

**ARTICLE 16**  
**HEALTH AND SAFETY**

**16.01 Health and Safety Committee.**

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

- A. In order to address issues of joint concern related, but not limited to, issues of safety, VDT usage and ergonomics the parties may, upon mutual agreement at the Executive Level, establish an Occupational Safety and Health Committee. This Committee will consist of an equal number of Union and Company members. The Company agrees to reimburse employees for the time spent in conjunction with attendance at such meetings.
- B. Upon the request of either party, Company or Union, at the local level (i.e., local CWA President and Director/Regional Manager), a Health and Safety committee (two or more individuals) will be established to identify issues of joint concern. Committees will be responsible for coordinating with appropriate Company subject matter experts in resolving issues of concern, as applicable.
- C. Any claims that the Health and Safety provisions of this Article have been violated will be subject to the Grievance Procedure outlined in Article 21.08.

**ARTICLE 17**  
**UNION FUNCTIONING**

**17.01 Promotions and Transfers of Union Officers.**

- A. The Company agrees that it will not promote or transfer any duly certified local Union representative without the consent