

AGREEMENT

BETWEEN

**UNITED TELEPHONE – SOUTHEAST
d/b/a CenturyLink**

AND

**COMMUNICATIONS WORKERS OF AMERICA
LOCAL 3871**



CenturyLink®



Effective: October 1, 2023

Expiration: September 30, 2028

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PREAMBLE

THIS AGREEMENT, made this 1st day of **October 2020**, by and between UNITED TELEPHONE SOUTHEAST LLC, a Virginia corporation, d/b/a CenturyLink, the 104 successors and assigns, hereinafter referred to as the "COMPANY," and the 105 COMMUNICATIONS WORKERS OF AMERICA, hereinafter referred to as the "UNION".

STEP

| Start | 16 Months | 18 Months | 24 Months | 30 Months | 36 Months | 42 Months | 48 Months | 54 Months |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 6 Months | \$10.83 | \$13.52 | \$16.29 | \$19.07 | \$21.84 | \$24.61 | \$27.38 | \$30.15 |
| 12 Months | \$13.13 | \$16.29 | 17.07 | 17.52 | 17.97 | 18.42 | 18.87 | 19.32 |
| 18 Months | \$14.07 | \$17.91 | 18.74 | 19.25 | 19.76 | 20.27 | 20.78 | 21.29 |
| 24 Months | \$17.23 | \$19.65 | 20.63 | 21.14 | 21.65 | 22.16 | 22.67 | 23.18 |
| 30 Months | | \$21.61 | 22.66 | 23.22 | 23.77 | 24.33 | 24.88 | 25.43 |
| 36 Months | | \$24.74 | 24.88 | 25.53 | 26.08 | 26.63 | 27.18 | 27.73 |
| 42 Months | | | 28.75 | 29.09 | 29.43 | 29.77 | 30.11 | 30.45 |
| 48 Months | | | | 31.59 | 32.04 | 32.49 | 32.94 | 33.39 |
| 54 Months | | | | | | | | |

DEFINITIONS AND APPLICATIONS

Able and Fit:

The employee meets all the minimum requirements for entering the job and is physically able to perform the job. This includes, but is not limited to, successful completion of appropriate tests, etc.

| | | |
|-----------|--|--|
| Group I01 | | successful completion of appropriate |
| Group I04 | | House Services Person |
| Group I05 | | Lineworker |
| Group I06 | | Cable Tech, Consumer Field Tech, Customer Svc Tech |
| | | The spouse of your blood brother |
| | | Equipment Installer, New York City |
| | | the blood brothers and sisters of v |

Brothers-in-law

The spouse of your blood brothers or sisters and the blood brothers and sisters of your spouse.

**Effective the first day of the pay period closest to the effective date*

Calendar Week:

The period of time between Sunday at 12:01 A.M. and the following Saturday at 12:00 Midnight.

Call-Out:

A request by the Company to the employee during non-scheduled hours of the employee to report to work: (1) as soon as possible **or** (2) for an unspecified period of time.

It is recognized that due to the nature of our business and the necessity of providing continuous service, employees may be called upon to work call out and overtime hours. Call outs after hours are a normal part of the business and employees are expected to be available and accept call outs.

Compensation:

- a) Pay – Applicable Rate of:
The rate of pay for hours worked which may be subject to differential pay and/or overtime pay all of which shall be in accordance with the terms of the Labor Agreement.

- b) Pay-Basic Rate of: ³ October 1, 2023
The rates of pay for a given title as set forth in the wage schedule of the Labor Agreement, exclusive of all differentials (except permanent

Brightspeed
WAGE SCHEDULE - CWA3871
EFFECTIVE: October 1, 2024

WAGE SCHEDULE

| STEP | I01 | I04 | I05 | I06 | |
|-----------|---------|---------|-------|-------|--|
| Start | \$10.89 | \$13.86 | 14.50 | 14.83 | |
| 6 Months | \$12.30 | \$15.21 | 15.91 | 16.29 | |
| 12 Months | \$13.46 | \$16.70 | 17.50 | 17.96 | |
| 18 Months | \$14.42 | \$18.36 | 19.21 | 19.73 | |
| 24 Months | \$17.66 | \$20.14 | 21.15 | 21.67 | |
| 30 Months | | \$22.15 | 23.23 | 23.80 | |
| 36 Months | | \$24.33 | 25.50 | 26.17 | |
| 42 Months | | \$26.75 | 28.05 | 28.75 | |
| 48 Months | | \$29.42 | 30.83 | 31.58 | |
| 54 Months | | \$32.34 | 33.87 | 34.76 | |

| | | |
|-----------|--|--|
| Group I01 | | House Services Person |
| Group I04 | | Lineworker |
| Group I05 | | Cable Tech, Construction Tech, Customer Svc Tech |
| Group I06 | | Equipment Installer, Network Tech |
| | | |

**Effective the first day of the pay period closest to the effective date*

Brightspeed
WAGE SCHEDULE - CWA3871
EFFECTIVE: October 1, 2025

WAGE SCHEDULE

| STEP | I01 | I04 | I05 | I06 | |
|-----------|---------|--|-------|-------|--|
| Start | \$11.16 | \$14.21 | 14.86 | 15.20 | |
| 6 Months | \$12.61 | \$15.59 | 16.31 | 16.70 | |
| 12 Months | \$13.80 | \$17.12 | 17.94 | 18.41 | |
| 18 Months | \$14.78 | \$18.82 | 19.69 | 20.22 | |
| 24 Months | \$18.10 | \$20.64 | 21.68 | 22.21 | |
| 30 Months | | \$22.70 | 23.81 | 24.40 | |
| 36 Months | | \$24.94 | 26.14 | 26.82 | |
| 42 Months | | \$27.42 | 28.75 | 29.47 | |
| 48 Months | | \$30.16 | 31.60 | 32.37 | |
| 54 Months | | \$33.15 | 34.72 | 35.63 | |
| Group I01 | | House Services Person | | | |
| Group I04 | | Lineworker | | | |
| Group I05 | | Cable Tech, Construction Tech, Customer Svc Tech | | | |
| Group I06 | | Equipment Installer, Network Tech | | | |
| | | | | | |

**Effective the first day of the pay period closest to the effective date*

Brightspeed
WAGE SCHEDULE - CWA3871
EFFECTIVE: October 1, 2026

WAGE SCHEDULE

| STEP | I01 | I04 | I05 | I06 | |
|-----------|---------|---------|-------|-------|--|
| Start | \$11.49 | \$14.64 | 15.31 | 15.66 | |
| 6 Months | \$12.99 | \$16.06 | 16.80 | 17.20 | |
| 12 Months | \$14.21 | \$17.63 | 18.48 | 18.96 | |
| 18 Months | \$15.22 | \$19.38 | 20.28 | 20.83 | |
| 24 Months | \$18.64 | \$21.26 | 22.33 | 22.88 | |
| 30 Months | | \$23.38 | 24.52 | 25.13 | |
| 36 Months | | \$25.69 | 26.92 | 27.62 | |
| 42 Months | | \$28.24 | 29.61 | 30.35 | |
| 48 Months | | \$31.06 | 32.55 | 33.34 | |
| 54 Months | | \$34.14 | 35.76 | 36.70 | |

| | | |
|-----------|--|--|
| Group I01 | | House Services Person |
| Group I04 | | Lineworker |
| Group I05 | | Cable Tech, Construction Tech, Customer Svc Tech |
| Group I06 | | Equipment Installer, Network Tech |
| | | |

**Effective the first day of the pay period closest to the effective date*

Brightspeed
WAGE SCHEDULE - CWA3871
EFFECTIVE: October 1, 2027

WAGE SCHEDULE

| STEP | I01 | I04 | I05 | I06 | |
|-----------|---------|--|-------|-------|--|
| Start | \$11.83 | \$15.08 | 15.77 | 16.13 | |
| 6 Months | \$13.38 | \$16.54 | 17.30 | 17.63 | |
| 12 Months | \$14.64 | \$18.16 | 19.03 | 19.43 | |
| 18 Months | \$15.68 | \$19.96 | 20.89 | 21.35 | |
| 24 Months | \$19.20 | \$21.90 | 23.00 | 23.45 | |
| 30 Months | | \$24.08 | 25.26 | 25.76 | |
| 36 Months | | \$26.46 | 27.73 | 28.31 | |
| 42 Months | | \$29.09 | 30.50 | 31.11 | |
| 48 Months | | \$31.99 | 33.53 | 34.17 | |
| 54 Months | | \$35.16 | 36.83 | 37.80 | |
| Group I01 | | House Services Person | | | |
| Group I04 | | Lineworker | | | |
| Group I05 | | Cable Tech, Construction Tech, Customer Svc Tech | | | |
| Group I06 | | Equipment Installer, Network Tech | | | |
| | | | | | |

**Effective the first day of the pay period closest to the effective date*

UT of Southeast - CWA 3871
PENSION PLAN
FLAT DOLLAR BENEFIT UNITS

MONTHLY BENEFIT PER YEAR OF SERVICE

| Job Classification | Wage Schedule | AGES | | | | | | | | | | |
|--|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 65-70 | 64 | 63 | 62 | 61 | 60 | 59 | 58 | 57 | 56 | 55 |
| <u>September 1, 2023 TO September 30, 2028</u> | | | | | | | | | | | | |
| Schedule 1 | 101 | 31.60 | 30.00 | 28.40 | 26.90 | 25.30 | 23.70 | 22.10 | 20.50 | 19.00 | 17.40 | 15.80 |
| Schedule 3 | 107 | 41.60 | 39.50 | 37.40 | 35.40 | 33.30 | 31.20 | 29.10 | 27.00 | 25.00 | 22.90 | 20.80 |
| Schedule 5 | 102 | 45.30 | 43.00 | 40.80 | 38.50 | 36.20 | 34.00 | 31.70 | 29.40 | 27.20 | 24.90 | 22.70 |
| Schedule 6 | 103 | 50.10 | 47.60 | 45.10 | 42.60 | 40.10 | 37.60 | 35.10 | 32.60 | 30.10 | 27.60 | 25.10 |
| Schedule 7 | 110 | 52.80 | 50.20 | 47.50 | 44.90 | 42.20 | 39.60 | 37.00 | 34.30 | 31.70 | 29.00 | 26.40 |
| Schedule 8 | 104 | 57.90 | 55.00 | 52.10 | 49.20 | 46.30 | 43.40 | 40.50 | 37.60 | 34.70 | 31.80 | 29.00 |
| Schedule 9 | 105 | 60.60 | 57.60 | 54.50 | 51.50 | 48.50 | 45.50 | 42.40 | 39.40 | 36.40 | 33.30 | 30.30 |
| Schedule 10 | 111 | 61.30 | 58.20 | 55.20 | 52.10 | 49.00 | 46.00 | 42.90 | 39.80 | 36.80 | 33.70 | 30.70 |
| Schedule 11 | 106 | 62.20 | 59.10 | 56.00 | 52.90 | 49.80 | 46.70 | 43.50 | 40.40 | 37.30 | 34.20 | 31.10 |

Letter of Agreement

September 22, 2023

Michael Dolan
CWA Representative
5074 Bluff City Highway
Bluff City, TN 37618

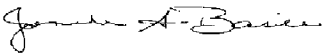
Dear Mike,

The following job title listed below is not necessary in this collective bargaining agreement.

In the event the Company elects to hire employees back into one of the below listed job title, this agreement will be opened to negotiate the wage rates for this affected job title formerly listed in the 2020-2023 Labor Agreement.

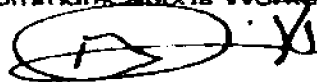
Engineering Clerk-Drafting

Brightspeed



Joseph A. Basile
Labor Relations Negotiator

Communications Workers of America
~~Communications Workers~~



Michael Dolan
CWA Representative

MEMORANDUM OF AGREEMENT
Between Brightspeed
And
Communications Workers of America, Local 3871

In keeping with our current Collective Bargaining Agreement, Article 40 – Cooperation, the Company and the Union agree to establish a local committee to discuss matter of mutual interest. The purpose of this committee is to maintain harmonious working relations between management and employees. The Committee is to discuss, explore areas of mutual concern and study problems referred to it by the parties to this Agreement.

Jospeh A. Basile

Labr Relations Negotiator

Michael Dolan

CWA Representative

Letter of Agreement

December 11, 2014

Richard Feinstein
CWA Representative
2275 Vanstory Street
Suite 106
Greensboro, NC 27403

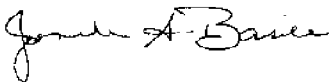
Dear Rick,

The following job classifications listed below are not necessary in this collective bargaining agreement.

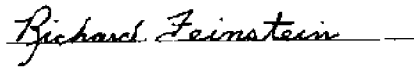
In the event the Company elects to hire employees back into one of the below listed classifications, this agreement will be opened to negotiate the wage rates for these affected classifications formerly listed in the 2011-2014 Labor Agreement.

Frameperson
Public Access Technician
Facilities Engineer

United Telephone-Southeast Communications Workers of America



Joseph A. Basile
Labor Negotiator



Richard Feinstein
CWA Representative

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