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TRAVEL AND SUBSISTENCE PROVISIONS

FOR

TELEPHONE INSTALLATION WORKER AND RELATED CLASSIFICATIONS

IN

DEL NORTE, INYO, MONO, SAN BERNARDINO, AND SANTA BARBARA COUNTIES

AGREEMENT

between

GTE California Incorporated

and

Communications Workers of America

Effective March 18, 1996 thru
March 13, 1999

UNION LABEL

TABLE OF CONTENTS

Subject	Article	Section	P
Absences			
Bargaining and Grievance Meetings	11	2	16
Elections	21	1	
Excused — Personal Reasons	24	5	40
Excused — Service Demands	18	1.1	
Excused — Union Business	43	2,2.1	
Excused — Vacations	22	5	
Holiday Pay	23	2,4,5,6	36
Jury Duty and Witness Subpoena	36	1,2	68
Leaves of Absence and Excused Time	24	1,5	38
Sickness and Accident, Death in Immediate Family	32	1,3.2	54
Allowances			
Car Fare			
Layoffs	9	2	
Lodging, Meals, and Travel Expense	25	1-12	41
Transfer	26	1-6	46
Arbitration			
Grievances Subject to	12	1	
Grievances Not Subject to	12	2	
Procedure	13	1-6	21
Bargaining Agent		1	

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tion, accept employment with another employer or engage in a business for profit or apply for unemployment insurance benefits for a period not to exceed six (6) months from the date of such notification without terminating his employment. Should such an employee decline an offer of reinstatement during this period he will be terminated.

2. An employee on leave of absence will be considered to have terminated his employment under the following conditions, except as provided for under 1.4.1 above:

   2.1 If he accepts employment with another employer or engages in a business for profit during his leave of absence period.

   2.2 If he has not notified the local employment office in writing by the end of his leave period that he is ready to return to work.

   2.3 If he applies for unemployment insurance benefits while on leave of absence.

3. The Company will pay to the employee at the beginning of his leave of absence the computed pay for any accrued vacation for which he is eligible.

4. No vacation or sick benefits shall be paid for such leave of absence and such employees shall not be entitled to any vacation until after he has met the requirements of Article 22.

5. An employee may be excused for personal reasons without pay up to a maximum of two (2) months and such absence will not be deemed a leave of absence. However, an employee may not be excused under this provision immediately preceding or immediately following a leave of absence as provided for under Section 1 in this Article.

ARTICLE 25
LODGING, MEALS, AND TRAVEL EXPENSE ALLOWANCE

1. Employees will be, from time to time, temporarily assigned by the Company to another work location, either to perform work or to attend school. Temporary assignment means any assignment which is for a period of six (6) months or less.

   1.1 Employees may elect to stay at the temporary work location and be provided reasonable lodging designated and paid for by the Company for each day worked and/or night spent at the temporary work location if the one-way mileage is greater than thirty-five (35) miles from the employee's normal work location and the temporary assignment is not closer to his residence than his normal location. Employees electing this option will be eligible to receive the applicable meal allowance as covered under Section 5 of this Article.

      1.1.1 Whenever an employee's temporary assignment is sixty (60) miles or less from his residence, management may approve lodging and meals for the weekend. Whenever an employee's temporary assignment is greater than sixty (60) miles from his residence, an employee may elect lodging and meals for the weekend unless he is scheduled off for more than two (2) consecutive days. If weekend lodging is not approved, an employee will

receive round trip mileage between the temporary work location and his residence.

1.2 In lieu of Subsection 1.1 above, an employee may elect to receive round trip mileage payment for each mile that exceeds the mileage he normally would have traveled round trip from his residence to his normal work location.

1.3 Employees receiving mileage payment under Article 25 will be compensated at $0.31 effective September 1, 1996. R

2. Employees may elect in lieu of Subsection 1.1 or 1.2 above, the daily allowance as per schedule under 2.1 below will be paid for temporary assignments for periods of at least one (1) shift. However, in cases where a temporary assignment continues for two (2) or more consecutive shifts, and the employee has worked a part of his first shift at his normal work location, the employee is eligible for the applicable daily allowance on the first day of the assignment and for the applicable mileage and meal allowance on the last day.

2.1 One-way highway distance by direct and reasonable route that exceeds an employee's normal commute to his normal work location:

Distance	Daily Allowance 9/1/96
Over 45 miles	$28.75
Over 35 and up to 45 miles	24.15
Over 25 and up to 35 miles	18.40
Over 15 and up to 25 miles	9.20
Over 10 and up to 15 miles	5.75

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3. Employees will be, from time to time, assigned to work assignments designated by management as Project Assignments. Project Assignments are defined as work assignments expected to exceed six (6) months but lasting no longer than three (3) years. Such employees will be offered one (1) of the following:

3.1 Employees may elect to receive round trip mileage for each mile that exceeds the mileage he normally would have traveled round trip from his residence to his normal work location.

3.2 An employee may elect to stay at the project location and be provided reasonable lodging designated and paid for by the Company for each day worked and/or night spent at the project work location if the one-way mileage is greater than thirty-five (35) miles from the employee's normal work location and the temporary assignment is not closer to his residence than his normal work location. Employees electing this option will be eligible to receive the applicable meal allowance as covered under Section 5 of this Article.

3.2.1 Whenever an employee's project location is sixty (60) miles or less from his residence, management may approve lodging and meals for the weekend. Whenever an employee's project location is greater than sixty (60) miles from his residence; an employee may elect lodging and meals for the weekend unless he is scheduled off for more than two (2) consecutive days. If weekend lodging is not approved, an employee will receive round trip mileage between the project location and his residence.

3.3 Daily allowance per Subsection 2.1.

4. An employee who is assigned to a temporary work location under this provision will be paid travel time on the first and last day of the temporary assignment. Travel time will be based on the time that exceeds an employee's normal commute time from his residence to the normal work location. The Company reserves the right to specify the means of transportation; however, employees will not be required to use their personal car. If an employee requests and receives permission to use his personal car, he will be reimbursed for mileage as stated in Section 1.3.

5. If it is necessary because of a work or school assignment for an employee to purchase an incidental meal, the employee will be reimbursed as follows:

	9/1/96
Breakfast	$ 5.75
Lunch	6.90
Dinner	14.40

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5.1 Meals which are paid by the Company will be eaten on the employee's own time.

5.2 When an employee is assigned away from his normal work location and he normally eats his meal at home but he is unable to go home for the meal because of his temporary assignment, he is entitled to reimbursement for the incidental meal. If he normally purchases his meal in a restaurant or if he normally carries his meal, he would not be eligible for a meal reimbursement except in cases where the temporary assignment has prevented him from carrying his lunch.

6. When an employee works three (3) hours or more beyond his eight (8) hour shift as a result of scheduled overtime, he will receive a meal allowance of $6.90. When an employee works two (2) hours or more beyond his eight (8) hour shift as a result of a shift extension, he will receive a meal allowance of $6.90. R

7. Extension of shift meal allowance as outlined in Section 6 will not apply to those employees receiving dinner meal allowances under Section 5 of this Article.

8. When the Company elects to furnish transportation and employees travel to and from a temporary work location within the assigned shift, or extension thereof, no expense allowances will be paid as set forth in Subsection 2.1 above. Such employees may be eligible for incidental meal reimbursement if they meet the requirements for such payments as provided for under Subsection 5.2 and Section 6 of this Article.

9. Highway distances as used in this Article mean the most direct and reasonable route which the Company will determine and use for computing expense allowances and mileage reimbursements. If the highway distance is disputed, the mileage will be verified jointly by a representative of the Union and the Company.

10. An employee will not receive lodging as provided for under Subsection 1.1 or 3.2 and daily allowance as provided for under 2.1 for the same day.

11. Employees will not receive both daily allowances, as set forth in Subsection 2.1 above, and meal reimbursement, as set forth in Sections 5 and 6 above, for the same day.

12. Employees electing to receive round trip mileage as set forth in Subsections 1.2 and 3.1 of this Article will not be eligible for daily allowance as provided for in Subsection 2.1 or meal allowance as set forth in Section 5 above for the same day.