

the training, the company will notify all of the incumbents in all of the work groups affected within a location.

1. Such incumbents will then be offered an opportunity to take the prerequisite test as soon as practicable following such notification and, if they meet minimum test score requirements, will be considered as qualifying for taking the job-specific training.
2. Those incumbents in (1) above who fail to meet the required minimum test score will be advised of the areas in which they appear to be deficient and will be given the opportunity to receive appropriate general skills training under the Training and Retraining Program. If they complete such training they will then be considered as qualifying to the same degree as those in (1) above for taking the job specific training.
3. If an incumbent declines to take the prerequisite test at all, or declines the process offered in (2) above, or fails to successfully complete the job-specific company sponsored training, he/she will be assigned to the unchanged functions within the title within the location to the extent such work is available on a full time basis, so long as such assignment will not adversely affect operations efficiency. If such assignment is not made, or at such time such assignment cannot be continued, the employee may be treated as an "operational efficiencies" surplus under Article 7.

ARTICLE 14

JURISDICTION OF WORK

14.01 Contract Work.

- A. The Company will not, as a general policy, contract out traditional telephone company directory work if such contracting out will currently and directly cause layoffs or part-timing employees. However, for various reasons,

including but not limited to law, regulations, changing industry structure, economic conditions, and business considerations, it is not possible to make specific commitments on contracting out work elements of the business.

- B. In making decisions regarding contracting out of work, it is management's objective to consider carefully the interests of the customer, the concern of employees as to its effect on them, and all other considerations essential to the management of the business.
- C. The Company will notify the Union in advance of implementing major changes in the use of contract services.

14.02 Non-Performance of Craft Work by Supervisors.

The Company agrees that it will not as a general practice work supervisory employees who are classed as "Executive" employees under the provisions of the Fair Labor Standards Act, as amended, on work ordinarily performed by non-supervisory employees except for purposes of instruction or to meet emergency conditions. The parties recognize, however, that there are proper exceptions to this general practice, made in the interest of the service or economical operation, and in such cases nothing herein is intended to prohibit the Company from working such supervisory employees on non-supervisory work.

ARTICLE 15

JOB DESCRIPTIONS, TITLES AND CLASSIFICATIONS

15.01 Job Titles and Classifications.

Whenever the Company determines it appropriate to create a new job title or job classification in the bargaining unit, or to restructure or redefine an existing one, it will be handled as follows:

- A. The Company will notify the Union in writing of such job title or classification and will furnish a job description of the duties and the wage rates and schedules initially determined for such