

be a negotiable item to be addressed in the final evaluation of the issue.

L. The expense of the NTP will be borne equally by the parties.

M. The NTP referred to above shall be selected by mutual agreement from a list of 5 individuals compiled by the Company and the Union. Such individuals on the list shall possess acknowledged expertise in the area of job evaluation.

15.02 Negotiations Covering Wage Rates for New or Restructured Job Titles or Classifications.

The procedures set forth in 15.01 above shall be the exclusive means by which the Union may contest the schedule of wage rates which the Company sets for any new or restructured job title or classification.

15.03 Negotiations Covering Wage Rates for Exchanges/WRA(s) or Equipment Locations.

A. The Company shall furnish to the Union, in writing, notice of the acquisition or activation by the Company of additional exchanges/WRA or equipment locations which require the establishment of new jobs or extension of jobs or job titles.

B. The Union shall have the right within 30 days from receipt of such notice in "A" above to initiate negotiations concerning the appropriate wage zone/wage area applicable to the job titles or job classifications involved.

**ARTICLE 16
HEALTH AND SAFETY**

16.01 Work During Inclement Weather.

When employees are on duty and because of inclement weather, are, in the opinion of the supervisor, unable safely to perform their regular work, they shall be assigned such other work as may be available in order that their time may be profitably utilized.

The correctness of a supervisor's opinion regarding the clemency of the weather shall be subject to Union grievance action and any Union complaint of unfair treatment under this section shall be subject to final review by the appropriate Department Head.

16.02 Grievance Procedure Regarding Safety.

The maintenance of proper health and sanitary conditions, the observance of all laws relating to fire protection and safety, and hazardous wastes, materials, and substances are of mutual concern to the Company and the Union. Any question regarding such matters may be made the subject of a grievance but shall not be submitted to arbitration.

16.03 Occupational Safety and Health Committee.

The Company will continue to make provisions for the safety and health of its employees during hours of employment. The Union agrees to cooperate with the Company in assuring conformance to all established safety regulations.

A. The Company and the Union shall establish a committee on Occupational Safety and Health. The Committee which will meet at least quarterly shall be comprised of 3 members from the Union and 3 members from the Company, to be appointed by the Company and the Union respectively. The Company agrees to reimburse only for the time spent by active employees for attendance at such committee meetings during the employee's scheduled tour at his/her regular rate of pay.

B. The Safety Committee will discuss safety and health matters such as existing practices and rules relating to safety and health, work place design, accident statistics and trends, personal protective equipment, safety training, potential toxic substances, first aid procedures and other safety matters.

16.04 Joint Health Care Cost Containment Committee.

A. Driven by a strong concern about the quality and rising cost of health care services utilized by employees and their dependents, the Company and the Union agree to establish a

committee to be known as the Joint Health Care Cost Containment Committee.

B. The purpose of the Committee will be:

Examine the major factors influencing health care costs, particularly those which affect the Company and its employees.

Recommend cost containment measures as may be appropriate.

Examine the viability of cost-sharing as a means toward slowing the escalation of medical insurance costs.

Participate in health care action-oriented coalitions and other organizations concerned with the quality and cost of health care, including but not limited to:

- Cooperation with community and/or state based hospital concurrent review programs concerned with pre-admission certification, ancillary service levels and average length-of-stay performance.
- Cooperation with community-based preferred provider organizations assuring a balance between health care quality and cost.
- Encouragement of the development of health maintenance organizations and their use by employees.
- Promote employee awareness in the areas of preventive health care, fitness, efficient use of the medical insurance plan and the high cost of health care.

C. The Committee will be charged with submitting periodic reports to the Union and Company bargaining representatives regarding the efforts made to contain escalating health care costs, the results of those efforts, and any recommendations for changes in the BellSouth Employees' Medical Assistance Plan which furthers the efforts to contain the escalation of health care costs while preserving the quality of health care for employees.