

regularly interchange on work assignments and regularly relieve each other.

1.37 Work Reporting Area. (WRA - CPE only)

Work Reporting Area is a town or group of towns within a relative commuting area. WRA will be used in applying other appropriate sections of this agreement except for wages. (See Customer Markets Addendum.) All new geographic areas established as WRAs for basic wage rates or all other Agreement purposes are subject to notice and bargaining requirements of Article 15.

1.38 Work Unit.

A work unit shall mean all those employees within a given title and department who have a common place of reporting except that employees within a single title performing distinctly different job duties shall not be grouped together.

EXAMPLE: Different groups of Service Technicians having the same place of reporting but who work in different departments, or who are divided into installation and repair forces at a particular place of reporting, will be considered as separate work units in the application of this procedure.

Also, see 9.06 and 12.05C.

1.39 Working Leader.

A non-supervisory employee on productive work who coordinates the work activities of a group of workers and who contributes to the training of employees.

**ARTICLE 2
WAGES**

2.01 Wage Rates.

A. Full-Time Employees. The rates of pay and progression wage scales for full-time employees shall be those shown in Appendix B, Part I attached hereto and made a part hereof.

B. Part-Time Employees.

1. Except for payment for overtime hours worked, all hours worked by a part-time employee in DM/DR (Direct Marketing/Direct Response) Centers and any equivalent retail sales or service centers operation, shall be paid at the equivalent basic hourly rate for a comparable full-time employee working a normal daily tour in the same job title, classification, and work group. Payment to a part-time employee for hours worked in excess of an equivalent normal daily tour or work week for a comparable full-time employee shall be at the applicable overtime rate for a comparable full-time employee based on such part-time employee's basic hourly rate.
2. Any regular employee who is on the active payroll of the Company as of December 31, 1980, and who works part-time on or after January 1, 1981, shall thereafter continue, during the current term of employment, to be paid on the same basis as was applicable to such a part-time employee on December 31, 1980 as follows:
 - a. The rate of pay and amount of increase for a part-time employee shall be prorated by relating his/her hours of work to the normal work week.
 - b. A part-time employee shall receive progression increases at the same intervals as a full-time employee.
3. The classification of a part-time employee is based on the employee's "part-time equivalent work week" which shall be determined prospectively by dividing the employee's total normally scheduled hours per month by 4.35 and rounding the result to the next higher whole number. (Illustration: 68 hours per month divided by 4.35 equals 15.6 rounded to a "part-time equivalent work week" classification of 16.)
4. The "part-time equivalent work week" classification of each part-time employee shall be reviewed by the Company on April 1 and October 1 of each year and more

often if appropriate. Indicated adjustments, if appropriate, will be on a prospective basis. In determining whether such adjustment is appropriate, the Company will consider the actual average number of hours worked per month during the preceding 6 month period and the likelihood that such number of work hours will continue for a reasonably foreseeable period of time except that any hours worked which are paid at the overtime rate shall not be counted in computing the average number of hours worked.

5. For employees who are hired on or after January 1, 1981, and who work as regular part-time employees, payments to a regular part-time employee for sickness disability, accident disability, or death benefits under the "Short Term Disability Plan", vacations, holidays, anticipated disability leave, sickness absence (not under the "Short Term Disability Plan") or termination allowance (or its equivalent) shall be prorated based on the relationship of the individual part-time employee's "part-time equivalent work week" to the normal work week of a comparable full-time employee in the same job title, classification and work group.
6. Regular employees who are on the active payroll of the Company as of December 31, 1980, and who work part-time on or after January 1, 1981, shall thereafter continue, during the current term of employment, to receive payments for the benefits and other items listed above on the same basis as was applicable to a part-time employee on December 31, 1980.

2.02 Starting Rates.

- A. Except as provided in "B" of this Section, a person engaged to work in one of the titles listed in Appendix A, Part I, shall receive the rate designated "Start" on the progression wage scale for his/her title in the appropriate schedule for his/her location as shown in Appendix B, Part I.

- B. Appropriate allowances for wage experience calling for rates higher than such "Start" rates may be made as outlined in the sub-sections of this paragraph. (CPE sec Customer Markets Addendum)
1. Honorably discharged veterans of Armed Forces who were discharged from the Armed Forces within 2 years prior to their employment may be granted wage experience credit for a maximum of 75% of their period of military service, except that this credit shall not exceed 30 months.
 2. Persons without previous telephone experience upon initial employment may be granted wage experience credit for previous experience or special training of value. Normally this credit shall not exceed 50% of such actual experience or training time nor result in an allowable maximum credit of more than 30 months.
 3. An employee formerly employed by the Company, another BellSouth company, or any company as required by applicable law(s), shall have his/her former wage experience credit adjusted in accordance with the following table if re-employed in the same or lower-rated job classification:

For Months Out of Service	Number of Months to be Deducted from Former Wage Length of Service
Less than 6 Months	0 Months
6 but less than 12 Months	2 Months
12 but less than 18 Months	3 Months
18 but less than 24 Months	5 Months
24 but less than 30 Months	7 Months
30 but less than 36 Months	8 Months
36 but less than 42 Months	9 Months
42 but less than 48 Months	10 Months
48 but less than 54 Months	11 Months
Over 54 Months	12 Months

- a. If the employee had experience or training during his/her absence from the Company or another BellSouth company which the Company considers of value, he/she will be given credit for this experience or training in addition to the credit provided above. Normally this credit shall not exceed 50% of such actual experience or training time nor result in an allowable maximum credit of more than 30 months of this outside experience or training.
 - b. Each of a series of successive breaks in service shall be computed in the same manner using the table above.
 - c. The above table does not apply to an employee re-engaged within 4 years after layoff as provided in Article 7 or employees returning from authorized leaves as provided in Article 6, but he/she will receive credit for the outside experience or training of value under "a" above.
4. The provisions of "3" above shall also be applicable to such a former employee when re-employed in a higher-rated job classification except that his/her wage rate and wage length of service on the higher-rated job shall be established as follows:
- a. The wage rate to be received on the higher-rated job shall be either the same as that calculated by the use of the above table for the lower-rated job at the exchange/WRA to which the employee is re-employed or the starting rate of the higher-rated job, whichever is greater. If the calculated rate is not an exact step on the wage scale for the higher-rated job, the employee shall be paid the nearest higher step rate.
 - b. The wage length of service shall be the number of months applicable to the wage rate determined by "a" above.
5. An employee of another BellSouth *entity* transferring to this *bargaining unit* on a higher-rated job classification

shall have wage rate and wage length of service computed according to "a" and "b" of 2.02B4. An employee of another BellSouth *entity* transferring to this *bargaining unit* in the same or lower-rated job classification will be given credit for the wage experience accrued with the other BellSouth *entity*. The employee's wage rate will be determined by reading the wage length of service directly into the wage scale being entered.

6. Upon employment, persons who have previous experience with telecommunications companies shall be given wage experience credit commensurate with such previous training and experience that is of value to the Company, but in no event shall the wage experience credit allowed be more than the employee would have received had such previous training and experience been with this Company or another BellSouth Company as determined under the provisions of 2.02B3 of the Agreement.
- C. This section shall not apply to persons initially engaged for technical assignments, or to persons engaged for typing or stenographic work or other work comparable to the work performed by such persons prior to their engagement by the Company.

2.03 Wage Progression Schedules.

Wage progression increases shall be automatic unless the wage scales specifically state otherwise.

2.04 Effective Date for Progression Increases.

The effective date for progression increases shall be the beginning of the payroll period nearest the first day of the calendar month for employees engaged between the first and fifteenth days of the month, and shall be the beginning of the payroll period nearest the first day of the next succeeding month for employees engaged between the sixteenth and the last day of the month.

2.05 Flexible Starting Rates.

It is agreed that the starting rate specified for any of the wage scales listed in Appendix B for any exchange or in Customer Markets Addendum for any WRA may be increased when the Company determines that the employment situation warrants such action in accordance with the following:

- A. In the event that such action is taken, the progression steps on the wage scale or scales affected at such exchange/WRA or exchanges/WRA's shall be revised in accordance with the following procedure unless otherwise agreed between the Company and the Union:
 - 1. Establish the new starting rate which shall be an increase of not less than \$3.00 per week.
 - 2. Establish new progression steps in multiples of 50¢, but not less than \$1.00, to meld the increased starting rate into the existing wage scale.
 - 3. The new progression steps shall be established at intervals of not less than 3 months nor more than 12 months.
- B. On the date the new starting rate is placed in effect, the Company agrees to adjust the wage rates of all employees on the payroll as of that date to the new rates established in accordance with their wage experience.
- C. At any time after the above action has been taken, the Company may reinstate the wage rates provided in the related wage scale or scales listed in Appendix B. However, if this is done, no employee on the payroll at that time will have his/her wage rate reduced because of this action.
- D. The Company shall notify the Union in all instances where changes in starting rates are to be made. The Union shall have the right within 30 days from receipt of notice by the Company to conduct negotiations concerning such changes.

2.06 Promotional Increases.

Employees promoted from one job to another within the bargaining unit will be accorded the following pay treatment:

- A. Promotional increases will be the higher of the start rate of the job to which promoted or 10% of the same step rate on the promoted-to wage scale added to the current pay, rounded up to the next higher step of the promoted-to wage scale, not to exceed the maximum rate for the promoted-to job.

Example:

Office Assistant on 24th month of WS 10, is promoted to a Special Assistant on WS 14

Current Pay for WS 10, 24th month = \$581.00

WS 14, 24th month $\$633.50 \times 10\% = \63.35 (Promotional Increase)

$\$581.00 + \$63.35 = \$644.35$ (Proposed rate of pay)

The nearest higher step on WS 14 is the 30th month. The employee will be moved to this step at \$666.50 and wage experience adjusted to provide the employee with 30 months wage experience.

- B. For wage experience credit treatment for employees reclassified to a lower-rated job and who are subsequently promoted to a job on their previous wage scale within 5 years, see 8.03D.
- C. Where an employee is transferred to another exchange/WRA pursuant to a promotion, the transfer will first be made under 2.07 as appropriate, then the rate of pay will be calculated as shown in this article.

2.07 Transfers Without Change in Wage Scale to Exchanges/WRA's Having Lower/Higher Wage Zones/Wage Areas.

- A. Employees with 6 months service transferring to a lower wage zone/wage area shall suffer no change in their rate of pay unless their rate of pay is more than the maximum of the new

zone/area. If their rate of pay is above the maximum at the new zone/area, the rate shall be reduced to the maximum. For employees with less than 6 months of service, the rate of pay shall be adjusted at the time of transfer to the rate applicable to their wage experience credit on the wage scale for the lower zone/area.

1. If his/her rate is not above the maximum at the new location he/she shall continue at such rate until his/her wage length of service entitles him/her to an increase on the wage scale in effect at the new location.
- B. When an employee transfers to a higher wage zone/area, his rate of pay shall be adjusted to the same wage length of service for the higher zone/area.
- C. "A" and "B" above do not apply to transfers from other BellSouth companies. (See 2.02B5 for details on how to determine wage rates and wage experience credit for employees transferring from other BellSouth companies.)

ARTICLE 3 SCHEDULING

3.01 Work Schedules

- A. Work schedules for all employees shall be posted officially by 11:00 A.M. on each Thursday to show for each such employee his/her scheduled or assigned tours for the next 2 calendar weeks, except that all holiday schedules shall be posted not later than 11:00 A.M. on Tuesday of the second week preceding the week in which the holiday falls.
- B. Work schedules shall stipulate the starting and ending time of such tours, together with the starting and ending time of each session. Intervals between sessions shall not be shifted, at the instance of the Company, except as necessary to meet service requirements.