the company-designated rate for mileage when using their personal vehicle for authorized business purposes.

10. An employee who is called in or assigned to work on a non-scheduled day, Monday through Saturday inclusive, will be paid one and one-half (1 1/2X) times his or her regular rate. The exclusion of unscheduled PTO as a part of the standard work week for overtime purposes, contained in Article IX, Section 4 is not superseded by the overtime provision contained in Article VI, Section 10.

11. It is mutually agreed that employees have a responsibility to accept callout when requested to do so in order to maintain customer service. Each employee on the list will be contacted according to the weekly schedule. If no employee responds to the callout, the Company may obtain the necessary workforce requirements as its discretion.
When an employee is called to work because of a service effecting condition at any time outside the regularly scheduled tour, he or she shall be paid a minimum of two (2) hours of overtime. Prior to 12:00 midnight, there are multiple callouts during the two hour minimum of the initial callout, there shall be no pyramiding of callout pay. Between 12:00 midnight and 6:00 a.m., if multiple callouts occur during the two hour minimum of the initial callout, the second callout only may be pyramided. The maximum callout during the period 12:00 midnight to 6:00 a.m. shall be based upon two callouts. At the discretion of management, additional employees may be authorized to assist on the callout.

Due to technological improvements, employees may be able to handle and resolve a call-out from home that does not require travel to the customer location. In this situation, the employee will be paid a one (1) hour minimum to resolve the problem at home. If the time worked exceeds one (1) hour, then the two (2) hour minimum will apply.

The Company, at its discretion, may use a “stand-by” differential for any job title as stated in the Wage Schedules based on customer service requirements. Employees on stand-by will provide the service center with a telephone number where they can be contacted and be readily available to respond to service outages. An employee on stand-by will receive $25.00 per weekday and $25.00 per day on weekends and holidays. An employee who fails to respond to a service outage during the assigned stand-by period will forfeit stand-by pay for the remainder of the assigned period.

12. An employee who is called from his home at night and required to work during the night from 12:00 midnight or later and works at least four (4) hours shall have a rest period of five (5) hours before starting his normal tour. That portion, if any, of his recuperation period which extends beyond the starting hour of his regularly assigned tour shall be classed as excused time and payment for such time shall be allowed. In the event of a major storm, hurricane or similar general catastrophe employees shall work the hours required in which case the rights in the recuperation clause are waived.

13. Home Garaging

In the event employees are assigned to report to a customer location or in order to meet the needs of the business in the most efficient manner, the Company, at its discretion, may utilize a voluntary
program of home garaging.

Home garaging, which authorizes employees to commute by Company vehicle between their home and assigned work location, will be utilized according to the following guidelines:

(a) Under no circumstances will Company vehicles be driven for personal use. The use of a Company vehicle to transport unauthorized passengers, including family members, is not permitted. No alcohol or drugs will be permitted in Company vehicles.

(b) Company vehicles must be locked and parked in the most secure locations available during the off-duty hours. The Company will be responsible for damages incurred due to vandalism, theft and acts of God, providing the vehicle was properly secured.

(c) Employees participating in home garaging will be covered by Company insurance and Worker’s Compensation for any authorized use of a Company vehicle, including driving to and from Company work assignments during non-paid time.

(d) Routine maintenance and repair of Company vehicles will be coordinated with the Vehicle Mechanic on duty. Breakdowns will be handled in the most expedient manner available.

(e) Employees assigned to a customer location/report center on a dedicated basis will arrive at the work location at the beginning of the scheduled tour and will leave the work location at the end of the scheduled tour, unless overtime is required. Paid time for call-out begins when the employee leaves home and ends when the call-out is completed at the customer location.

(f) On occasion, employees will be required to report to the work center due to a meeting and may be required to receive work supplies and materials at home.

(g) During PTO periods of one week or more, the employee may be required to return the vehicle to the work center.

(h) Employees will adhere to all established safety procedures, motor vehicle regulations and state laws pertaining to the operation of a motor vehicle.
(i) Extenuating personal circumstances regarding voluntary home garaging will be referred to the immediate supervisor for consideration.

14. In cases of the death of a near relative (including spouse, **domestic partner**, parent, [including step-parent], child [including step-child]), requiring the employee to make funeral arrangements and/or attend the services, time off for the death and burial up to a maximum of five (5) days paid leave will be granted. In cases of the death of other covered relatives, a maximum of three (3) days of paid leave will be granted. Other covered family members include **sibling (including step), mother-in-law, father-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandchild, son-in-law, daughter-in-law**.

15. The COMPANY will furnish leather work gloves, rubber gloves and rainwear consisting of rain suits and rubber boots for working in inclement weather.

16. Uniform service will be provided by the COMPANY to motor vehicle mechanics capped at $10.00 a week per mechanic.

17. The Company will provide at its discretion either an appropriate number of uniforms or an annual stipend to purchase uniforms to employees in those classifications which the Company deems appropriate. Color, style, material blend, and type of clothing will be determined by the Company.

Employees will be required to wear uniforms that are, in the Company’s judgment, properly maintained and presentable. The wearing of uniforms will be mandatory during all work hours. Regular and all appropriate maintenance of an employee’s uniform is the responsibility of the employee.

The Company shall have the unilateral right to amend or cease the uniform program at any time.

18. Subject to Company policy, regular employees (full and part-time) with six (6) or more months of service are eligible for the Embarq telephone concession plan.

It is recognized that the Company has the exclusive right to amend,
modify wholly or in part this plan.

19. Any full time employee who is subpoenaed as a witness, provided he is not a party to the proceedings, for all duly constituted Municipal, State and Federal courts, or who is lawfully summoned to serve on jury duty shall be paid by the Company at his base rate of pay, for all time necessarily consumed in performing such service, providing the employee immediately notifies his supervisor upon being served with the summons or subpoena. To be eligible for this benefit, employees who are dismissed or released from their subpoena or summons on any day prior to the end of their scheduled tour, shall either report directly for work or immediately contact his/her supervisor for instructions.

20. Emergency work of the type ordinarily done by the employees in the Bargaining Unit shall not be done by supervisory personnel, except in cases where qualified workmen are not available.

21. Meal time will not be paid time.

22. The work week will be five (5) consecutive days when the scheduled work week includes a Sunday. In a week in which a Friday or Saturday holiday occurs, the scheduled work week will be Sunday and three (3) consecutive days.

Scheduled tours ending after 9:00 p.m. shall be of eight (8) hours duration, including a thirty (30) minute lunch period. The employee may be required to remain at the job location.

23. In order to meet the needs of the business in the most efficient manner, the Company, at its discretion, may assign employees a compressed work week schedule Sunday through Saturday. Employees will rotate from a compressed to normal work week schedule based on business need as determined by management. Non-scheduled days during a compressed work week schedule will be consecutive. A compressed work week schedule will be administered in accordance with the following guidelines:

(a) The scheduled hours for a compressed work week will be determined according to the work load and function. Employees who are assigned to a one-half hour lunch period during a ten hour tour will be required to remain at the work site.
(b) The overtime rate will apply to all hours worked in excess of ten (10) hours in a day or forty (40) hours in a week.

(c) PTO scheduled and granted during a compressed work week will be reported as ten or five hours.

Employees who request a PTO day or one-half PTO day with less than ten or five hours of time remaining will report PTO time and excused non-paid equivalent to ten hours.

(d) When a holiday occurs during a compressed work week, the holiday will be paid on a ten hour basis. Employees required to work on the holiday will be paid one and one-half (1 1/2) the basic hourly rate for all hours worked in addition to holiday pay.

(e) Tour differential is applicable to tours beginning before 7:00 a.m. and ending after 7:00 p.m.

(f) Employees entitled to a fifth day of work in accordance with Article XI will be offered the opportunity for eight hours of work on a non-scheduled day.

24. POSTING PLANT WORK TIME SCHEDULES

In the case of those employees whose tours of duty come regularly within the same hours per day and the same days per week, no work time schedules will be posted.

In the case of those employees whose daily and weekly tours vary, work time assignments for each required day of work for the week in question will be posted during the third week preceding the work week involved.

Changes in work time schedules after posting may be made at the request of the employees if approved by management, and changes in posted schedules as regards to the days or hours of the day may be made by the COMPANY at any time, provided that if any such change is made less than one week (7 calendar days) preceding the work day involved, premium time shall be paid for only those hours worked outside the tour reflected in the posted schedule. When the COMPANY initiates a change in the posted work time schedule to cover an employee absence with less than a 48 hour notice preceding
the work day involved, premium time shall be paid for only the hours worked outside the tour reflected in the posted schedule.

Changes to posted work schedules may be made without 48 hours notice during times of meetings where employees from multiple work locations are meeting in one location. When this occurs, employees in locations outside of the meeting location will be required to start their tour at 7:30 a.m. and will end their tour at 4:00 p.m.

25. It is mutually agreed that during the life of this Agreement, that the provisioning, installation, maintenance and full installation of DSL services at the customer’s location, may be assigned by the Company to qualified bargaining unit employees under the following conditions:

(a) The Company will identify the number(s) of employees to be trained and certified on DSL installation.

(b) The Company will select the employees who will receive the training and certification based on interest and aptitude as demonstrated through skills testing.

(c) The Company may continue to utilize contractors with regards to DSL in compliance with Article XI, Subcontracting, of the Collective Bargaining Agreement.

26. Customer Service Technicians may be required to run cross connections (“jumpers”) in all locations, including central offices, if central office personnel are not readily available.

ARTICLE VII

LEAVES OF ABSENCE

1. No increase shall be made in an employee's rate of pay while on short-term disability or a military leave of absence.

2. Regular employees of the COMPANY covered by this Agreement, who voluntarily enlist in the Armed Forces, or are drafted into the service of the United States Government, during the life of this contract, shall be considered as "furloughed" employees and shall continue to accumulate seniority with the COMPANY during the time that they are in service, provided:
(a) Such employees are honorably discharged from the service;

(b) That such employees report for reemployment with the COMPANY within ninety (90) days (Merchant Marine - 40 days) after being eligible for discharge from the service of the United States;

(c) Are physically qualified to work; and

(d) If they comply with the service limitation provision of Section 9 of the Universal Military Training and Service Act.

3. Family Leave will be provided in accordance with regulations outlined in the Family Medical Leave Act (FMLA).

Notwithstanding anything to the contrary, where any one clause or article of this contract is applicable to a request for a leave of absence as defined by the Family and Medical Leave Act of 1993, and the contract provides for a greater level of benefits than are required under the FMLA, the provisions of the contract shall prevail. In no instance shall the contract diminish any rights guaranteed under the Act.

The company shall have the final discretion with regards to those options where the employer is provided with discretion under the FMLA.

**ARTICLE VIII**

**HOLIDAYS**

1. The following days shall be understood to be holidays, within the limitations defined, for all regular employees:

   New Year’s Day    Labor Day
   Memorial Day      Thanksgiving Day
   Independence Day  Christmas Day

2. When any of these holidays falls on a Sunday, and custom causes it to be observed on the following Monday, it shall be so observed.
3. When a holiday, or a day observed therefore, falls on an employee's scheduled work day, it may be allowed as a day off, without deduction in pay. Any employee not scheduled to work on the holiday will be allowed one (1) day's straight-time pay for the holiday, and such holiday paid time shall be considered as time worked for the purpose of computing overtime. All holidays falling on a Saturday will be treated in like fashion with those which occur during the normal work week.

4. An otherwise eligible employee who does not report for work on a holiday when requested to do so, shall not receive holiday pay except in the case of verified illness, death in family or personal emergency reasons.

   (a) Personal emergency reasons shall be limited to those reasons involving the health or welfare of the employee or his or her immediate family.

   (b) Employees who are absent on their regular scheduled workday immediately prior or immediately following the holiday shall not receive pay for the holiday unless excused by the company.

5. If an authorized holiday falls within an employee's PTO period, time off with pay will be granted, equal to the number of hours for which the employee would have been entitled to receive pay for the holiday. Such additional day must be selected at the same time the PTO week has been selected. This additional day will not necessarily be consecutive with a PTO period. Such additional day will be granted on no more than two (2) occasions to the same employee in any calendar year, except in extenuating circumstances, the Company may grant specific approval for more than two (2) such occasions in any calendar year.

6. For work on a holiday:

   (a) Employees (if on a day otherwise normally scheduled to work) shall receive a total of one (1) day's straight-time pay for the holiday plus one and one-half (1 1/2) times their hourly straight-time pay for each hour worked on the holiday.

   (b) Employees (if the holiday falls on a day not normally scheduled to work) shall receive one and one-half (1 1/2) times their straight-time pay for each hour worked on the holiday.
(c) The provisions contained herein for compensating an employee for time worked on a week day shall apply to all hours worked on an observed holiday during normal tour.

7. Premium pay for time worked on a holiday shall not be duplicated ("pyramided").

ARTICLE IX

PAID TIME OFF

Section 1

Paid Time Off (PTO) is a program where an employee manages his/her paid time away from work and has the flexibility to use PTO hours based on the employee’s personal needs.

PTO hours are provided for all incidental absences from work. The employee must use all available PTO hours before hours can be taken unpaid, except in situations where FMLA-covered absences will exceed five consecutive days. In that case, the employee will have the opportunity to elect whether to take PTO hours or an unpaid absence. In all other situations, the employee will not have the opportunity to choose.

Section 2

Regular Full-Time employees will earn PTO based on their cumulative length of continuous service as shown in the following schedule. Regular Part-Time employees will earn PTO based on their cumulative length of continuous service and on the basis of hours worked in relation to 2,088 hours per year.

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to fewer than 2 years</td>
<td>16 days</td>
</tr>
<tr>
<td>2 years but fewer than 5 years</td>
<td>18 days</td>
</tr>
<tr>
<td>5 years but fewer than 15 years</td>
<td>23 days</td>
</tr>
<tr>
<td>15 years but fewer 25 years</td>
<td>28 days</td>
</tr>
<tr>
<td>25 years and over</td>
<td>33 days</td>
</tr>
</tbody>
</table>

If an employee’s hire date is on or before the 15th of a month, he/she will be credited with eligible hours for that first month. If an employee’s hire
date is after the 15th of a month, no credit would be given to the employee for the first month.

Section 3

The PTO year which shall be used in computing the amount of paid time off shall be from January 1st through December 31st of each year in which this Agreement continues in effect, except that in the anniversary year of 2, 5, 15, and 25 years the employee earns PTO at the higher rate for the entire year.

Section 4

The Paid Time Off program includes both Scheduled PTO and Unscheduled PTO. Scheduled PTO are those hours selected by the employee in accordance with the PTO selection process as outlined in Section Article. Unscheduled PTO occurs when an employee requests time away from work that is not pre-scheduled.

Scheduled PTO hours are included as part of a regular work week for overtime purposes. Unscheduled PTO hours are not included as part of the standard work week for overtime purposes.

Section 5

Employees retiring on pension will be given the full unused PTO to which they are entitled by years of service. Scheduling of PTO shall take into account both the service requirements and employee’s preferences according to seniority of the employees. Where service requirements do not permit, an employee may be required to postpone or cancel his or her scheduled PTO for the current year. In the event that cancellation of earned PTO time is necessary, the employee will be paid the equivalent of his or her earned PTO time. This provision may be amended to permit postponement or carry-over (but not accumulation), up to March 31 of the following calendar year.

Section 6

PTO may not be accumulated from year to year, nor may PTO be postponed from one year to another. Employees are encouraged to schedule and take all PTO within the calendar year. However, due to business needs, an employee may not be able to take all of his or her PTO time in the current year. In these instances, up to 40 hours of carryover
will generate automatically for use by March 31 of the following year. This includes employees on Short Term Disability and/or Worker’s Compensation.

Employees may not receive pay in lieu of PTO.

**Section 7**

Scheduled PTO shall be on the basis of full calendar week or weeks except that one week of PTO, where the employee is eligible for two or more weeks, may be taken a day or days at a time. PTO taken a day or days at a time is subject to the following conditions:

1. One-week advance notice with supervisory approval. Supervisor can waive notice at his/her discretion.

2. Regular scheduled PTO in weekly increments take precedence over day or days at a time request.

3. Such requests will be honored on a first come, first served basis and not subject to seniority.

**Section 8**

PTO hours earned but unused will be paid out at termination.

**Section 9**

PTO eligibility schedules by job classification shall be posted by October 15, employee selection will begin November 1 and the entire selection procedure must be completed by December 31. Employees will be contacted in seniority order to select PTO and employees who do not make a selection at the time they are contacted must wait until all other employees are contacted.

Full weeks PTO will be selected prior to selecting individual days. PTO not selected by December 31 will be assigned from the remaining weeks available.

Individual days may be selected and scheduled or employees must select reserve time for these days. Individual days selected but not taken prior to the reserve time must be taken during the reserve time. The period during which reserve time may be scheduled shall extend from January 1 through March 31 of the following year.
Approved PTO schedules shall be posted by January 15. Once PTO schedules are completed, changes initiated by employees shall not be made unless acceptable both to the employees involved and to the COMPANY.

**ARTICLE X**

**SENIORITY**

1. New employees with less than twelve (12) months of continuous employment with the COMPANY shall be deemed to be without seniority rights. It is understood that upon satisfactory completion of the twelve (12) month period, employees shall be placed upon the seniority list as of their hiring date and be eligible to bid on posted vacancies. The Company shall have the right to discharge employees during this time period and such discharge shall not be subject to the arbitration provisions of this Agreement.

The twelve (12) month period for new employees may be extended by mutual agreement between the Company and the UNION.

2. Employees hired for special jobs shall be considered temporary employees for the duration of such project, up to a maximum of six (6) months. Temporary employees shall not participate in overtime if regular qualified employees are available for the performance of such overtime work as may be necessary.

3. Management employees returning to the bargaining unit will not be credited for seniority accrued while in management, except for system-wide pension and benefits.

4. Notices of all job vacancies, when and where determined to exist by the company will be posted to employees in a manner determined by the company. The posting will describe the job duties and the qualifications required for the position as determined by the company. The company will seek to fill the vacancy from those employees bidding based upon these qualifications. In the event two or more bidders have substantially equal qualifications, the bidder with the greater company-wide seniority shall be awarded the job.

   At locations where employees have computer access and where technologically feasible, the company shall have the right to utilize an
electronic method for posting job vacancies. The company shall provide training to employees before implementing an electronic method. The company shall notify the union in advance prior to implementing any electronic method.

If no employee bids or qualifies for the job, the company may fill the job at its discretion. An employee who is awarded the job will be restricted from the bidding process for a period of 24 months. This restriction will be waived should the company announce a layoff in the employee’s job classification.

ARTICLE XI

SUBCONTRACTING

The company will not subcontract any work normally performed by bargaining unit employees should such subcontracting cause the layoff of bargaining unit employees. It is understood that certain work is not within the scope of bargaining unit employees; such as work for which employees are not equipped or trained.

ARTICLE XII

WORK FORCE ADJUSTMENT

The COMPANY shall determine the necessity for and extent of any required force adjustment. In the event it becomes necessary to lay off employees, the following procedures shall be applied:

1. Work force reductions will be by job classification and by inverse order of seniority. Employees wishing to volunteer for layoff will be selected in descending order of seniority.

   Employees who volunteer for layoff and are granted their request will not be eligible for recall rights and will not be considered on lay-off status.

2. The Company will notify the UNION and the employees designated for layoff at least fifteen (15) working days prior to the effective date of layoff. In lieu of such notice, the employee will be paid three (3) weeks' pay at the employee's basic weekly wage rate in addition to the employee's allotted severance allowance.
3. An employee who is about to be laid-off may request transfer to a job in the same or dissimilar job classification with the company providing all of the following qualifications are met:

(a) The job is vacant and at the Company's option will be filled or the incumbent employee has less company service than the transferring employee. Company service is defined as the System Service date reflected in the employee's current E.I.R.

(b) Transfers may only occur on a lateral or downward basis as determined by the maximum wage rates for the wage schedules involved.

(c) The transferring employee has had previously recognized experience in the Eastern Group in the job to be filled and was fulfilling the basic requirements of the job when he/she previously vacated the position; except a senior employee may displace a less senior employee in the Central Office Attendant, Coin Collector, Custodian and Material Handler classification, provided the employee is capable of performing the duties required for that classification without physical restriction.

(d) The transferring employee can perform, in the judgment of the Company, the basic requirements for competence in the job without additional training or physical restriction.

(e) In all cases, the most senior employee requesting transfer must displace the least senior employee in the occupational classification to which he/she is requesting transfer. Multiple requests to displace the same incumbent shall be granted on a seniority basis, as defined in Section 3, a., providing all elements of Section 3 are met by all employees requesting transfer.

4. Employees affected by work force reduction, who elect not to transfer, shall be separated without loss of recall rights or severance pay.

5. Employees requesting transfer in order to avoid work force reduction must provide written notification of their intent to the Company within 5 calendar days following the work force reduction notification. Management shall review their request to determine compliance with Section 3 of this policy and shall advise the employee of the status of their transfer request within 5 calendar days.
following the receipt of the request for transfer.

Employees not complying with these time frames or not electing to transfer, may not elect to transfer after the expiration of the five (5) calendar day decision period specified in this section.

6. Employees who are displaced will be given notice as specified in Section 2 and may, if applicable, exercise their rights to transfer under the provision of this policy.

7. Travel and moving expenses resulting from transfer will be the sole responsibility of the transferring employee.

8. Employees temporarily working out of classification or location at the time of a work force reduction will be considered to be within their formal/permanent job title and original reporting center for purposes of this policy.

9. Employees granted transfer under the provisions of this policy will be prepared to report to their new work location/job at the time specified by the Company.

10. Laid-off employees will receive severance pay as follows:

    (a) An employee with five (5) years of service or less will receive one week's pay for each year of service.

    (b) An employee with more than five (5) years of service but not more than ten (10), will receive five (5) weeks' pay plus two (2) weeks' pay for each year of service between six (6) years and ten (10) years.

    (b) Employees with more than ten (10) years of service will receive fifteen (15) weeks' of pay plus three (3) weeks' pay for each year of service thereafter, providing that in no event shall the severance pay exceed thirty-nine (39) weeks' pay.

11. Service must be continuous as dated by the system service date. Fractional parts of years amounting to less than 6 months are disregarded. Fractions of 6 months or more are counted as a full year. Severance pay allowance applies only to regular, full-time employees, and is paid weekly for a maximum payment of 39 weeks.
12. The severance allowance of a returning employee ceases beginning the first day the employee is scheduled to return to work following recall. If an employee who has been laid off and paid a severance allowance is subsequently reemployed and again laid off, the severance allowance in the case of the subsequent layoff(s) is based upon the employee's aggregate length of service minus the number of weeks of severance allowance paid on a previous layoff(s).

13. RECALL - When rehiring in any occupational classification following a layoff, the Company will first offer the job to a more senior employee who meets the job's requirements defined in Section 3 and who was transferred from that classification due to the layoff. Refusal by an employee to accept reassignment to his/her pre-layoff position will relieve the Company of the obligation to offer such future assignments to the employee. If there is no such employee who was so transferred, then the Company will offer reemployment to those less senior employees who have been laid off in that occupational classification in the inverse order in which said employees were laid off.

14. The Company will have fulfilled its obligation hereunder with respect to any laid off employee, by offering reemployment by registered mail addressed to the laid off employee's latest address as shown by the records of the Company. Any such laid off employee must respond and be available for reemployment within seven (7) calendar days after the date of the offer; otherwise the laid off employee shall be deemed to have refused reemployment and the Company's obligation shall be terminated. Unavailability for reemployment within seven (7) calendar days after the date of the offer will result in the forfeiture of remaining severance pay and recall rights.

15. The Company shall not be obligated to recall any employee after one (1) year following the employee's last day worked.

16. Notwithstanding the provisions above, the Union and the Company may, by mutual agreement, establish some alternative procedure for accomplishing any force adjustment which may be necessary. The Company will not be obligated to implement alternatives proposed by the Union.

17. Central Office Technicians and Equipment Installers will be considered as the same title for layoff purposes.
ARTICLE XIII

EMPLOYEE INCOME PROTECTION PLAN
FOR BARGAINING UNIT EMPLOYEES

(A) If during the term of this agreement, the Company determines, in its discretion, that there is or will be a surplus which will necessitate layoffs or involuntary permanent reassignments of regular full-time employees to different job titles involving a reduction in pay or to locations requiring a change of residence, after written notice of surplus is first provided to the Union, employees who have at least twenty (20) years of continuous service and whose age is at least 55 years as of the date of the Company’s notice to the Union, may elect, in the order of seniority, and to the extent necessary to relieve the surplus, to leave the service of the Company and receive Employee Income Protection benefits described in paragraph b. of this section subject to the following conditions:

1. The Company in its discretion may offer EIPP to all employees in the bargaining unit or only to employees in certain job titles and work locations. The Company will determine the period during which the employee may, if he or she so elects, leave the service of the Company pursuant to this section. Neither such determination by the Company nor any other part of this section shall be subject to arbitration.

2. The number of employees who may make such election shall not exceed the number of employees determined by the Company to be surplus.

3. An employee's election to leave the service of the Company and receive Employee Income Protection benefits must be in writing and transmitted to the Company within fifteen (15) days from the date the Company makes notification of any such change or surplus in order to be effective and such election may only be revoked within such 15-day period. After the 15-day period has expired, the Company will determine the number of employees required to relieve the surplus, as well as their job titles and locations. The Company will confer with the Union about this determination and about which employee’s EIPP elections will be accepted; however, the Company will make the final decision and its decision is not subject to arbitration.
4. Employees who elect to receive benefits under the provisions of this section shall not be entitled to other severance pay benefits or other benefits which may be provided to laid-off employees but shall be entitled to receive those benefits applicable to retirees, if the employee elects to retire. No employee shall be required to retire in order to receive Employee Income Protection Plan payments.

If an employee voluntarily accepts EIPP and is out or should go out on Short Term Disability, the Short Term Disability would end on the scheduled last day worked for EIPP designation regardless of the anticipated release date by the physician.

(B) Employee Income Protection payments for employees who so elect to leave the service of the Company in accordance with paragraph a. shall begin within one month after such employee has left the service of the Company to continue until 48 payments have been made.

(C) For employees who so elect in accordance with paragraph a, the Company will pay monthly as Employee Income Protection payments, $8.00 for each year of continuous service plus 35% of the employee's final basic weekly or equivalent wage rate but, in no case to exceed in aggregate a total of $625.00 per month. The maximum amount of Employee Income Protection benefits payable shall in no event exceed a total of $30,000.

(D) In no event shall the total of the Employee Income Protection payments exceed the equivalent of twice the employee's annual compensation at the basic weekly wage rate (or its equivalent) received during the year immediately preceding the termination of service.

(E) As used in this section, "annual compensation at the basic weekly rate (or its equivalent)" or "basic weekly wage rate (or its equivalent)" do not include tour or temporary differentials, overtime pay, or other extra payments.

(F) Payments hereunder shall cease upon the employment of a recipient by the Company or any affiliated or subsidiary companies of CenturyLink Corporation.
(G) In the event of the death of a recipient of Employee Income Protection payments before all of the monthly payments to which he is entitled have been made, the remaining amount shall be paid to the individual's estate.

(H) When the surplus is not relieved by a sufficient number of employees accepting the Company's offer under provisions of this section, the Company may lay off employees as provided under other provisions of this Agreement.

NOTES:

1. Payday will be on alternating Fridays and the method of payment will be direct deposit. If a Friday payday is also a holiday, the preceding Thursday shall be the payday. Adjustments for overpayment or underpayment of hours in excess of 80 will be reflected on the following regularly scheduled payday.

2. It is mutually agreed that the growth of the business is beneficial to all employees. It is agreed and understood that all customer contact employees may be required to perform informal and direct sales work as part of their normal job duties. The Company has the right to establish sales incentive and promotional programs to stimulate sales of its products and services and will notify the Union prior to the implementation of any new program.

Nothing in this Agreement shall affect or limit the right of the Company to develop and implement, modify or delete such recognition programs, incentive programs as it chooses; or to pay such individual bonuses or commissions in such amounts or percentages as it may desire, to reward employees for improved performance or efficiencies or otherwise. If and to the extent that any such recognition programs, incentive programs, individual bonuses, or commissions may be awarded, such award shall not constitute a binding precedent or practice with respect to any future recognition programs, incentive programs, individual bonuses, or commissions.

The Company agrees to provide affected employees with a written statement of their incentive, bonus and/or commission plans, including any changes which might be made thereto from time to time, in advance of the effective date of such plan or changes. Such statement shall reflect the method of computation of such incentives, bonuses and/or commissions. Nothing in any such plan may penalize,
or in any way disadvantage, an employee for not achieving any of the incentives offered.

The Company agrees to give 30 days advance notification to the Union and to allow feedback by the Union prior to notifying affected employees of the implementing, modifying, or deleting of any recognition programs, incentive programs, bonuses, or commissions under the provisions of this Section.

3. Wage increases due from the first to the 15th inclusive of the month will become effective on the Sunday closest to the first of the month. Wage increases due from the 16th to the end of the month will become effective on the Sunday closest to the first of the following month.

4. An employee engaged or reengaged as a regular employee may be employed at and progress from such a rate in excess of the established starting rate as may be commensurate with his previous training, employment and experience.

5. Employees transferred from a lower rated job to a higher rated job will begin the new job at the rate step on the higher wage schedule which is the same or immediately greater than his/her rate of pay on the lower wage schedule. The employee will progress on the new wage schedule 6 months from the starting date of the new job.

6. Employees who are permanently reassigned, voluntarily or involuntarily, to a lower rated job will receive the rate of pay of the appropriate rate step on the lower schedule. (Example: An employee at the 36-month step on the higher schedule will be paid the 36-month rate on the lower schedule.)

7. Employees working in any of the classifications covered under Article XIV of this Agreement may be required to work in another classification when necessary and so long as such does not cause an employee to be laid off.

8. Employees covered by the Agreement who are at the maximum rate in their classification and who are temporarily assigned and work for one complete tour in a classification with a higher maximum rate, shall be paid at the higher rate for the time worked in the classification with the higher maximum rate.
9. Employees who are in progression and who are temporarily assigned and work for one complete tour in a classification with a higher maximum rate shall be paid the hourly rate for their months of service as applicable in the higher classification's wage schedule for the time worked in the classification with the higher maximum rate.

DIFFERENTIALS:

Employees temporarily assigned in a group leader capacity or to assist management in the performance of non-bargaining unit work will receive a differential of $1.50 per hour in addition to the rate of pay due for all such hours. Assignments as a group leader shall not exempt employees from performing their normal job duties to the extent possible.

A differential of $2.75 per hour shall be paid for all hours worked after 7:00 p.m. and before 7:00 a.m.

**Differentials do not apply to hours of work when time and one-half is paid.**

**ARTICLE XIV**

**PENSION AGREEMENT**

The Company has adopted the Embarq Retirement Pension Plan (the “Retirement Pension Plan”) and agrees to include employees covered by this Agreement as members of such Retirement Pension Plan in accordance with the Pension Agreement, which by reference thereto is incorporated herein and made part of this Agreement. Said Pension Agreement shall be continued without modification for the life of this Agreement; provided, however, the Company (and for this purpose only, "Company" shall include Embarq Corporation) retains the right to make such changes in the Retirement Pension Plan, in its sole discretion, as may be required to obtain a ruling from the Commissioner of Internal Revenue that the Retirement Pension Plan qualifies under Section 401(a) of the Internal Revenue Code of 1986, as amended from time to time, and that the Trust implementing the Retirement Pension Plan is exempt from taxation under Section 501(a) of said Code, to satisfy any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Pension Plan, or to administer said Retirement Pension Plan in an orderly and efficient manner. Any such action taken by the Company in its sole discretion with respect to the Retirement Pension Plan
shall apply to all similarly situated employees of the Company in a uniform manner. The Company pays all contributions to the Retirement Pension Plan.

PENSION AGREEMENT
Between
UNITED TELEPHONE COMPANY OF NEW JERSEY, INC.
(LAFAYETTE EMPLOYEES)
and
LOCAL UNION 827, IBEW, AFL-CIO

Section 1 - Embarq Retirement Pension Plan

The Company agrees to provide to Covered Members, through the Embarq Retirement Pension Plan (the "Retirement Pension Plan"), the benefits hereinafter specified in this Agreement effective January 10, 2010. All terms defined in the Embarq Retirement Pension Plan shall have the meaning specified therein unless the context of this Pension Agreement clearly indicates otherwise.

Covered Member shall mean an employee of United Telephone Company of New Jersey, Inc. (Lafayette employees) represented by Local Union No. 827 of the IBEW, AFL-CIO, who is a member of the Retirement Pension Plan pursuant to Article 2 of the Retirement Pension Plan.

The provisions of the Retirement Pension Plan, other than Section 3.2, Retirement Allowance on Termination of Employment or Retirement, including the rights of the Board of Directors of Embarq Corporation to make such amendments as it deems advisable with respect to all of the provisions of the Retirement Pension Plan other than those referred to specifically in this document, are incorporated herein by reference and shall be in full force and effect provided that continuous service and credited service shall be determined in accordance with definitions in Sections 1.13 (b), Continuous Service, and 1.15 (b), Credited Service, respectively of the Retirement Pension Plan, except as specifically provided to the contrary herein.

Anything contained in the Retirement Pension Plan to the contrary notwithstanding, the tables of monthly benefit per year of service hereinafter described shall apply to a Covered Member until revised by a subsequent Pension Agreement. This Pension Agreement shall terminate when the contract between the Company and the Bargaining Unit terminates. Upon
the termination of this Pension Agreement, if as of such date a subsequent Pension Agreement between United Telephone Company of New Jersey, Inc. (Lafayette employees) and Local Union No. 827 is not in force, the retirement allowance of any Covered Member shall be determined as of such date and shall not increase for any reason until the effective date of a subsequent Pension Agreement. No credited service shall be earned following such date. Continuous service shall continue to be earned in accordance with Section 1.13 (b), Continuous Service, of the Retirement Pension Plan. A Covered Member may retire as provided in the Retirement Pension Plan following such termination date and receive the retirement allowance determined as of the termination date, provided, that such allowance shall be adjusted as provided in the Retirement Pension Plan if it is paid in a form other than a life annuity or commences on a day other than the Covered Member's normal retirement date, as defined in the Retirement Pension Plan.

Section 2 - Amount of Allowance

(a) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who retires under normal or early retirement under Article 3, Retirement Allowance, of the Retirement Pension Plan shall be based on the Covered Member's age in years and completed whole months, job classification and credited service at termination of employment; and date of termination of employment, or normal retirement date if earlier, determined from the attached tables, by multiplying the appropriate monthly benefit per year of service by the number of years of credited service, subject to the provisions contained in Article 4, Provisions Relating to Pension Agreements, of the Retirement Pension Plan.

(b) The amount of the retirement allowance payable in the form of a life annuity to a Covered Member who is entitled to a deferred vested early retirement allowance as defined in Section 1.16 of the Retirement Pension Plan shall be equal to the benefit determined in paragraph (a) above using the appropriate monthly benefit per year of service for a Covered Member age 65 at the time of the Covered Member's termination of employment.
ARTICLE XV

SAVINGS AGREEMENT

The Company has adopted the Embarq Retirement Savings Plan for Bargaining Unit Employees (the “Retirement Savings Plan”) and agrees to include employees covered by this Agreement as members of such Retirement Savings Plan as soon as administratively feasible following ratification of this Agreement, in accordance with the Savings Agreement as included below. In addition, the Company agrees to withhold employee contributions as provided in said Savings Agreement and to make Company contributions thereto. Said Savings Agreement shall be continued without modification for the life of this Agreement; provided, however, the Company (and for this purpose only "Company" shall include Embarq Corporation) retains the right to make such changes in the Retirement Savings Plan, in its sole discretion, as may be required to obtain a ruling from the Commissioner of Internal Revenue that the Retirement Savings Plan qualifies under Section 401(a) and 401(k) of the Internal Revenue Code of 1986, as amended from time to time, and that the Trust implementing the Retirement Savings Plan is exempt from taxation under Section 501(a) of said Code, to satisfy any applicable state or federal statute, regulation, ruling, court decision or other law applicable to said Retirement Savings Plan, or to administer said Retirement Savings Plan in an orderly and efficient manner. Any such action taken by the Company in its sole discretion with respect to the Retirement Savings Plan shall apply to all similarly situated employees of the Company in a uniform manner.

SAVINGS AGREEMENT
between
UNITED TELEPHONE COMPANY OF NEW JERSEY, INC. (LAFAYETTE EMPLOYEES)
and
LOCAL UNION 827, IBEW, AFL-CIO

Section 1-Embarq Retirement Savings Plan for Bargaining Unit Employees

(a) The Company agrees to provide a means for employees to save for their retirement on a tax-deferred basis through the Embarq Retirement Savings Plan for Bargaining Unit Employees (the "Retirement Savings Plan"). Employee and Company contributions to said Retirement Savings Plan are specified in this Agreement. All
terms defined in the Retirement Savings Plan shall have the meaning specified therein unless the context of this Savings Agreement clearly indicates otherwise.

Section 2 - Employee Contributions

(a) Basic Contributions

i. Each Participant shall be allowed to have his wage reduced bi-weekly up to the appropriate maximum bi-weekly amount specified in Appendix C. Such bi-weekly wage reduction shall be in multiples of $2 and shall be contributed to the Participant's account. Such bi-weekly wage reduction shall be known as "Basic Contributions."

ii. The minimum Basic Contribution shall be $10 for each bi-weekly pay period.

(b) Supplemental Contributions

Each Participant who has had his wage reduced by the appropriate maximum amount Basic Contribution Amount in Section 2 shall be allowed to have his wage further reduced in multiples of $2, which amount shall not exceed the amount specified in Appendix C. Such amount shall be known as Supplemental Contributions".

(c) Catch-Up Contributions.

Effective January 10, 2010, each eligible Participant shall be permitted to make Catch-Up contributions as defined in the plan document. Upon attainment of age 50, a participant may contribute an additional per year to the extent provided by Section 414(v) of the Internal Revenue Code and under procedures established by the Embarq Employee Benefits Plan Committee.

Section 2 and the Savings Plan Tables in Appendix C remain in affect until the provisions of the Section 2.A are implemented.

Section 2.A. will be effective when all Embarq Labor Agreements include the following contract language or when the recordkeeper’s system allows, whichever occurs first.

Section 2.A.

IBEW 827 34 January 10, 2010
(a) Each participant shall be allowed to contribute on a bi-weekly basis up to an amount equal to eighty percent (80%) of the Participant’s wage on a pre-tax basis. Such bi-weekly wage deductions shall be increments of one percent (1%) and shall be contributed to the Participant’s account.

(b) The first six percent (6%) of the Participant’s wage made on a bi-weekly basis shall be known as “Basic Contributions”. The minimum Basic Contribution shall be one percent (1%) of the Participant’s wage.

(c) Participant contributions made in excess of Basic Contributions, contributions greater than six percent (6%) of a Participant’s wage, but not to exceed eighty percent (80%), shall be known as “Supplemental Contributions”.

(d) Catch-up contributions continue as a flat dollar amount.

A Participant’s “wage” means base pay and approved incentives earned during a payroll period and shall not include overtime pay, shift differential pay, severance pay or any other extra pay or compensation.

Section 3 - Company Contributions

The Company may contribute the Company matching contributions equal to 25 percent of the Participant's Basic Contribution.

ARTICLE XVI
HEALTH AND WELFARE BENEFITS

Effective January 10, 2010, and continuing for the life of this Agreement, the Company agrees to provide the employees covered by this Agreement the same group health insurance (including prescription drugs), dental, vision, employee life insurance, employee supplemental life, dependent life insurance, basic long-term disability insurance, supplemental long-term disability insurance, accidental death and dismemberment, employee supplemental accidental death and dismemberment, dependent accidental death and dismemberment, health care reimbursement accounts,
dependent day care reimbursement account, and at the same premiums, as the Company provides for its non-bargaining employees. Employees of legacy CenturyTel affiliates are temporarily grandfathered at different premium levels than employees of this Company. The Company may provide any of the plans required by this Article through insurance and/or self-funded plans.

The Company will make available to employees, upon retirement, the same options for retiree health benefits as are offered to similarly-situated non-bargaining employees who retire from United Telephone Company of New Jersey, Inc. location. Such retiree health benefits will be governed by the terms of the applicable plan(s).

The Company reserves the right to amend, change or terminate any of these plans or reimbursement accounts at any time, or change the premiums of any plan, so long as the amendments, changes or terminations apply equally to all eligible employees, both non-represented and bargaining unit employees, of the Company. The Company does not have to bargain such amendments, changes or terminations with the Union.

VOLUNTARY BENEFITS PROGRAM

Effective as soon as administratively feasible, and continuing for the life of this Agreement, the Company agrees, subject to the limitations described below, to include employees of the Company. The components of the Voluntary Benefits program available to employees may include, but not be limited to, Automobile Insurance, Homeowners Insurance, Long Term Care Insurance, Pet Insurance, Universal Life Insurance coverages, Legal Services, and Critical Illness Insurance.

It is understood that employees will be responsible for the entire cost for each component of the Voluntary Benefits program. At its sole discretion, the Company may permit employees to have the required costs withheld through payroll deduction.

In addition, at its sole discretion, the Company shall designate the insurance carriers(s) and/or the agents(s) for the various components of the Voluntary Benefits program. The Company may change the insurance carrier(s) and/or the agent(s) at any time provided sufficient notice is given. The Company will provide the insurance carrier(s) and/or the
agent(s) with all applicable employee information needed to offer the program. The Company also reserves the right to modify or terminate any one of the various components of the Voluntary Benefits program at any time so long as the changes are uniformly applied to all eligible employees, both non-represented and bargaining unit employees.

ARTICLE XVII

NON-DISCRIMINATION

1. The COMPANY and UNION agree they will abide by State and Federal laws and will not discriminate against any employee or group of employees because of their race, creed, color, sex, national origin or age or because the employee is handicapped, a disabled veteran, or a veteran of the Vietnam Era, or has a physical or mental disability. The Company shall have the right to take all actions necessary to comply with the Americans with Disabilities Act.

2. Any employee who engages in activities constituting sexual harassment will be subject to disciplinary action up to and including discharge. The Union shall support the Company's policy that sexual harassment by any employee against any other person will be cause for immediate and severe disciplinary action.

ARTICLE XVIII

BRIDGING OF SERVICE

1. Reengaged employees who have worked for a continuous period of five (5) years for the Company shall receive 100% credit for all previous periods of full time service.

   (a) The above shall not apply for periods of less than six (6) months' continuous service.
ARTICLE XIX
OUTSIDE EMPLOYMENT

1. The COMPANY agrees that its employees may be gainfully employed by others or self-employed, provided that such employment does not interfere with or detract from an employee's ability to perform his work for the COMPANY or interfere with availability for such work.

2. The COMPANY nor the UNION condones the engagement of any employee in gainful employment for the purpose of the maintenance, administration, sales, repair, design, construction or installation of customer owned or leased equipment that is inter-connected with COMPANY facilities and which in turn provides a service, convenience or facility which is or may be available through COMPANY tariff offerings, gainful employment shall include personal work effort, supervision or training of other workers, and any consultation for which remuneration is made.

3. Should any violation of this Article occur, the employee shall be warned and if the violation continues said employee will be subject to normal disciplinary action.

ARTICLE XX
SAFETY

1. The Company shall make reasonable provisions for the safety of employees in the performance of their work. The Union shall cooperate in promoting the realization of the responsibility of each employee with regard to the prevention of accidents. The Company may issue safe working and operating practices to implement safe job performance.

2. A valid driver’s license is a bona fide occupational qualification for any position requiring the operation of a company vehicle. When an employee in a driving position loses his/her license for Driving Under the Influence (DUI), the Company and the Union will meet to discuss the employee’s situation.

The employee will be required to contact the Employee Assistance Program (EAP) for evaluation and a recommendation for treatment.
The employee will also be required to sign a release authorizing the EAP to advise the Company about their findings. Failure to follow the treatment plan may result in discharge.

During the period of suspension, the employee may be temporarily reassigned to a non-driving position or to perform a special project. The employee’s rate of pay will be adjusted accordingly, as provided for in Article XIV, Notes, 6. If no such employment is available, the employee must use all available vacation and floating holiday time prior to being granted any unpaid time.

Loss of a driver’s license on a second occasion for any reason may result in discharge.

A period of ten years without second offense will remove the first incident from the employee’s record.

3. The Company shall provide one calendar year reimbursement of up to $75.00 for the purchase of safety footwear (shoes or boots) OR for the repair of existing safety footwear for designated employees who are required to wear safety footwear. Designated employees eligible for the reimbursement shall be determined by PPE hazard assessment by the Company (supervisor and Safety).

Reimbursement shall be provided to eligible employees through an expense report or through a similar process determined by the Company.

Receipts shall document proof of the purchase of safety footwear meeting the Company requirements and the ANSI Z41.1 Class 75 standard. Eligible employees may purchase safety footwear from the vendor of their choice.

The Company reserves the right to amend, modify, in whole or in part the program at its sole discretion.

**ARTICLE XXI**

**SHORT TERM DISABILITY**

**Section 1:**

*The Short Term Disability (STD) Plan provides income protection when you cannot work at your usual job due to an injury or illness*
incurred either on or off the job. The Summary Plan Description (SPD) describes the benefits and coverage requirements for the benefits. The Plan is effective May 17, 2006.

Employees are covered by the plan if they are a regular, full-time employee, or a regular, part-time employee scheduled to work 20 or more hours per week.

If you are covered under the Plan, you are entitled to benefits when you meet all of the following criteria:

- You cannot work due to an illness or injury you incur either on or off the job.

- Your absence due to that illness or injury is for more than 40 consecutive scheduled work hours (Waiting Period). The Waiting Period must be bridged with PTO time.

- You must comply with the Claims Procedure and satisfy all Plan requirements for documentation, reporting and compliance including an Independent Medical Examination (IME) if required.

If your employment is involuntarily terminated (i.e., someone other than you ends your employment) while you are receiving STD benefits, you may continue receiving benefits until (i) your benefits are exhausted, (ii) your health care provider indicates you could have otherwise returned to work, with or without restrictions, or a health care provider providing an IME indicates you could have otherwise returned to work, with or without restrictions.

If you can not return to work when you are no longer eligible for benefits under the Plan, it is your responsibility to contact management and Human Resources to discuss your continued employment.

Benefits under the Plan are based upon your length of service. The Plan provides benefits up to a maximum of 26 weeks according to the following STD Benefit Payment Schedule.
### STD Benefit Payment Schedule

<table>
<thead>
<tr>
<th>If your length of service is:</th>
<th>Then benefits at 100% of Base Salary are paid for:</th>
<th>And benefits at 60% of Base Salary are paid for:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>One year of service or more</td>
<td>Two weeks of STD benefits at 100% of your Base Salary for each full year of service up to a maximum of 26 weeks</td>
<td>26 weeks of STD benefits at 60% of your Base Salary, less the number of weeks of benefits at 100% of your Base Pay</td>
</tr>
</tbody>
</table>

Proof of sickness or disability will be required of all employees receiving benefits under this plan. Sickness disability hereunder must be certified as rendering the employee unable or unfit to work by an accredited physician of the employee’s choice acceptable to the Company.

STD benefits are based upon your Base Salary on your last day worked. Your Base Salary is your hourly rate times your regularly scheduled weekly work hours. Payments such as overtime and shift differentials, are not included in your Base Salary for purposes of this Plan.

Your Plan benefits will not begin until after the Waiting Period unless:

- You are entitled to Plan benefits the second time due to the same illness or injury that caused you to be entitled to Plan benefits the first time; and

- You returned to work for 30 calendar days or less.

If you return to work for at least 182 calendar days, your previous STD benefits will not be considered in determining the amount and maximum period of benefits.
Section 2 - STD Coordination with Worker’s Compensation:

Effective April 1, 2007, employees will receive a check from the Company for the difference between the TTD (temporary total disability) amount, up to a maximum of 85% of their gross weekly salary, and the language stated below will apply.

Employee STD benefits are coordinated with Worker’s Compensation benefits for wage replacement. Employees receive the maximum payment available under either this plan or the Worker’s Compensation state statute, but not the total sum of both benefits.

Once the employee has met the State waiting period for Worker’s Compensation, the Company’s designated Third Party Administrator (TPA) will issue a check for the Worker’s Compensation benefit, which is the TTD or TPD (temporary total disability or temporary partial disability). Once the employee has met the STD waiting period, they may also start receiving a check from the Company for the difference between the TTD amount, up to a maximum of 85% of their gross weekly salary.

If it is determined that the employee’s STD benefit of 60% is less than the Worker’s Compensation benefit from the insurance company, their Company checks will cease and they will only receive a check from the TPA. During this time, benefits are maintained and benefit deductions will suspend. Upon return to work, the suspended deductions will automatically be taken out of the employee’s first paycheck on a pretax basis.

Employees have the option of using PTO time prior to Worker’s Compensation eligibility. If the employee opts to use available PTO prior to Worker’s Compensation eligibility, it is not reinstated with the approval of the Worker’s Compensation benefit.

Social Security disability benefits and benefits under the Plan are also coordinated. You receive the maximum benefits available under this Plan and Social Security, but not the total sum of both benefits. Your Plan benefits will be limited such that the sum of your Plan benefits and your Social Security disability benefits will not exceed 100% of your Base Salary, unless otherwise required by Social Security laws.
Section 3:

You must apply for STD benefits by completing and signing all forms required by the Plan within twenty-two (22) days of your first date of absence.

If you submit all completed, required forms within twenty-two (22) days from your first day of absence, your Plan benefits will begin retroactive to the first day after your Waiting Period. If you submit all completed, required forms after twenty-two (22) days from your first day of absence that qualifies you for STD benefits, your Plan benefits will begin prospectively on the date the Plan Administrator receives all the completed, required forms under the Plan unless the Plan Administrator determines that the submission was late due to matters beyond your control.

GENERAL

1. It is agreed that upon ratification of this contract that there are no existing side letters or letters of agreement between the parties.

2. Nothing in this Agreement shall be construed to require either of the parties to act contrary to any State or Federal Laws. In the event that any such condition arises, it is agreed that this Agreement shall be deemed to be modified in respect to either or both parties to the extent necessary to comply with such Law, Order or Declaration.

3. Employees transferred to a job in this bargaining unit from other work locations in Embarq’s Local Telephone Division will transfer with Company seniority intact for all purposes, provided a reciprocal agreement exists in the employee’s former location.

4. It is agreed that the Company has all the customary rights of management and that managing and directing the business and work force will include all areas not specifically limited by a provision of this Agreement.
ARTICLE XXII
ATTENDANCE MANAGEMENT

Attendance Management Program

Purpose:

The Company’s ability to respond appropriately to customer service requirements depends upon the effective scheduling and availability of the entire workforce.

Acceptable attendance is a condition of employment; every employee is expected to report to work as scheduled and to avoid all but the most necessary absences.

The purpose of the Attendance Management Policy is to establish consistent and acceptable standards for attendance which all employees are expected to meet and to stress the importance of regular attendance.

This policy is not intended to be a punitive program to discipline employees who are occasionally absent from work for a legitimate reason. However, when an employee is consistently absent or tardy, this policy will be utilized to alert the employee that his/her attendance is not acceptable and must be improved.

Procedure for Reporting Off Duty:

When unable to report to work as scheduled, employees must attempt to personally notify their immediate supervisor or appropriate management person as soon as possible prior to the beginning of the tour.

When reporting off duty the following guidelines apply:

1. Notification must include the reason for absence, the expected duration of the absence and the employee's telephone number.

2. Employees must attempt to personally report the absence each day, except in cases of hospitalization or prolonged illness. Failure to provide proper notification of absence may subject an employee to disciplinary action up to and including discharge.

3. The approval of PTO time and/or unpaid time (both scheduled and unscheduled) is solely at the company’s discretion based on
operational needs of the business. Scheduled PTO are those hours requested by the employee and approved by management. Unscheduled PTO are those hours requested by the employee and not approved by management.

Provisions of the Attendance Management Policy

The following definitions apply in administering the Attendance Management Policy:

1. Absence – Failure of an employee to report to work as scheduled or remains at work as scheduled. Each absence equals 1 occurrence.

2. Tardy – Failure of an employee to report to work on time. Each tardy equals \( \frac{1}{2} \) occurrence.

3. FMLA – Qualifying absences under the Family and Medical Leave Act (FMLA) are not considered occurrences and will be excluded from this policy. All FMLA qualifying absences must be properly reported to the appropriate company designated representative.

Supervisors may exercise reasonable discretion when determining if an occurrence should be counted toward corrective action.

Corrective action will be considered under just cause principles.

An absence from work for one or more consecutive days for the same reason is considered one occurrence. Consecutive day absences for different reasons will constitute more than one occurrence.

If an employee is absent from work for 3 consecutive scheduled work days without properly reporting the absence, the company will consider the employee’s action job abandonment and employment may be terminated.

The company will provide the union with notification of any Corrective Action.
IN WITNESS WHEREOF, this Agreement is entered into the day and
year first above-mentioned and the signatories hereto are recognized as
the delegated and fully authorized representatives of each of the Parties.

United Telephone Company of
New Jersey, Inc. (Lafayette)

DuaneRing
Region President
Northeast Region

Joseph Osa
Vice President
Labor Relations

International Brotherhood
Of Electrical Workers,
AFL-CIO, Local 827

William Huber
Business Manager

Company Negotiating
Committee:

Deanna Moore
Jenny Franklin
Bernie Cryan

Union Negotiating
Committee:

John Miller
Bill McCarthy
Eric Wilson
Mike Esposito

January 10, 2010
## U.T. OF NEW JERSEY - IBEW 827(Lafayette)
### SAVINGS PLAN

<table>
<thead>
<tr>
<th>Wage Schedule</th>
<th>Basic Savings</th>
<th>Supplemental Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Year 1 Wkly Rate</td>
<td>Year 2 Wkly Rate</td>
</tr>
<tr>
<td>1 (UX5)</td>
<td>44.42</td>
<td>45.31</td>
</tr>
<tr>
<td>2 (UX4)</td>
<td>49.13</td>
<td>50.11</td>
</tr>
<tr>
<td>3 (UX8)</td>
<td>64.75</td>
<td>66.05</td>
</tr>
<tr>
<td>4 (UX3)</td>
<td>69.41</td>
<td>70.80</td>
</tr>
<tr>
<td>5 (UX2)</td>
<td>70.06</td>
<td>71.45</td>
</tr>
<tr>
<td>6 (UX1)</td>
<td>71.16</td>
<td>72.58</td>
</tr>
</tbody>
</table>
UT of New Jersey – IBEW Local 827 (Lafayette)
PENSION PLAN
FLAT DOLLAR BENEFIT UNIT

MONTHLY BENEFIT PER YEAR OF SERVICE

**January 10, 2010 to January 9, 2011**

<table>
<thead>
<tr>
<th>JOB CLASSIFICATION</th>
<th>WAGE SCHEDULE</th>
<th>AGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>65-70</td>
</tr>
<tr>
<td>(1)</td>
<td></td>
<td>(2)</td>
</tr>
<tr>
<td>1. Schedule 1</td>
<td>UX5</td>
<td>39.30 37.30</td>
</tr>
<tr>
<td>2. Schedule 2</td>
<td>UX4</td>
<td>43.50 41.30</td>
</tr>
<tr>
<td>3. Schedule 3</td>
<td>UX8</td>
<td>57.30 54.40</td>
</tr>
<tr>
<td>4. Schedule 4</td>
<td>UX3</td>
<td>61.40 58.30</td>
</tr>
<tr>
<td>5. Schedule 5</td>
<td>UX 2</td>
<td>62.00 58.90</td>
</tr>
<tr>
<td>6. Schedule 6</td>
<td>UX 1</td>
<td>63.00 59.90</td>
</tr>
</tbody>
</table>
UT of New Jersey – IBEW Local 827 (Lafayette)
PENSION PLAN
FLAT DOLLAR BENEFIT UNIT

MONTHLY BENEFIT PER YEAR OF SERVICE

**January 10, 2011 to January 9, 2012**

<table>
<thead>
<tr>
<th>JOB CLASSIFICATION (1)</th>
<th>WAGE SCHEDULE</th>
<th>AGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>65-70</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2)</td>
</tr>
<tr>
<td>1. Schedule 1</td>
<td>UX5</td>
<td>40.40</td>
</tr>
<tr>
<td>2. Schedule 2</td>
<td>UX4</td>
<td>44.70</td>
</tr>
<tr>
<td>3. Schedule 3</td>
<td>UX8</td>
<td>58.90</td>
</tr>
<tr>
<td>4. Schedule 4</td>
<td>UX3</td>
<td>63.20</td>
</tr>
<tr>
<td>5. Schedule 5</td>
<td>UX 2</td>
<td>63.80</td>
</tr>
<tr>
<td>6. Schedule 6</td>
<td>UX 1</td>
<td>64.80</td>
</tr>
</tbody>
</table>
UT of New Jersey – IBEW Local 827 (Lafayette)  
PENSION PLAN  
FLAT DOLLAR BENEFIT UNIT  

MONTHLY BENEFIT PER YEAR OF SERVICE  

**January 10, 2012 to January 9, 2013**

<table>
<thead>
<tr>
<th>JOB CLASSIFICATION</th>
<th>WAGE SCHEDULE</th>
<th>AGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>65-70</td>
</tr>
<tr>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
</tr>
<tr>
<td>Schedule 1</td>
<td>UX5</td>
<td>41.40</td>
</tr>
<tr>
<td>Schedule 2</td>
<td>UX4</td>
<td>45.80</td>
</tr>
<tr>
<td>Schedule 3</td>
<td>UX8</td>
<td>60.30</td>
</tr>
<tr>
<td>Schedule 4</td>
<td>UX3</td>
<td>64.70</td>
</tr>
<tr>
<td>Schedule 5</td>
<td>UX 2</td>
<td>65.30</td>
</tr>
<tr>
<td>Schedule 6</td>
<td>UX 1</td>
<td>66.30</td>
</tr>
</tbody>
</table>
### CENTURYLINK

**WAGE SCHEDULE - IBEW 827 - LAFAYETTE**  
**EFFECTIVE: JANUARY 10, 2010**

<table>
<thead>
<tr>
<th>STEP</th>
<th>1 (UX5)</th>
<th>2 (UX4)</th>
<th>3 (UX8)</th>
<th>4 (UX3)</th>
<th>5 (UX2)</th>
<th>6 (UX1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$7.90</td>
<td>$8.71</td>
<td>$10.90</td>
<td>$12.24</td>
<td>$12.33</td>
<td>$12.51</td>
</tr>
<tr>
<td>6 Months</td>
<td>$8.69</td>
<td>$9.58</td>
<td>$12.05</td>
<td>$13.45</td>
<td>$13.55</td>
<td>$13.79</td>
</tr>
<tr>
<td>12 Months</td>
<td>$9.55</td>
<td>$10.54</td>
<td>$13.35</td>
<td>$14.80</td>
<td>$14.92</td>
<td>$15.17</td>
</tr>
<tr>
<td>18 Months</td>
<td>$10.51</td>
<td>$11.59</td>
<td>$14.76</td>
<td>$16.28</td>
<td>$16.42</td>
<td>$16.69</td>
</tr>
<tr>
<td>24 Months</td>
<td>$11.56</td>
<td>$12.73</td>
<td>$16.33</td>
<td>$17.92</td>
<td>$18.08</td>
<td>$18.36</td>
</tr>
<tr>
<td>30 Months</td>
<td>$12.70</td>
<td>$14.00</td>
<td>$18.06</td>
<td>$19.72</td>
<td>$19.89</td>
<td>$20.22</td>
</tr>
<tr>
<td>42 Months</td>
<td>$15.34</td>
<td>$16.92</td>
<td>$22.08</td>
<td>$23.90</td>
<td>$24.09</td>
<td>$24.47</td>
</tr>
<tr>
<td>54 Months</td>
<td>$18.51</td>
<td>$20.47</td>
<td>$26.98</td>
<td>$28.92</td>
<td>$29.19</td>
<td>$29.65</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (UX5)</td>
<td>Custodian, Plant Clerk</td>
</tr>
<tr>
<td>2 (UX4)</td>
<td>Material Handler, Central Office Attendant</td>
</tr>
<tr>
<td>3 (UX8)</td>
<td>Public Access Technician</td>
</tr>
<tr>
<td>4 (UX3)</td>
<td>Lineworker</td>
</tr>
<tr>
<td>5 (UX2)</td>
<td>Business Service Tech I, Vehicle Mechanic, Building Operations Mechanic</td>
</tr>
<tr>
<td>6 (UX1)</td>
<td>Business Services Tech, Cable Splicer, Central Office Technician, Customer Service Tech, Field Engineer, Equipment Installer</td>
</tr>
</tbody>
</table>
**CENTURYLINK**  
**WAGE SCHEDULE - IBEW 827 - LAFAYETTE**  
**EFFECTIVE: JANUARY 10, 2011**

<table>
<thead>
<tr>
<th>STEP</th>
<th>1 (UX5)</th>
<th>2 (UX4)</th>
<th>3 (UX8)</th>
<th>4 (UX3)</th>
<th>5 (UX2)</th>
<th>6 (UX1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$8.06</td>
<td>$8.88</td>
<td>$11.12</td>
<td>$12.48</td>
<td>$12.58</td>
<td>$12.76</td>
</tr>
<tr>
<td>12 Months</td>
<td>$9.74</td>
<td>$10.75</td>
<td>$13.62</td>
<td>$15.10</td>
<td>$15.22</td>
<td>$15.47</td>
</tr>
<tr>
<td>18 Months</td>
<td>$10.72</td>
<td>$11.82</td>
<td>$15.06</td>
<td>$16.61</td>
<td>$16.75</td>
<td>$17.02</td>
</tr>
<tr>
<td>24 Months</td>
<td>$11.79</td>
<td>$12.98</td>
<td>$16.66</td>
<td>$18.28</td>
<td>$18.44</td>
<td>$18.73</td>
</tr>
<tr>
<td>30 Months</td>
<td>$12.95</td>
<td>$14.28</td>
<td>$18.42</td>
<td>$20.11</td>
<td>$20.29</td>
<td>$20.62</td>
</tr>
<tr>
<td>36 Months</td>
<td>$14.23</td>
<td>$15.71</td>
<td>$20.36</td>
<td>$22.13</td>
<td>$22.33</td>
<td>$22.68</td>
</tr>
<tr>
<td>42 Months</td>
<td>$15.65</td>
<td>$17.26</td>
<td>$22.52</td>
<td>$24.38</td>
<td>$24.57</td>
<td>$24.96</td>
</tr>
<tr>
<td>48 Months</td>
<td>$17.20</td>
<td>$18.99</td>
<td>$24.91</td>
<td>$26.81</td>
<td>$27.05</td>
<td>$27.48</td>
</tr>
<tr>
<td>54 Months</td>
<td>$18.88</td>
<td>$20.88</td>
<td>$27.52</td>
<td>$29.50</td>
<td>$29.77</td>
<td>$30.24</td>
</tr>
</tbody>
</table>

**Schedule 1 (UX5)**  
Custodian, Plant Clerk

**Schedule 2 (UX4)**  
Material Handler, Central Office Attendant

**Schedule 3 (UX8)**  
Public Access Technician

**Schedule 4 (UX3)**  
Lineworker

**Schedule 5 (UX2)**  
Business Service Tech I, Vehicle Mechanic, Building Operations Mechanic

**Schedule 6 (UX1)**  
Business Services Tech, Cable Splicer, Central Office Technician, Customer Service Tech, Field Engineer, Equipment Installer
<table>
<thead>
<tr>
<th>STEP</th>
<th>1 (UX5)</th>
<th>2 (UX4)</th>
<th>3 (UX8)</th>
<th>4 (UX3)</th>
<th>5 (UX2)</th>
<th>6 (UX1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$8.14</td>
<td>$8.97</td>
<td>$11.23</td>
<td>$12.60</td>
<td>$12.71</td>
<td>$12.89</td>
</tr>
<tr>
<td>6 Months</td>
<td>$8.95</td>
<td>$9.87</td>
<td>$12.41</td>
<td>$13.86</td>
<td>$13.96</td>
<td>$14.21</td>
</tr>
<tr>
<td>12 Months</td>
<td>$9.84</td>
<td>$10.86</td>
<td>$13.76</td>
<td>$15.25</td>
<td>$15.37</td>
<td>$15.62</td>
</tr>
<tr>
<td>18 Months</td>
<td>$10.83</td>
<td>$11.94</td>
<td>$15.21</td>
<td>$16.78</td>
<td>$16.92</td>
<td>$17.19</td>
</tr>
<tr>
<td>24 Months</td>
<td>$11.91</td>
<td>$13.11</td>
<td>$16.83</td>
<td>$18.46</td>
<td>$18.62</td>
<td>$18.92</td>
</tr>
<tr>
<td>30 Months</td>
<td>$13.08</td>
<td>$14.42</td>
<td>$18.60</td>
<td>$20.31</td>
<td>$20.49</td>
<td>$20.83</td>
</tr>
<tr>
<td>36 Months</td>
<td>$14.37</td>
<td>$15.87</td>
<td>$20.56</td>
<td>$22.35</td>
<td>$22.55</td>
<td>$22.91</td>
</tr>
<tr>
<td>42 Months</td>
<td>$15.81</td>
<td>$17.43</td>
<td>$22.75</td>
<td>$24.62</td>
<td>$24.82</td>
<td>$25.21</td>
</tr>
<tr>
<td>48 Months</td>
<td>$17.37</td>
<td>$19.18</td>
<td>$25.16</td>
<td>$27.08</td>
<td>$27.32</td>
<td>$27.75</td>
</tr>
<tr>
<td>54 Months</td>
<td>$19.07</td>
<td>$21.09</td>
<td>$27.80</td>
<td>$29.80</td>
<td>$30.07</td>
<td>$30.54</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Schedule 1 (UX5)</th>
<th>Custodian, Plant Clerk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schedule 2 (UX4)</td>
<td>Material Handler, Central Office Attendant</td>
</tr>
<tr>
<td>Schedule 3 (UX8)</td>
<td>Public Access Technician</td>
</tr>
<tr>
<td>Schedule 4 (UX3)</td>
<td>Lineworker</td>
</tr>
<tr>
<td>Schedule 5 (UX2)</td>
<td>Business Service Tech I, Vehicle Mechanic, Building Operations Mechanic</td>
</tr>
<tr>
<td>Schedule 6 (UX1)</td>
<td>Business Services Tech, Cable Splicer, Central Office Technician, Customer Service Tech, Field Engineer, Equipment Installer</td>
</tr>
</tbody>
</table>
### INDEX
Alphabetical by Subject

<table>
<thead>
<tr>
<th>Subject</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arbitration</td>
<td>5</td>
</tr>
<tr>
<td>Attendance Management</td>
<td>44</td>
</tr>
<tr>
<td>Bereavement</td>
<td>12</td>
</tr>
<tr>
<td>Bridging of Service</td>
<td>37</td>
</tr>
<tr>
<td>Call-out</td>
<td>9</td>
</tr>
<tr>
<td>Company vehicles</td>
<td>11</td>
</tr>
<tr>
<td>Compressed Work Week</td>
<td>13</td>
</tr>
<tr>
<td>Differential</td>
<td>30</td>
</tr>
<tr>
<td>Employee Income Protection Plan</td>
<td>26</td>
</tr>
<tr>
<td>FMLA</td>
<td>16</td>
</tr>
<tr>
<td>General</td>
<td>43</td>
</tr>
<tr>
<td>Grievance Procedure</td>
<td>3</td>
</tr>
<tr>
<td>Health &amp; Welfare Benefits</td>
<td>35</td>
</tr>
<tr>
<td>Holidays</td>
<td>16</td>
</tr>
<tr>
<td>Home Garaging</td>
<td>10</td>
</tr>
<tr>
<td>Insurance plans</td>
<td>35</td>
</tr>
<tr>
<td>Incentive programs</td>
<td>28</td>
</tr>
<tr>
<td>Job Vacancies/Bids</td>
<td>21</td>
</tr>
<tr>
<td>Jury Duty</td>
<td>13</td>
</tr>
<tr>
<td>Leaves of Absence</td>
<td>15</td>
</tr>
<tr>
<td>Loss of Driver's license</td>
<td>38</td>
</tr>
<tr>
<td>Management Rights</td>
<td>43</td>
</tr>
<tr>
<td>Meal time</td>
<td>13</td>
</tr>
<tr>
<td>Mileage</td>
<td>9</td>
</tr>
<tr>
<td>MOA – Voluntary Employee Transition</td>
<td></td>
</tr>
<tr>
<td>Negotiation and Grievance Procedure</td>
<td>3</td>
</tr>
<tr>
<td>Negotiations and Amendments</td>
<td>2</td>
</tr>
<tr>
<td>Non-Discrimination</td>
<td>37</td>
</tr>
<tr>
<td>Outside Employment</td>
<td>38</td>
</tr>
<tr>
<td>Overtime Rate</td>
<td>8</td>
</tr>
<tr>
<td>Pay days</td>
<td>28</td>
</tr>
<tr>
<td>Pension Agreement</td>
<td>30</td>
</tr>
<tr>
<td>Pension Chart</td>
<td>48-50</td>
</tr>
<tr>
<td>Per diem (Schools)</td>
<td>8</td>
</tr>
<tr>
<td>Subject</td>
<td>Page</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>PTO</td>
<td>18</td>
</tr>
<tr>
<td>PTO - Scheduled &amp; Unscheduled</td>
<td>19</td>
</tr>
<tr>
<td>Recall</td>
<td>25</td>
</tr>
<tr>
<td>Recognition</td>
<td>1</td>
</tr>
<tr>
<td>Recognition Programs</td>
<td>28</td>
</tr>
<tr>
<td>Relief Periods</td>
<td>8</td>
</tr>
<tr>
<td>Retiree Health Benefits</td>
<td>36</td>
</tr>
<tr>
<td>Safety</td>
<td>38</td>
</tr>
<tr>
<td>Safety footwear</td>
<td>39</td>
</tr>
<tr>
<td>Savings Agreement</td>
<td>33</td>
</tr>
<tr>
<td>Savings Chart</td>
<td>47</td>
</tr>
<tr>
<td>Scheduled Tours</td>
<td>13</td>
</tr>
<tr>
<td>Seniority</td>
<td>21</td>
</tr>
<tr>
<td>Severance pay</td>
<td>24</td>
</tr>
<tr>
<td>Short Term Disability</td>
<td>39</td>
</tr>
<tr>
<td>Stand by</td>
<td>10</td>
</tr>
<tr>
<td>Subcontracting</td>
<td>22</td>
</tr>
<tr>
<td>Sunday Pay</td>
<td>8</td>
</tr>
<tr>
<td>Telephone Concession</td>
<td>12</td>
</tr>
<tr>
<td>Term of Agreement</td>
<td>1</td>
</tr>
<tr>
<td>Tour Differential</td>
<td>14</td>
</tr>
<tr>
<td>Travel and Expenses</td>
<td>8</td>
</tr>
<tr>
<td>Uniforms</td>
<td>12</td>
</tr>
<tr>
<td>Voluntary Benefits Program</td>
<td>36</td>
</tr>
<tr>
<td>Wage Increases</td>
<td>29</td>
</tr>
<tr>
<td>Wage Schedules</td>
<td>51-53</td>
</tr>
<tr>
<td>Work day</td>
<td>7</td>
</tr>
<tr>
<td>Work Force Adjustment</td>
<td>22</td>
</tr>
<tr>
<td>Work Location</td>
<td>7</td>
</tr>
<tr>
<td>Work out of Classification</td>
<td>30</td>
</tr>
<tr>
<td>Work schedule changes</td>
<td>14</td>
</tr>
<tr>
<td>Work schedule changes for meetings</td>
<td>15</td>
</tr>
<tr>
<td>Work week</td>
<td>7</td>
</tr>
<tr>
<td>Worker's Compensation</td>
<td>42</td>
</tr>
<tr>
<td>Working Regulations and Practices</td>
<td>7</td>
</tr>
</tbody>
</table>