

**2010 HOLIDAY WORK SCHEDULE GUIDELINES
PHOENIX POTS I&M, BROADBAND, CABLE AND DESIGN
SERVICES**

Effective January 1, 2010 through December 31, 2010

- Holidays will be staffed utilizing volunteers, by seniority and rotated by second level entity.
- Tracking will be maintained by Q Schedule.
- A technician who works a holiday will be placed at the bottom of the list. The next holiday will be offered to the next person on the list, by seniority.
- Technicians on the volunteer list that decline to work will be placed at the bottom of the list.
- All volunteers will be utilized before forcing.
- In a mandatory situation, technicians will be forced by inverse seniority by crew.
- Technicians can only be forced once per year, unless all technicians on current crew have been forced.
- Employees will be notified 35 days in advance of the holiday what the tours will be. Holiday schedules will be posted 21 days prior to the holiday, per the contract.
- If any portion of a FULL WEEK scheduled vacation (that falls on a holiday week) is cancelled, the FULL WEEK will become available on a first come, first-serve basis (Article 11.22). A technician can not volunteer to work a holiday, if it falls on a week that they have scheduled a full week of vacation.
- The list will be reset January 1st of 2010.

Note: These guidelines will be reviewed/renegotiated if requested by the Company or Union at any time during the effective dates of the guidelines.

(12/15/09)