

ARTICLE 20
UNION-MANAGEMENT CONFERENCES

20.01 Joint Conferences.

- A. All meetings between representatives of the Union and representatives of the Company shall be held at the request of either party upon reasonable notice to the other party. The Company and the Union will give adequate notice in writing to each other of their respective duly authorized representatives and of the general nature of the matter to be discussed.
1. The Union and the Company agree to certify to each other the names of their respective officers and representatives who are authorized to represent the parties at each step of the grievance procedure.
 2. All management employees below the level of Director, except as specified below, are to be considered as being certified to the Union to represent the Company at the 1st Step of the grievance procedure.
 - a. For promotion grievances, selectors are considered as being certified for the Step of initial presentation (1st or 2nd).
 - b. Represented employees with "Acting" management titles are not to be considered as being certified.
 3. All management employees at the Director level or higher, except Directors having primary Labor Relations responsibilities, are to be considered as being certified to the Union to represent the Company at the 2nd Step of the grievance procedure. (Also, 1st Step if the management representative is the aggrieved employee's immediate supervisor.)
 4. The Executive Director - Labor Relations and the Directors having primary Labor Relations responsibilities are to be considered as being certified to the Union to

represent the Company at the 3rd Step of the grievance procedure.

5. Any exceptions to "2", "3" and "4" above are to be covered by specific certifications from the Executive Director - Labor Relations.
- B. Counsel or advisors to the representatives of the Union or the Company may, at the will of either, attend any conference or meeting between the Union and the Company.
- C. The Union or the Company may engage, jointly or separately, the services of a stenographer to take down a verbatim record of the discussions held.

20.02 Collective Bargaining Procedure.

- A. Bargaining on wages, hours of employment, working conditions and other general conditions of employment shall be conducted at the Executive Level of Management by the duly authorized representatives of the Union and by the duly designated representatives of the Company at the Executive Level. The Union and the Company agree to notify each other of the names of their respective representatives who are authorized to represent the parties under this Section.
- B. The Union and the Company hereby respectively assume all rights and obligations, subject to limitations therein expressed, of all valid and subsisting collective bargaining agreements entered into by and between the Company and the Communications Workers of America.

ARTICLE 21 GRIEVANCE PROCEDURE

(for CPE see Customer Markets Addendum)

21.01 Grievance Levels.

In the processing of any grievance, the Company will furnish the Union all necessary and relevant data concerning the grievance as determined by the National Labor Relations Act. If the