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**AGREEMENT**

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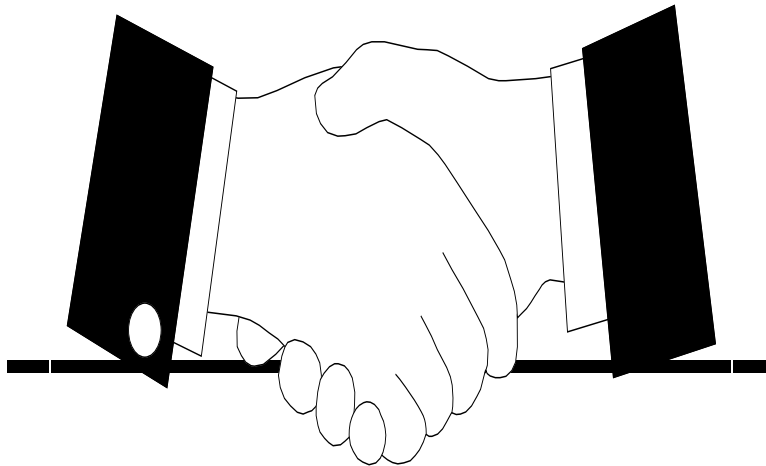
**WEST RIVER TELECOMMUNICATIONS COOPERATIVE**

And

**COMMUNICATIONS WORKERS OF AMERICA**

**AFL-CIO**

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Effective: July 1, 2019  
Expiration: June 30, 2022

# WEST RIVER TELECOMMUNICATIONS COOPERATIVE

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## **AGREEMENT**

THIS AGREEMENT, entered into this 1st day of July, 2019, between the West River Telecommunications Cooperative, its assigns or successors, (hereinafter called the Cooperative), and the Communications Workers of America, (hereinafter called the Union).

It is the intent and purpose of the parties that this Agreement will promote and improve working relations between the Cooperative and its employees, and will set forth the basic Agreement covering rates of pay, hours of work and conditions of employment to be observed between the parties.

The parties contract and agree with each other, as follows:

### **ARTICLE 1 RECOGNITION**

The Cooperative recognizes the Union, having been certified by the National Labor Relations Board, as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all employees in the bargaining unit, but excluding guards, confidential employees and professional and supervisory employees as defined in the Labor Management Relations Act of 1947, as amended.

It is expressly recognized and agreed that the Cooperative provides services which are essential to the health and welfare of its members and that the only reason for the existence of the Cooperative is to provide such members with continuous high quality service at the lowest possible cost.

The Union recognizes management's prerogative to manage its business and direct the working forces, including the right to hire, classify, grade, suspend, reassign, lay off, discharge (with Just Cause), promote, demote or transfer its employees, provided it does not conflict with the provisions of this agreement. Nothing in this agreement is intended to, or is to be construed in any way to, interfere with the recognized prerogative of the Cooperative to manage and control the business, but

each employee covered by this agreement shall possess the right of appeal through grievance procedure as provided by the terms of this agreement.

The Cooperative and the Union recognize that it is in the best interests of both parties, the employees and the public, that all dealings between them continue to be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Cooperative and the Union and their respective representatives at all levels will apply the terms of this contract fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representatives of all employees in the unit. Each party shall bring to the attention of all employees in the bargaining unit, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect and the measure they have agreed upon to insure adherence to this purpose.

In cases where a conflict exists between the Cooperative's policies and this Agreement, this agreement shall take precedence. Changes in this Agreement mutually agreeable to the authorized representative of the parties may be made at any time during the tenure of this Agreement.

Nothing in the Agreement shall be construed to require either of the parties to act contrary to any State or Federal Law, or governmental authority declaration. In the event any condition arises, it is agreed that this Agreement shall be deemed to be modified in respect to either or both parties to the extent necessary to comply with the law, order or declaration.

## **ARTICLE 2**

### **NEGOTIATIONS**

Negotiations between the parties relative to contract agreement, cancellation, revision and amendment will take place from time to time in accord with the provisions of this agreement. The Cooperative agrees that employees duly designated by the Union to take part therein, not to exceed two (2) employees or three (3) employees should the Local's President be a West River Telecommunications Cooperative bargaining unit member, shall suffer no loss in pay as a result of

such participation, during regular scheduled hours of work. However, the Union agrees to reimburse the Cooperative for wages paid during negotiations upon receipt of a statement for the amount paid. Likewise, up to two (2) employees duly designated by the Union to participate in any other joint meetings mutually arranged by formal agreement between the parties from time to time, shall suffer no loss in regular pay.

The Union shall provide the Cooperative with current names, addresses and telephone numbers of its representative, its stewards and its local president.

All meetings shall be held upon reasonable request, which request shall be in writing, unless otherwise agreed upon, and in addition to suggesting a time and place for meeting shall also outline the general purpose of the meeting.

### **ARTICLE 3**

### **SENIORITY**

Seniority shall be determined by the amount of net credited service of any employee. In the event any employee is properly discharged (with Just Cause), or resigns their position, they shall forfeit their seniority immediately, and in all other cases, seniority shall terminate at the end of one (1) year after lay off or two (2) years after being placed on Long Term Disability. After an employee has been reengaged in the service of the Cooperative for a period of five (5) consecutive years, all previous service which was lost when the employee previously left the service of the Cooperative shall be credited to the employee's seniority. When employees have been laid off because of lack of work and are later re-employed, such lay-off shall in no way change their seniority on the seniority list.

Seniority shall prevail in matters affecting the assignment of hours on work schedules, vacations, lay-offs, and re-hiring after lay-offs, insofar as service requirements will permit. When positions are filled, seniority shall govern provided the employee, in the opinion of management, possesses the capabilities and qualifications necessary to perform the work. Part-time employees may exercise their seniority after full-time employees have exercised their seniority.

When a newly created position or vacancy occurs in the Cooperative, which is within the bargaining unit, the Cooperative shall inform all employees by email to their WRT work issued accounts. Such notices shall be posted at least seven (7) calendar days before the position is to be filled and shall set forth the requirements for the position as they have been established by the Cooperative. Employees who wish to bid on the posted position must meet the requirements of the new position. The employee shall notify the Cooperative in writing of their desire within the seven (7) calendar day period after the position is posted. The Cooperative shall have fourteen (14) calendar days thereafter to either designate the person who has been selected to fill the position or to indicate that no currently employed employee has been selected.

In the event a dispute arises as to the seniority of two (2) or more employees starting to work for the Cooperative on the same date, then the older in age shall be deemed to have the greater seniority. Seniority lists shall be kept up-to-date by the Cooperative and shall be available for inspection by the Union or any of its members at reasonable times. Such lists shall be made up and posted on all bulletin boards during January of each year, showing the name, location, classification, net credited service date, and the position of the employee.

In the event of lay-offs, the Cooperative shall follow the principles of Cooperative Seniority insofar as it can, taking into consideration the capabilities and qualifications of the employees to perform the work; however, no employee shall be laid off who has greater Cooperative Seniority and has the capabilities and qualifications to fill a position now being held by an employee with less Cooperative Seniority. It will be the responsibility of an employee to make known his or her qualification for, and desire for employment in a position. Employees shall be rehired from layoff in reverse order of and under the same policy prescribed above for lay-offs, and preference shall be given to employees who have been laid off and who are qualified to perform the work of the job available.

Employees laid off because of lack of work who make an appropriate request in writing to the Cooperative shall receive a notice of all re-employment job openings covered by seniority as set forth herein, so long as their accumulated seniority is in force. Such former employees shall notify the Cooperative within seven (7) days from the date job openings are mailed from the Cooperative

office of their desire to apply for the job. Communications sent to the address of the former employee as shown on the records of the Cooperative, shall constitute proper notification. The Union will be informed immediately of all such notifications.

The Cooperative shall give thirty (30) days' notice prior to lay-offs, and notice to an employee who, because of force reduction, is to be assigned to a lower job classification.

## **ARTICLE 4 GRIEVANCES**

### Section 1 - Definition of a Grievance

- A. A grievance shall be a written complaint by an employee or group of employees for whom the Union is the bargaining agent, or by an authorized Union representative with respect to the interpretation or application of any of the provisions of any collective bargaining agreement between the parties of this Agreement, or any written complaint regarding matters properly the subject of collective bargaining. A grievance may also be a written complaint by any employee or group of employees that they have in any manner been treated unfairly by the Cooperative, and which has not been settled between the employee or employees, and their immediate supervisors.
  
- B. Once a grievance has been presented by the Union to the Cooperative, representatives of the Cooperative shall not discuss or attempt to adjust the grievance with the aggrieved employee or group of employees without affording the appropriate Union representative an opportunity to be present.
  
- C. The Union shall be considered the representative for grievance representation purposes of any employee laid off, discharged or otherwise separated from the payroll until the limits of the grievance and arbitration procedures have been exhausted, provided, however, that in the event any employee is discharged, the grievance must be presented within fifteen (15) days

after the date of the discharge. Time limits may be extended by mutual written agreement.

## Section II - Grievance Procedure

- A. Grievances shall normally be taken up initially at the first level of Management using a written grievance form. If a satisfactory settlement is not reached at the first grievance level, the grievance may be taken to the successive levels outlined in "B" of this section.
- B. Grievances presented to management as provided in "A" above shall be answered by management on the grievance form at each level within the maximum time limits set out below for the several successive management levels usually associated with the settlement of a grievance, unless the time periods are extended by mutual agreement:

### Grievance Level No. 1 - Immediate Supervisor

(Ten (10) working days)

### Grievance Level No. 2 - CEO/GM

(Fifteen (15) working days)

- C. If a grievance has not been satisfactorily settled under the grievance procedure outlined herein, then the grievance may be referred to arbitration as provided for in this Agreement.
- D. Following each grievance level in "B" above, the Union shall give written notice of its acceptance or rejection of the Cooperative disposition. Such notice shall be received by the proper Cooperative official within ten (10) working days after date of the Cooperative disposition at the first level and within fifteen (15) days after the second grievance level. Should such written notice not be received within the stated time, the disposition shall be deemed to have been accepted by the local Union and the international Union, and the grievance considered closed.



- E. The disposition of grievances presented shall be in writing endorsed by the appropriate Cooperative and Local Union Representatives. No settlement of a grievance, endorsed at any procedural level by a Local Union Representative shall be considered final and binding until that settlement has been endorsed in writing by an International Union Representative. If such endorsement is not obtained, or the grievance is not closed as provided in "D" above, the grievance may be appealed to higher levels of management by the Union.
- F. The parties shall keep each other informed in writing, of the representatives authorized to negotiate with respect to grievances.
- G. Grievance meetings between authorized Union and Cooperative representatives shall be held at the request of either party, upon reasonable notice to the other party.
- H. Authorized Local Union Representatives not to exceed two (2) in number, investigating circumstances surrounding any grievance, may do so in Cooperative premises and shall receive the Cooperative's cooperation, however, not on Cooperative time.
- I. Aggrieved employees and authorized Local Union Representative shall not exceed a total of two (2) employees in number meeting with the Cooperative in respect to grievances, and they shall suffer no loss in regular pay as a result of regular scheduled hours lost from scheduling work.
- J. Records of grievance meetings may be kept by either party for its own purpose.
- K. If a grievance is the result of a specific act or incidence, the grievance must be filed within thirty (30) calendar days after said act or incident, or ninety (90) calendar days for instances in which the union could not reasonably have known of the occurrence. If not filed within said thirty (30), or ninety (90) calendar day period, the act or incident shall not be considered as a valid basis for a grievance.

**ARTICLE 5**  
**ARBITRATION**

Any dispute arising between the Parties, with respect to the interpretation and application of the intent and meaning of the terms of this Agreement, which cannot be settled otherwise through discussion and/or negotiation, or grievances which cannot be adjusted under the provisions of Article 4 may be referred at the request of either party to an Arbitration Board formed as follows:

- A. The parties shall endeavor to agree between them upon an Arbitrator within thirty (30) days after the dispute or grievance has been referred to arbitration. Failing to do so, either party may petition the Federal Mediation and Conciliation Service for a list of arbitrators. Upon receipt of the list of arbitrators, the parties will determine by lot which party will strike first from the list of arbitrators and the parties shall alternately strike from the list until a sole arbitrator is selected.
- B. The arbitrator shall have no power to change any of the provisions of this Agreement. The arbitrator shall, however, determine disputes submitted to Arbitration as provided herein.
- C. Each party shall bear the expense of preparing and presenting its own case and the expense of the arbitrator. The expenses of the arbitrator and incidental expenses shall also be borne equally by the parties hereto.
- D. Recognizing the responsibilities of management, controversies in direct violation of adopted policies shall not be arbitrated.
- E. This section does not apply to probationary employees who are dismissed.

**ARTICLE 6**  
**TRAINING**

WRT supports an adequately trained work force.

**ARTICLE 7**  
**BULLETIN BOARDS**

The Cooperative shall provide Bulletin Boards for the purpose of keeping employees informed of official and semi-official matters relating to the general welfare of the employees.

The Union shall have the use of such Bulletin Boards for posting of material essential to the conduct of its affairs, or space be provided for Union Bulletin Boards as mutually agreed between parties.

**ARTICLE 8**  
**TOOLS**

The Cooperative shall furnish its employees with tools and safety equipment necessary to do their work. Such tools and equipment, found upon inspection to be unsafe for continued use, will be turned in to and replaced by the Cooperative.

The individual employee must furnish their own personal equipment except that the Cooperative shall furnish, for use while working on Cooperative business, two (2) pairs of work gloves, one (1) set of insulated coveralls and an insulated coat, which shall be turned in at the time of replacement.

**ARTICLE 9**  
**SAFETY AND HEALTH**

The Cooperative shall, at all times, ensure reasonable provisions for the safety and health of its employees during the hours of their employment. The Cooperative expects all employees to be safety conscious and to assist in finding conditions which might cause an accident. Employees shall report any unsafe conditions to their supervisor or the Safety Coordinator. Any injury received while at work shall be reported immediately or as soon as realistically possible.

It is the policy of the Cooperative to provide and maintain safe and healthful working conditions, follow operating practices that will safeguard all employees and result in safe working conditions and efficient operation. The following practices have been established:

1. A medical examination is required of all new regular and part-time employees. These examinations are made without expense to the employees. Additional examinations, without expense, may be requested from time to time, in the event an employee is not performing up to established standards.
2. First Aid Kits are available at the Headquarters, in each vehicle and at the Beulah and Mobridge office locations.
3. The Cooperative will furnish safety glasses every two (2) years, to every employee whose work requires them. The safety glasses will be purchased through a wholesaler contracted with the Cooperative and a fitting/dispensing fee up to a maximum of fifty dollars (\$50.00) will be paid by the Cooperative. This will include the employee's choice of frames selected from the WRT/wholesaler contract list of options and a standard prescription which includes single vision, bi-focal or tri-focal lenses. Additional lens options (such as progressive lenses, protective coating, transitions, anti-reflective, polarized lens) will be paid for by the employee.

Replacement of broken or damaged glasses due to normal usage is to be borne by the Cooperative. The Cooperative will pay for one (1) additional eye examination within a twelve (12) month period, provided that the employee has utilized their insurance option for the previous exam within the twelve (12) month period.

4. If safety on the job requires more than one (1) person, a supervisor must be notified.
5. Seat belts shall be worn when the vehicle is moving.
6. Hard hats will be furnished by the Cooperative and shall be worn when working in a construction area and when an overhead exposure exists.
7. Any employee who is furnished safety equipment, including safety glasses, by the Cooperative will be required to wear such safety equipment at all times while doing work for which the equipment is furnished.
8. Safety is EVERYONE'S responsibility.

## **ARTICLE 10**

### **WORK SCHEDULES**

- A. The regular workday and workweek shall be as follows:  
Five (5) days within the calendar week, falling in sequence, shall constitute a work week for all employees covered by this Agreement. Eight (8) consecutive hours between the hours of 6:00 AM and 9:00 PM shall constitute a regular work day. Forty (40) hours, beginning Monday morning and terminating Friday evening, shall constitute a regular work week. When service conditions require a regular work week of Tuesday through Saturday for certain employees, such work week shall be rotated as equitably as possible in any department. No more than ten percent (10%) of the bargaining unit employees will be scheduled for the Tuesday through Saturday work week at any one time. Employees will be notified of work week schedule changes no later than ten (10) calendar days in advance of

their effective date, except that work week schedules can be changed at any time with the mutual consent of the Cooperative and the affected employee.

1. Employees will be compensated a shift differential rate equal to the employee's hourly wage, plus an additional 15% for hours scheduled outside of the regular work day.
2. When service conditions require a regular work week of Tuesday through Saturday for certain employees, employees shall receive a shift differential equal to fifteen percent (15%) of the employee's basic wage rate for all time worked between the hours of 7:00 AM and 7:00 PM on Saturday.
3. Employee's receiving an overtime payment will not be eligible for a shift differential for the same time period.

B. Four-Ten Workweek:

1. Management will select and pre-schedule the employees, locations and occasions where a "Four-Ten" schedule will apply, with the consent of the employee requested to work such hours. Such consent by the employee will not be unreasonably denied.
2. Overtime will be paid for hours worked in excess of ten (10) in any one (1) day, or forty (40) in any work week.
3. Scheduled four-ten work days shall be consecutive and will not be scheduled when a holiday falls in that week.
4. Vacation shall be paid on the basis of five (5) eight (8) hour days.

- C. A fifteen (15) minute relief period shall be provided for all employees approximately midway during each session of their daily hours. Such relief period shall be taken within the work area and considered paid for as time worked.
  
- D. When an employee is called to work on a day previously scheduled as a day off, and they are not given forty-eight (48) hours notice, they shall be given their choice of selecting another day off in the same week (if service permits) or of working their original schedule for the balance of the week. If they select another day off in the same week, the day which was originally scheduled as a day off, shall be changed to and considered as a scheduled day. If they select to work their original schedule for the balance of the week, the day previously scheduled as a day off shall remain a non-scheduled work day.
  
- E. When an employee is called to work on a day previously scheduled off, and they are given forty-eight (48) hours prior notice, the original non-scheduled day off shall be changed to a scheduled day. They may be provided with a replacing non-scheduled day during that week. NOTE: As an exception to the above, when five (5) days other than the holiday are worked in a holiday week, and such time had not been assigned on the original schedule, the fifth (5) day will remain a non-scheduled work day.
  
- F. When an employee has worked eight (8) hours on an overtime rate during the sixteen (16) hours immediately proceeding the starting time of his regular shift, the employee may be relieved from duty for an eight (8) hour rest period. The portion of the rest period that falls within the scheduled work day shall be paid at the contracted straight time rate. If the eight (8) hour rest period includes the normal lunch hour, such time will not be paid.

If an employee has had eight (8) hours off at the time the employee returns to work upon supervisor's approval or request, the employee will be paid at the straight time rate for all time worked during regular hours. If the employee has not had a full eight (8) hour rest period at the employee's return to work, the employee shall be paid two (2) times the contracted straight time rate for all hours worked until relieved.

G. An On Call after hour service coverage will be in effect to cover service outages in each technical area.

1. The On Call tour of duty will cover holidays and weekends only with the scheduling starting at 12:01 AM Wednesday and ending at 12:00 midnight on Tuesday of the following week.
2. On Call employees will be compensated thirty dollars (\$30.00) per day of On Call tour of duty for Saturday and Sunday and forty-five dollars (\$45.00) for holidays, as defined in Article 11, for being available to receive service outage calls from a duty supervisor. If the employee is called to work, employee will be compensated over and above the On Call compensation at the applicable outside of regular hours overtime rate.
3. There will be a minimum of two (2) regions designated for the Installation and Repair group and one (1) region for the Network Department and Internet employee group. These regions will consist of logically grouped exchanges.
4. The supervisor will first try to contact the On Call employee. If that On Call employee is not available, the supervisor will call an employee assigned to the exchange or group of exchanges where the service outage has occurred.
5. On Call employees may trade On Call tours with notice to their immediate supervisor.
6. The On Call employee will keep the Cooperative notified of how to contact them and will respond within two (2) hours when contacted by a supervisor.
7. The Cooperative will provide cellular phones to employees on call.



8. The current administration of the On-call program shall remain the same as presently administered unless changed by mutual consent of both parties.

## **ARTICLE 11**

### **OVERTIME, SUNDAY AND HOLIDAY**

Overtime is that time worked in excess of the daily work period of eight (8) hours, or ten (10) hours if working a “Four-Ten” schedule, or in excess of the normal work week of forty (40) hours. Leave time will not be considered hours worked for purposes of performing overtime calculations. The Cooperative will accommodate changes to work schedule and approved leave during the scheduled day.

All work done outside of regular hours shall be paid for at the rate of time and one-half on week days, and double time for time worked on Sundays. Work performed on holidays will be paid at double time, in addition to regular holiday pay. In the event that a holiday falls on a scheduled day off, the employee shall take the following work day off or prior day as the case may be. Employees shall not be required to take time off for overtime worked or to be worked.

When employees are recalled to work outside of their regular scheduled work hours, or on a non-scheduled day, their time shall start when they leave home and continue until they return to their homes if the employee resides within the exchange to which he or she is permanently assigned. If employee resides outside of such exchange, time shall start when employee reports to the reporting location and terminate when work is completed at such reporting location. Also the employee living outside of the exchange to which the employee has been assigned shall be paid a maximum of fifteen (15) minutes travel time each way.

When work necessary to care for the call extends beyond the starting time of the employee's next regular scheduled hours, overtime pay shall terminate and straight time pay shall apply during such regular scheduled hours. Except during lunch hours and when such work extends into their regular scheduled hours, employees shall receive a minimum of two (2) hours of time at the overtime rate

when recalled.

All overtime, Sunday and holiday work, shall be, as far as practicable, equally and impartially divided among the employees who generally work in the class of work being performed. Such assignment shall be at the discretion of management.

New Years, Good Friday, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day shall be considered as recognized holidays. Any locally celebrated holidays shall be observed at the discretion of the CEO/GM. When any of the above recognized holidays fall on Sunday, the following day shall be a holiday. If the recognized holiday falls on Saturday, the preceding day shall be time off with pay. When an employee is on a Tuesday through Saturday work week and the recognized holidays falls on Sunday, the following Tuesday will be a holiday. On a Tuesday through Saturday work week, if the recognized holidays falls on a Monday, the following Tuesday will be time off with pay.

Employees attending school or conferences at the request of the Cooperative will receive the regular wages for the time spent in attendance and the time necessarily spent traveling to and from such meetings as required by law.

When an employee is scheduled to attend a school out of state, the Cooperative shall provide the employee or the employee's spouse one (1) round trip air transportation every two (2) weeks for a school that is longer than three (3) weeks in duration.

## **ARTICLE 12**

### **MEAL ALLOWANCE, TRAVEL TIME, EXPENSES AND TRANSFER**

Section 1 - Meals, travel and expenses.

When an employee is required to work overtime two (2) hours, or more, past their regular quitting time, the employee shall be paid in accordance with present Cooperative policy for one (1) meal. An additional meal will be allowed every five (5) hours thereafter until the employee is released from duty.

When an employee is called to work two (2) hours or more immediately before their regular work day, they shall be furnished a meal by the Cooperative and allowed thirty (30) minutes meal time, to be counted as work time, before starting their regular day's work.

An employee called to work on a weekend or holiday, for more than a four (4) hour period, will be furnished meals at the specified rate. The employee must be working either during the noon meal time of 12:00 to 1:00 PM or evening mealtime of 5:00 PM to 6:00 PM local time of the reporting station of the employee.

When an employee or employees is (are) authorized to attend institutions of learning or seminar sessions, the employee shall be reimbursed for actual necessary expenses incurred, receipts required, or pursuant to the meal allowance schedule set forth below, with one method or the other to be elected for each such event. Mileage will be paid to the employee, at the current IRS rate, if a personal vehicle is used for transportation and if the use of the personal vehicle has been authorized by the employee's supervisor. The provision of transportation while in attendance will be considered by the Cooperative.

Whenever employees work and are away on Cooperative business from their established headquarters locations, they shall:

- a. Return to their headquarters location on Cooperative time at the end of each work session; or
- b. Be furnished their midday meal and return to their headquarters location on Cooperative time at the end of the work day; or
- c. Be furnished reasonable lodging, board and meals. Meals will be paid at the following rates:

Breakfast	\$ 10.00
Lunch	\$ 13.00
Dinner	\$ 18.00

The breakfast allowance will be paid from 12:01 AM through 10:00 AM; the lunch allowance will be paid from 10:00 AM to 5:00 PM; and the dinner allowance will be paid from 5:00 PM to 12:00 Midnight.

## Section 2 – Transfers

- 1. The Union recognizes the right of management to transfer employees of the Cooperative. An employee who has children attending school at their present location shall not be transferred to a different location during the current school term. In other cases, the employee shall be given ninety (90) days prior notice before such transfer. It is further agreed that any employee dissatisfied with a transfer may file a grievance and may seek redress through grievance level two (2), but not further. If the matter is not resolved at such time, the arbitration procedure shall not be applicable and the decision on such transfer made by management shall be binding and final.
- 2. When an employee is transferred at the Cooperative's request, the necessary cost of moving their household and personal goods shall be paid by the Cooperative and they

shall receive four (4) paid working days off. The method and probable cost of such move shall be approved in advance by the CEO/GM.

3. When an employee is transferred at employee's request, moving expenses shall be paid by the employee.
4. A transfer for the purpose of this section consists of a change of reporting location.
5. Employee's residence must be within the West River Telecommunications service area.

### **ARTICLE 13**

#### **MILITARY LEAVE OF ABSENCE**

An employee entering military service during a national emergency or conscripted for duty by the government of the United States shall continue to accumulate full seniority, provided the employee returns with a certificate of satisfactory completion of service and applies for work within ninety (90) days after their discharge. The employee will be granted such rights as provided by law.

### **ARTICLE 14**

#### **ABSENCES FROM DUTY**

The Cooperative will grant to any employee designated by the Union, with a minimum of fourteen (14) days notice, the necessary time off, without pay and without loss of seniority, to handle Union business. This includes attending Union conferences or conventions as a delegate of the local Union, or for other similar Union business involving local Union only. It is agreed that not more than two (2) employees, if from different departments, shall be so engaged at any one time. The CEO/GM may approve a third (3rd) employee if requested. The Cooperative shall be given reasonable notice in writing, along with proof of the event, and not less than one (1) calendar week in advance of the beginning date and of the probable duration of such absences. The CEO/GM may accept a lesser advance notice. The Cooperative will not discriminate against any such employee absenting himself

for any of the above reasons. This provision does not include time spent in joint meetings dealing with grievances or other meetings held by mutual agreement and concerned with the normal administration of this Agreement.

When Union business causes or will cause any individual to be absent from duty more than thirty (30) calendar days, but not in excess of one (1) year, the Union shall request and the Cooperative shall grant a leave of absence for the duration of such absence, provided service requirements permit. No more than one (1) employee shall be on leave of absence for Union business at one time.

For regular employees the Cooperative will, for good cause, grant a leave of absence, without pay, for any period of thirty (30) days or more, but not in excess of one (1) year, service requirements permitting. Such employees shall not accumulate seniority, but shall not be deemed to have forfeited their existing seniority rights (as defined in this Agreement), except that if an employee remains away for more than the term of such leave of absence, or if they accept employment elsewhere while on such leave of absence without the approval of the Cooperative in writing, their seniority shall be considered lost and their employment shall be deemed to be terminated. Absence on such leaves shall delay the wage progression steps for such employees for the terms of the leave granted. All other special employee benefits shall be suspended for the duration of the leave of absence, beyond the first thirty (30) days.

Absence time with pay and absent time less than thirty (30) days without pay shall not be deducted from the employee's service credit.

Requests for leaves of absence shall be submitted in writing at least thirty (30) days in advance, if possible, and must be approved by the CEO/GM.

Employees returning from a leave of absence will be reinstated on the same job and at the same month step in the wage progression schedule they left when their leave of absence began, subject to the seniority and associated provisions of this Agreement.

Any employee of the Cooperative covered by this Agreement who is injured while on duty shall continue to accumulate seniority during absence due to such injury, and shall be reinstated to their former position upon recovery, with seniority rights; provided however, they are physically qualified to return to work. If such employee is not physically qualified to return to their former work, or if any employee otherwise becomes physically unqualified to continue in their job classification, but because of other considerations, is kept in the employment of the Cooperative in some other job classification, they shall be placed in the wage progression schedule appropriate to their new job classification and the wage rate shall be consistent with their ability and performance in the latter classification and prior experience with the Cooperative.

In cases of serious illness or death of the mother, father, step-mother, step-father, brother, sister, husband, wife, child, step child, foster child, mother-in-law, father-in-law, brother-in-law, sister-in-law, or grandparent(s), grandchildren, or in case of serious illness or death of any other relative residing in the immediate household of the employee, absence with pay, up to and not to exceed three (3) days, for each case, shall be granted full time and part-time employees with net credited service of six (6) months or more.

It is recognized that there may be extenuating circumstances under which an employee may be granted time off with pay due to deaths other than those outlined above. Time may be granted in addition to the three (3) days outlined above due to a serious illness within the immediate family, but such time shall be charged against accrued sick leave.

Allowance of two (2) hours of sick leave or the time necessary, whichever is shorter, will be allowed for local dental, medical and eye appointments. Four (4) hours of sick leave or the time necessary, whichever is shorter, will be allowed for out-of-town appointments, except that, any time the appointment requires a full day, the entire time required shall be charged as sick leave.

An employee called for examination for jury duty, selected for jury duty or subpoenaed by a court as a witness shall be excused for such service. The employee shall be allowed their regular pay less the amount of per diem received for such service. The employee will be expected to report to their

supervisor when temporarily excused from attendance at court, for assignment as is reasonable under the circumstances.

Employee shall be granted reasonable time off with pay to enable them to go to the Polls in any Municipal, County, State or National election, only in cases where the employees work hours conflict with the hours the polls are open.

## **ARTICLE 15**

### **DEFINITIONS**

Regular employees are full-time employees who are engaged for the usual activities of the business and whose employment is reasonably expected to continue for more than one (1) year.

Part-time employees are regular employees who normally work less than forty hours (40) per calendar week.

Benefits provided for in this agreement shall be provided to full-time employees only, except as to benefits which may be otherwise mandated, and except for the wages agreed to be paid such employees.

Temporary employees are those hired for periods not to exceed one-hundred eighty (180) working days annually, and are told by the Cooperative that they are only temporary employees at the time they are hired. All temporary service within five (5) years will be added to the employee's net credited service at the time the employee becomes a regular employee.

Tour is the time scheduled for an employee to be on duty on any day and includes any relief periods, but excludes the scheduled meal period. A tour shall be divided into two (2) sessions.

Basic wage rate, sometimes referred to as regular rate, is the rate of pay of an employee as provided for in the wage schedules of this Agreement, excluding any applicable occupational, in charge, evening or night differentials and special rates.



The initial employment of all personnel, except when part-time is reclassified to full-time in the same job classification, shall be subject to a probationary period of nine (9) months. During that period the Cooperative reserves the right to dismiss the employee with or without cause upon two (2) weeks notice, or with payment of two (2) weeks severance pay.

**ARTICLE 16**  
**SICK LEAVE AND DISABILITY BENEFITS**

Sick leave shall accumulate at the rate of one (1) day for each month of employment and the employee shall receive eight (8) hours of pay for each work day that they are sick or injured, as defined below, to the extent of their earned sick leave. Sick leave may be used to supplement NTCA disability insurance payments up to regular daily earnings, and the amount of the difference paid by the employer shall be applied against the earned sick leave of the employee.

Sick leave shall be allowed only for sickness or injury on or off the job, except that it shall not apply to sickness or injuries which are covered at any time by North Dakota Workforce Safety Insurance or South Dakota Worker's Compensation coverage, and except for any sickness or injuries off the job caused by:

1. Alcoholism and chemical dependency\* (except as noted below).
2. Employment "Moonlighting" for wages or self-employment, which shall not be covered by sick leave as a Cooperative benefit.

Sick leave up to eight (8) hours a year may be used to attend to medical needs or the illness of an employee's spouse, child, mother, father or stepchild.

There is no limit on accumulation of sick leave days, however, only those days in excess of one hundred twenty (120) days, which have been accumulated, up to a maximum of thirty (30) days, shall be paid for upon termination or retirement.

Additional unpaid sick leave may be granted at the discretion of the CEO/GM. Any sick leave of four (4) or more days must be substantiated by a Doctor's Certificate.

\*Sick leave shall be allowed for alcoholism or chemical dependency only when such illness has been diagnosed as such by a medical doctor, and only when medically prescribed treatment is administered.

If sick leave is on the books and if Social Security or North Dakota Workforce Safety Insurance or South Dakota Worker's Compensation picks up a percent of the day's pay, the Cooperative shall deduct only the percent of time paid by the Cooperative from the accrued sick leave.

Sick Leave Contributions: At the request of the Union the Company shall electronically post an employee's need for additional sick leave. The employee will need to use all of their sick leave and vacation before receiving sick leave contributions. All employees who wish to contribute shall notify the Company within ten (10) days of such request. The employee shall indicate the amount of sick leave they wish to donate. Employees may donate up to a combined total of two (2) weeks of sick leave to any recipient annually. All donations will be maintained as anonymous and confidential.

## **ARTICLE 17**

### **SERVICE CONCESSIONS**

The Cooperative, may furnish one (1) local residence telephone service line at the employee's principal residence, mandated end-user Federal Charges, custom calling features and CLASS features, at no charge to the employee residing within the Cooperative service area. Standard residential Broadband will be provided at no charge to employees residing within the Cooperative service area. Special services in connection with this main station such as extra listings and miscellaneous service may be offered at fifty percent (50%) of the regular rate.

Service Charges are waived only for the employee's initial line, not for any second line not covered by this agreement, and are limited to one (1) per year. The primary listing provided with the service is permitted only in the name of the employee, in the name of the employee's spouse or in a joint listing including the employee's name and their spouse's name. When a telephone employee lives at home with their parents, the employee is entitled to their telephone number and instruments as described above.

The Cooperative shall pay one hundred percent (100%) of an employee's local telephone service and standard residential Broadband upon retirement, with a minimum of twenty (20) years' service, and only within the Cooperative's Service Area.

Service concessions for current and retired employees are contingent on the subscription to West River Long Distance, WRT Broadband and any other service the Cooperative provides, if the person subscribes to these services.

## **ARTICLE 18**

### **CLASSIFICATION OF EMPLOYEES AND WAGE RATES**

The Cooperative agrees to notify the Union promptly in writing of any new job title which might properly be brought within the scope of this Agreement. If the parties agree to the inclusion of the new job title in this Agreement, the rate of pay, therefore, shall be subject to bargaining at the request of the Union if such request is made within thirty (30) days of the notification of the establishment of the new title. If an agreement is reached on a rate of pay different from the one established by the Cooperative, the rate agreed upon shall be retroactive to the date on which the new title was established.

It is agreed that the job duties of the job classification of the Cooperative will not be transferred from the bargaining unit and the job classifications left unoccupied by reason of such transfer unless transfer is mutually agreed to by the Cooperative and the Union.

The Cooperative may determine the proper beginning wage of a new employee, determination to be based upon employee's previous experience and training.

An employee whose classification has been changed shall not have their wages reduced except in cases of demotion or in case the employee desires the change to a lower classification. In cases of promotions, the employee shall be moved to the progression rate in the new classification equal to no less than their present classification rate, and shall continue to receive progression increases until the maximum rate is reached for the new classification.

The Wage Progression Schedule will begin at sixty percent (60%) of the top. The wage rates shown on the wage schedule are basic hourly rates of pay. Persons working less than full-time will progress in the Wage Progression Schedule on the basis of completion of one thousand forty (1040) hours of regular time worked for each step.

The following wage increases will be added to the 61st step of the Wage Progression Schedule:

July 1, 2019.....	3.00%
July 1, 2020.....	3.00%
July 1, 2021.....	3.00%

## WRT's Company Financial Performance Incentive

A company financial performance incentive is available to be paid to full time employees when the operating margins, plus depreciation and amortization, of WRT reach 20% of gross company operating revenues for a given fiscal year. The incentive pay is available to employees as follows:

Operating Margins, plus Depreciation & Amortization, as a percentage of Gross Revenues:	Incentive Pay Per Employee:
20% to 24.9%	\$500
25% to 29.9%	\$750
30% to 34.9%	\$1000
35% or greater	\$1200

A company financial performance incentive will be paid out after the annual audit report starting in 2020. The 2019 incentive will be pro-rated. Employees hired mid-year will be pro-rated.

### **ARTICLE 19**

#### **VACATION**

For employees hired after June 30, 2013, annual paid leave shall be earned on a cumulative basis, but never to accrue to more than one hundred ninety-two (192) hours at the end of each calendar year.

For employees with less than five (5) years of consecutive employment, such leave to be earned on the basis of 9.33 hours for each month of employment. All employees with five (5) or more year's consecutive employment shall be entitled to 11.33 hours per month of vacation with regular pay for each year. All employees, after twelve (12) years of consecutive employment, effective on their anniversary date, will accrue an additional .67 hours of vacation per month. An additional .67 hours per month will be added each year, effective on the employee's anniversary date, until a total of 16.7

hours of vacation per month is earned after twenty (20) years of consecutive employment.

Effective January 1, 2014 for employees hired prior to July 1, 2013, annual paid leave shall be earned on a cumulative basis, but never to accrue more than one hundred ninety-two (192) hours at the end of each calendar year. For employees with less than five (5) years of consecutive employment, such leave to be earned on the basis of 9.33 hours for each month of employment. All employees with five (5) or more year's consecutive employment shall be entitled to 11.33 hours per month of vacation with regular pay for each year. All employees, after twelve (12) years of consecutive employment, effective on their anniversary date, will accrue an additional .67 hours of vacation per month. An additional .67 hours per month will be added each year, effective on the employee's anniversary date, until a total of 18.0 hours of vacation per month is earned after twenty-two (22) years of consecutive employment.

Employees shall normally take their vacation in one (1) week or five (5) day increments, service requirements permitting. Vacation time in as little as hourly increments will be granted at management's discretion. Employment seniority has priority if conflicts should occur.

Annual leave may only be taken with the advance approval of the employee's supervisor and at such time as the supervisor shall specify. Accrued leave at the time of an employee's separation from the Cooperative shall be paid at the regular rate of pay the employee is receiving.

## **ARTICLE 20**

### **INSURANCE**

The Cooperative will pay eighty percent (80%) of the premium for group health and dental AAA plans, ninety percent (90%) of the premium for group health and dental AA plans and ninety-five percent (95%) of the premium for group health and dental A plans. The Cooperative will pay one hundred percent (100%), less \$1, of the premium for group health and dental A HDHP plan and will fund an HSA account at levels of \$3,000/\$6,000 annually for employees electing a Tier 1/Tier 2 & Tier 3 A HDHP plan, respectively. The Cooperative will pay one hundred percent (100%) of the

premium for long term disability (LTD) and life insurance, including Accidental Death and Dismemberment (AD&D). Employees will be eligible for participation in the group program in accordance with the plan's eligibility rules. The Cooperative will provide a flexible spending account.

In the event of injury or sickness to an employee resulting from their work for the Cooperative and occurring when the employee is on the job, the Cooperative will pay to the injured employee, for a period not to exceed twenty-six (26) weeks, their regular weekly pay for a forty (40) hour week less the amount of their weekly compensation from the North Dakota Workforce Safety Insurance or South Dakota Worker's Compensation and NTCA disability payments. Such Cooperative pay will be charged against the employee's sick pay.

In the event of a national or state mandatory or universal health insurance program (e.g. Patient Protection and Affordable Care Act) imposing penalties (tax or otherwise) to the Company due to the type (s) of plans offered, then at the option of either party, Article 20 of this labor contract will be reopened and renegotiated and other parties agree that the health insurance plan offering shall be amended such that potential or actual penalties shall not be imposed on the Company.

## **ARTICLE 21**

### **PAYROLL DEDUCTION FOR DUES**

The Cooperative agrees to make collections of Union Dues through payroll deduction from employee's pay, upon written receipt of a written Authorization Form signed by the individual employees and delivered by the Union to the Cooperative.

The Cooperative shall bear the full cost of this undertaking, except that the Union agrees to furnish the Dues Deduction Authorizations in a form approved by the Union and the Cooperative.

**ARTICLE 22**  
**MOONLIGHTING**

"Moonlighting" shall be prohibited in connection with and/or associated with any work in competition with the employer.

**ARTICLE 23**  
**NTCA RETIREMENT AND SECURITY PROGRAM AND RULE-0F-85**

The Cooperative agrees to contribute nine percent (9.0%) of the employee's annual W-2+ salary to the NTCA Retirement and Security Program and the employee's contribution will be six percent (6%). Contributions are based on an employee's W-2+ salary.

Rule-of-85 is an optional program feature by which West River Telecommunications Cooperative will provide its eligible employees with enhanced benefits under the NTCA Retirement and Security Program. It is a combination of age plus years of NTCA approved service in the telephone industry. These totals must equal eighty-five (85) and the earliest age an employee may exercise the option is age fifty-five (55).

**ARTICLE 24**  
**NTCA SAVINGS PLAN**

The Cooperative agrees to provide its eligible employees the NTCA Savings Plan and the Cooperative shall contribute three percent (3%) of the Employee's annual W-2+ salary to the plan. The employee is eligible to participate in the Plan on January 1, March 1, July 1 or October 1 following one (1) year after their date of employment. The employee may contribute such amounts as provided for in the NTCA Adoption Agreement. The employee shall select the fund for the employer and the employee contributions. Contributions are based on an employee's W-2+ salary.



**ARTICLE 25**  
**DURATION OF AGREEMENT**

This Agreement dated July 1, 2019 and fully consummated on July 1, 2019 and the provision hereof, when signed by the authorized representatives of the Cooperative and the Communications Workers of America, shall become operative as of July 1, 2019 and shall continue to and including June 30, 2022. It shall continue in full force and effect from year to year thereafter unless written notice is given by either party hereto to the other on or before sixty (60) days prior to June 30, 2022 or thereafter on or before sixty (60) days prior to any subsequent annual expiration date requesting that the Agreement be amended or canceled. Any such notice by either party hereto shall not be effective except at sixty (60) days prior to June 30, 2022.

IN WITNESS WHEREOF, the parties hereto have caused this contract to be executed this 1st day of July, 2019.

**COMMUNICATIONS WORKERS OF AMERICA**



Paul Castañeda  
CWA Staff Representative

**WESTRIVER TELECOMMUNICATIONS COOPERATIVE**



Matt Erhardt Jr.  
President



Casey Blohm  
Bargaining Committee Member



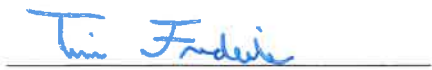
Gene Wolf  
Director



Todd Murschel  
Bargaining Committee Member



Troy Schilling  
CEO and General Manager



Tim Frederick  
Bargaining Committee Member

**WEST RIVER TELECOMMUNICATIONS COOPERATIVE**

**July 1, 2019 Wage Scale**

	START	7TH	13TH	19TH	25TH	31ST	37TH	43RD	49TH	55TH	61ST
<b>IT Specialist</b>	26.40	28.16	29.92	31.68	33.44	35.20	36.96	38.72	40.48	42.24	44.00
<b>Network Technician</b>	25.83	27.55	29.27	31.00	32.72	34.44	36.16	37.88	39.61	41.33	43.05
<b>Combination Specialist</b>	24.73	26.37	28.02	29.67	31.32	32.97	34.62	36.26	37.91	39.56	41.21
<b>Installer Repair Technician</b>	23.60	25.18	26.75	28.32	29.90	31.47	33.05	34.62	36.19	37.77	39.34
<b>Computer Programmer</b>	23.60	25.18	26.75	28.32	29.90	31.47	33.05	34.62	36.19	37.77	39.34
<b>Technical Support Analyst</b>	23.60	25.18	26.75	28.32	29.90	31.47	33.05	34.62	36.19	37.77	39.34
<b>Technical Support Analyst Assistant</b>	10.06	10.73	11.40	12.07	12.75	13.42	14.09	14.76	15.43	16.10	16.77
<b>Construction Technician</b>	23.60	25.18	26.75	28.32	29.90	31.47	33.05	34.62	36.19	37.77	39.34
<b>Construction Assistant</b>	11.32	12.08	12.83	13.59	14.34	15.10	15.85	16.61	17.36	18.12	18.87
<b>Purchasing Agent</b>	21.25	22.67	24.09	25.50	26.92	28.34	29.75	31.17	32.59	34.00	35.42
<b>Accountant-Office/Plant/AP</b>	21.25	22.67	24.09	25.50	26.92	28.34	29.75	31.17	32.59	34.00	35.42
<b>Customer Sales &amp; Service Representative</b>	20.11	21.45	22.79	24.13	25.47	26.81	28.15	29.49	30.83	32.17	33.51
<b>Dispatch/Plant Clerk</b>	20.11	21.45	22.79	24.13	25.47	26.81	28.15	29.49	30.83	32.17	33.51
<b>OSP Clerk</b>	20.11	21.45	22.79	24.13	25.47	26.81	28.15	29.49	30.83	32.17	33.51
<b>Accounting Clerk</b>	20.11	21.45	22.79	24.13	25.47	26.81	28.15	29.49	30.83	32.17	33.51
<b>General Clerk</b>	20.11	21.45	22.79	24.13	25.47	26.81	28.15	29.49	30.83	32.17	33.51
<b>Bldg. Mtnc Repair</b>	12.98	13.85	14.72	15.58	16.45	17.31	18.18	19.04	19.91	20.77	21.64
<b>Warehouse Assistant</b>	8.45	9.01	9.57	10.14	10.70	11.26	11.83	12.39	12.95	13.52	14.08
<b>Office Clerk Assistant</b>	8.45	9.01	9.57	10.14	10.70	11.26	11.83	12.39	12.95	13.52	14.08
	60%	64%	68%	72%	76%	80%	84%	88%	92%	96%	100%

  
 Todd Murschel, Bargaining Committee Member

  
 Tim Frederick, Bargaining Committee Member

- ADDITIONAL COMPENSATION FOR:
- Network Foreman..... 4% of base pay
  - Installer/Repair Foreman... ..4% of base pay
  - Chief Accountant..... 3% of base pay
  - Technical Support Foreman... ..4% of base pay
  - Construction Foreman... ..4% of base pay
  - Customer Service Rep Foreman...4% of base pay
  - In-charge compensation (General Manager's discretion).....1% of base pay.

excel/wagescal1

Wage increases listed in Article 19 have been applied.

**WEST RIVER TELECOMMUNICATIONS COOPERATIVE**

**July 1, 2020 Wage Scale**

	START	7TH	13TH	19TH	25TH	31ST	37TH	43RD	49TH	55TH	61ST
<b>IT Specialist</b>	27.19	29.00	30.82	32.63	34.44	36.26	38.07	39.88	41.69	43.51	45.32
<b>Network Technician</b>	26.60	28.38	30.15	31.92	33.70	35.47	37.25	39.02	40.79	42.57	44.34
<b>Combination Specialist</b>	25.47	27.17	28.87	30.56	32.26	33.96	35.66	37.36	39.05	40.75	42.45
<b>Installer Repair Technician</b>	24.31	25.93	27.55	29.17	30.80	32.42	34.04	35.66	37.28	38.90	40.52
<b>Computer Programmer</b>	24.31	25.93	27.55	29.17	30.80	32.42	34.04	35.66	37.28	38.90	40.52
<b>Technical Support Analyst</b>	24.31	25.93	27.55	29.17	30.80	32.42	34.04	35.66	37.28	38.90	40.52
<b>Technical Support Analyst Assistant</b>	10.36	11.05	11.74	12.43	13.13	13.82	14.51	15.20	15.89	16.58	17.27
<b>Construction Technician</b>	24.31	25.93	27.55	29.17	30.80	32.42	34.04	35.66	37.28	38.90	40.52
<b>Construction Assistant</b>	11.66	12.44	13.22	14.00	14.77	15.55	16.33	17.11	17.88	18.66	19.44
<b>Purchasing Agent</b>	21.89	23.35	24.81	26.27	27.72	29.18	30.64	32.10	33.56	35.02	36.48
<b>Accountant-Office/Plant/AP</b>	21.89	23.35	24.81	26.27	27.72	29.18	30.64	32.10	33.56	35.02	36.48
<b>Customer Sales &amp; Service Representative</b>	20.71	22.09	23.47	24.85	26.24	27.62	29.00	30.38	31.76	33.14	34.52
<b>Dispatch/Plant Clerk</b>	20.71	22.09	23.47	24.85	26.24	27.62	29.00	30.38	31.76	33.14	34.52
<b>OSP Clerk</b>	20.71	22.09	23.47	24.85	26.24	27.62	29.00	30.38	31.76	33.14	34.52
<b>Accounting Clerk</b>	20.71	22.09	23.47	24.85	26.24	27.62	29.00	30.38	31.76	33.14	34.52
<b>General Clerk</b>	20.71	22.09	23.47	24.85	26.24	27.62	29.00	30.38	31.76	33.14	34.52
<b>Bldg. Mtnc Repair</b>	13.37	14.27	15.16	16.05	16.94	17.83	18.72	19.62	20.51	21.40	22.29
<b>Warehouse Assistant</b>	8.70	9.28	9.86	10.44	11.02	11.60	12.18	12.76	13.34	13.92	14.50
<b>Office Clerk Assistant</b>	8.70	9.28	9.86	10.44	11.02	11.60	12.18	12.76	13.34	13.92	14.50
	60%	64%	68%	72%	76%	80%	84%	88%	92%	96%	100%

  
 Todd Murschel, Bargaining Committee Member

  
 Tim Frederick, Bargaining Committee Member

**ADDITIONAL COMPENSATION FOR:**

- Network Foreman.....4% of base pay
- Installer/Repair Foreman.....4% of base pay
- Chief Accountant.....3% of base pay
- Technical Support Foreman.....4% of base pay
- Construction Foreman.....4% of base pay
- Customer Service Rep Foreman...4% of base pay
- In-charge compensation (General Manager's discretion)..... 1% of base pay.

excel/wagescal1


Wage increases listed in Article 19 have been applied.

**WEST RIVER TELECOMMUNICATIONS COOPERATIVE**

**July 1, 2021 Wage Scale**

	START	7TH	13TH	19TH	25TH	31ST	37TH	43RD	49TH	55TH	61ST
<b>IT Specialist</b>	28.01	29.88	31.74	33.61	35.48	37.34	39.21	41.08	42.95	44.81	46.68
<b>Network Technician</b>	27.40	29.23	31.06	32.88	34.71	36.54	38.36	40.19	42.02	43.84	45.67
<b>Combination Specialist</b>	26.23	27.98	29.73	31.48	33.23	34.98	36.72	38.47	40.22	41.97	43.72
<b>Installer Repair Technician</b>	25.04	26.71	28.38	30.05	31.72	33.39	35.06	36.73	38.40	40.07	41.74
<b>Computer Programmer</b>	25.04	26.71	28.38	30.05	31.72	33.39	35.06	36.73	38.40	40.07	41.74
<b>Technical Support Analyst</b>	25.04	26.71	28.38	30.05	31.72	33.39	35.06	36.73	38.40	40.07	41.74
<b>Technical Support Analyst Assistant</b>	10.67	11.39	12.10	12.81	13.52	14.23	14.94	15.66	16.37	17.08	17.79
<b>Construction Technician</b>	25.04	26.71	28.38	30.05	31.72	33.39	35.06	36.73	38.40	40.07	41.74
<b>Construction Assistant</b>	12.01	12.81	13.61	14.41	15.22	16.02	16.82	17.62	18.42	19.22	20.02
<b>Purchasing Agent</b>	22.54	24.04	25.55	27.05	28.55	30.06	31.56	33.06	34.56	36.07	37.57
<b>Accountant-Office/Plant/AP</b>	22.54	24.04	25.55	27.05	28.55	30.06	31.56	33.06	34.56	36.07	37.57
<b>Customer Sales &amp; Service Representative</b>	21.34	22.76	24.18	25.60	27.03	28.45	29.87	31.29	32.72	34.14	35.56
<b>Dispatch/Plant Clerk</b>	21.34	22.76	24.18	25.60	27.03	28.45	29.87	31.29	32.72	34.14	35.56
<b>OSP Clerk</b>	21.34	22.76	24.18	25.60	27.03	28.45	29.87	31.29	32.72	34.14	35.56
<b>Accounting Clerk</b>	21.34	22.76	24.18	25.60	27.03	28.45	29.87	31.29	32.72	34.14	35.56
<b>General Clerk</b>	21.34	22.76	24.18	25.60	27.03	28.45	29.87	31.29	32.72	34.14	35.56
<b>Bldg. Mtnc Repair</b>	13.78	14.69	15.61	16.53	17.45	18.37	19.29	20.20	21.12	22.04	22.96
<b>Warehouse Assistant</b>	8.96	9.56	10.16	10.76	11.35	11.95	12.55	13.15	13.74	14.34	14.94
<b>Office Clerk Assistant</b>	8.96	9.56	10.16	10.76	11.35	11.95	12.55	13.15	13.74	14.34	14.94
	60%	64%	68%	72%	76%	80%	84%	88%	92%	96%	100%

  
 Todd Murschel, Bargaining Committee Member

  
 Tim Frederick, Bargaining Committee Member

**ADDITIONAL COMPENSATION FOR:**

- Network Foreman.....4% of base pay
- Installer/Repair Foreman.....4% of base pay
- Chief Accountant.....3% of base pay
- Technical Support Foreman.....4% of base pay
- Construction Foreman.....4% of base pay
- Customer Service Rep Foreman...4% of base pay
- In-charge compensation (General Manager's discretion)..... 1% of base pay.

excel/wagescal1

Wage increases listed in Article 19 have been applied.