

1. The application of Article 5.11 distribution of overtime will be utilized in the application of the call out procedure. The Company or Union may rescind this agreement by giving the other party thirty (30) days advance notice thereof in writing after a minimum of ninety (90) day trial period. Upon termination of any such agreement, the parties shall be governed by all provisions of Section 5.11.
2. The cell phone on-call crew shall consist of two qualified employees, any combination of LC&M first class linemen, Chief B linemen and Full Chief linemen. Upgrades shall be implemented in accordance with the contract when applicable situations occur.
3. Cell phones shall be rotated on the following basis Monday 07:00 hours through the following Monday 07:00 hours. Participants shall be notified the Thursday prior to their scheduled shift. It shall be the responsibility of the participant to notify supervision who will be accepting the following Monday's rotation. This process will be administered by the union steward or assigned representative.
4. Non-volunteers shall not be utilized for out of town assignments, prearranged overtime and extended day work (platform calls) until all cell phone volunteers have been asked.
5. Troubleshooters and any lineman temporarily assigned to fill a vacant trouble shift for forty-five (45) days shall not be eligible to participate in the rotation of the cell phone on-call crew. Any lineman assigned to the trouble shift for forty-five (45) days will become eligible to fill vacant troubleshooter shifts.
6. The entire district call out list excluding troubleshooters shall be utilized for extended shift overtime after the entire cell phone on call-crew list has been afforded the opportunity.
7. If unforeseen circumstances arise when the on-call cell phone participant cannot meet his/her obligation to fulfill their duties and respond to the call out assignment he/she must notify the duty supervisor immediately. The cell phone call out list will be utilized to fill his/her vacant position.
8. The cell phone call crew participants shall be afforded first opportunity at prearranged and planned overtime. If not enough cell phone participants are obtained the non-volunteer list shall then be utilized.
9. If there becomes a need to increase the number cell phone on-call participants the above agreement shall apply to (consisting of a maximum of 4 employees) the additional vacancies .
10. Ninety (90) days after the implementation of this agreement the company and bargaining unit will be afforded the opportunity to discuss any necessary changes pertaining to this local agreement at the district level.
11. If a location does not get volunteers for any one week, the troubleshooters will be solicited in that work location to volunteer before a employee(s) will be forced to fill the on-call

cell phone crew. One troubleshooter per week will be allowed. Any troubleshooter volunteering will not be available to fill any vacant trouble shifts while fulfilling his/her cell phone on-call duties during that week. If no troubleshooters volunteer the LC&M first class, Chief B or LC&M Full Chief on call that Monday will be assigned. Troubleshooters will not be forced to fill the on-call trouble crew duty.

12. Implementation shall be May 2, 2005. This agreement will be reviewed with each work location and the RDO. The company and union agree to meet annually to discuss the cell phone call out process at the local district level.

Local Union President

Bones Jassman
4/25/05

Operations Manager

Tom Boelme
4/25/05