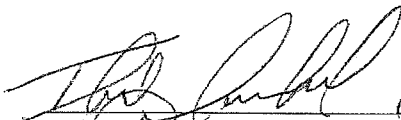


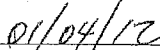
**OVERTIME ADMINISTRATION GUIDELINES**  
**Effective January 1, 2012 through December 31, 2012**

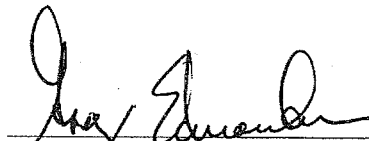
The following Overtime Administration guidelines will be utilized in the CWA Local 7019 jurisdiction of Phoenix Metro-Network Services/LPEC for Customer Data Technicians, Network Technicians and Assistant Technicians.

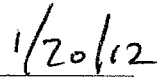
- The field supervisor will initially canvass the crew on a daily basis for volunteers available to work overtime (daily and/or "A" days).
- Overtime Tracking Sheet will be updated every Monday by the Company.
- All overtime worked counts towards overtime hours on the list (voluntary and mandatory).
- Overtime Tracking Sheet shall only disclose the order in which technicians will be called for overtime (annual accumulation).
- Volunteers for 6<sup>th</sup> day tours shall be picked by low overtime based on year to previous week's total.
- The Company will utilize volunteers from available workgroups. Volunteers must have the necessary skill sets/equipment for the function.
- The Company has the ability to limit voluntary overtime for any technician not meeting performance targets. The Company and Union will work together on a case-by-case basis in determining the appropriateness of limiting overtime in the event of unsatisfactory performance of a technician.
- In the event of mandatory overtime, technicians will be forced by low overtime, per crew, by geographic area, using the Overtime Tracking Sheet.
- The Company has the right to manage overtime to the 49<sup>th</sup> hour.
- The first week of the new year will be by seniority.
- Voluntary, Incidental and Mandatory overtime area as defined in Contract Article 4, Section 4.6.

These guidelines are intended to meet the needs of the business and the needs/desires of the employees. These guidelines are effective January 1, 2012 through December 31, 2012. These guidelines will be reviewed or renegotiated if requested by the Company or Union at any time during the effective dates of the guidelines.

  
Union Representative

  
Date

  
Company Representative

  
Date