

COR/CFS Data Specialist

2019 Priority Personal Days Demand Agreement

Personal Priority Days are a part of each occupational employee's contractually allotted personal time

PPD Entitlements will be as follows:

- At least 6 months T.O.E. on 1-1-2019: Entitled to 8 PDP's and 2 PDN's (Personal Days Paid and Personal Day Not Paid) of which 8 days (64 hrs) can be used as PPD/demand time
- Employees hired in 2018 with less than 6 months T.O.E. on 1-1-2019: Entitled to 4 PDP's for the year. Four of these days (32 hrs) may be taken as demand
- Employees hired during any quarter of 2019: Entitled to 1 day (8hrs) per quarter, including the quarter they were hired. The 1 personal day per quarter that they are entitled to can be prescheduled as personal day paid or can be used as a priority personal day – Demand day. Employees will not be entitled to the 8 hrs of PDP until they have worked any portion of the quarter. Once the employee has earned their PDP for the quarter they can use it as PPD/Demand

As outlined in the Contract, PDP can be prescheduled or taken in PPD/Demand.

- Priority Personal Days/Demand Days may be taken for all hours of the scheduled tour or in one (1) hour increments. When partial slot are requested (hour increments default 8 to hours) the RAS team will allow the remainder of the hours to be scheduled, however, the hours within the slot may not overlap.
- Internal Transfers to this workgroup during 2019 – Demand time taken from employee's previous workgroup in 2019 will count towards the 8 days allowed for this calendar year.
- CenturyLink/CWA Contract – Section 11.29 – "Personal days taken as priority person day shall be taken during the calendar year earned." No PPD/Demand time is carry over.
- Only Personal Day (paid and unpaid) time can be used for PPD/Demand time.
- As outlined in the Contract, employees who are entitled to personal days shall be eligible to take the previously identified number of personal days as priority personal days (Demand Days) by notifying (through the specified process) and or requesting **prior to the start of their tour**. Urgent same day requests made after the start of an individual's tour may be granted based on the needs of the business and are not to exceed the available slots for the day.
- Requests are taken on a "first call" basis by phone to the designated number only no earlier than 60 minutes prior to the opening of the center. The number to call is 602-630-0437.
- Either party has the option to reopen negotiations during the life of this agreement. If no agreement is reached then this agreement remains in effect.
- This agreement is in effect from January 1, 2019 through December 31, 2019

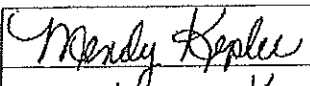
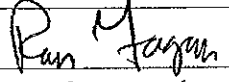
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2019 Priority Personal Days Demand Agreement (Continued)

Allotment of Demand Slots

- DS Cobros/Sales Support Team 1 slot per day
- No Demand Slots on Saturday

Signatures:

	
Print: <u>Mandy Kepner</u>	Print: <u>Ron Fagan</u>
CenturyLink Manager	Union President or Designee

DATE December 3, 2018

DATE 12/10/18