

# West Wharton Communication Technician Overtime Procedure

September 1, 2006

The application of Article 5.11 will be utilized in the institution of this callout procedure. Furthermore, the Company and/or the Union may rescind this agreement by giving the other party (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.

The call out sheet used for this agreement will be an opportunity call sheet. Prior to the start of each calendar month the Communication Department Supervisor will ensure the preparation of the call out sheet by job classification and assigning each qualified employee. A copy of the call out sheet will be posted for access to all employees. Any adjustments or corrections to the original monthly sheet shall also be posted. Employees shall be listed on a call out sheet by classification. As it becomes necessary to call an employee for overtime, the person on the top of the list in a desired classification will be called first. In the event that an Operator receives no answer or the employee is not available or the call out is taken, that employee's name reverts to the bottom of the list. In the event that an employee next in line on the call out list is inadvertently bypassed, his name will remain at the top of the list and he/she will be called on the next occasion.

When work started during a normal workday continues into overtime, the same employee will continue the job beyond the normal workday. It is understood that when work known to run into overtime is started anytime during the day, the call out list will be utilized.

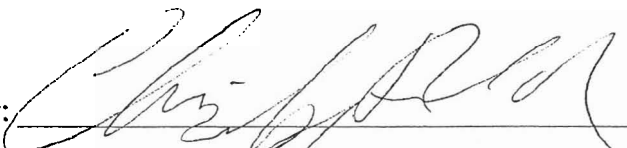
Persons reporting to this location for the first time will be placed on the bottom of the current call out list, thus ensuring that all employees would have one callout opportunity prior to the first person having a second opportunity

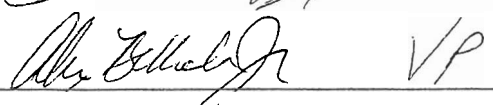
## Planned Overtime

The method of distribution of planned overtime is based on hours.

If a person at the top of the list is not available or if contact cannot be made with that person, the next person in line shall be asked until the need has been satisfied.

The list will be renewed at the beginning of each year in the order of seniority.

For the Company:  Date: 11-3-2006

For the Union:  VP Date: 11-3-2006