

VERIZON NEW YORK INC.

AND

EMPIRE CITY SUBWAY COMPANY (LIMITED)

AND

VERIZON SERVICES CORP.

AND

VERIZON CORPORATE SERVICES CORP.

AND

**COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO DISTRICT ONE**



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AGREEMENT

This is to confirm that Verizon New York Inc., Empire City Subway Company (Limited), Verizon Services Corp. and Verizon Corporate Services Corp. (hereinafter collectively "the Company") and the Communications Workers of America, AFL-CIO ("the Union") have this date reached agreement on all of the terms of a new collective bargaining agreement covering the Plant, New York State Bargaining Unit.

The terms of such agreement consists of the collective bargaining agreement effective August 3, 2008, as amended by the attached 2012 Memorandum of Understanding, Contract Changes and Letters.

The new collective bargaining agreement shall become effective August __, 2012, except as otherwise provided, only if the Company receives notice from the Union of ratification by the members of the Union employed in the above-referenced bargaining unit.

VERIZON NEW YORK INC.
EMPIRE CITY SUBWAY COMPANY (LIMITED)
VERIZON SERVICES CORP.
VERIZON CORPORATE SERVICES CORP.

COMMUNICATIONS WORKERS
OF AMERICA, AFL-CIO

By: Patrick J. Pandeville
Patrick J. Pandeville
Executive Director, Labor Relations

By: Dennis G. Trainor
Dennis G. Trainor
Assistant to the Vice President

Dated: Sept. 19, 2012

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SUMMER PERIOD

Amend Section 23.01 of the Plant collective bargaining agreement (Eligibility For Vacations) to provide for the following summer periods:

2012 – week ending June 23 through week ending September 8

2013 – week ending June 22 through week ending September 7

2014 – week ending June 21 through week ending September 6

2015 – week ending June 27 through week ending September 12

PLANT CONTRACT
ARTICLE 9.08

7/30/12
R. R. [Signature]

[Amend Article 9.08 to read as follows:]

9.08 Customer Service Administrators (CSAs) and Fiber Customer Support Analyst (FCSAs) may be assigned on a temporary basis to handle customer escalations and customer call-backs. Such assignments will be rotated weekly among volunteers by net credited service date and CSAs and FCSAs will receive a wage differential of \$20.00 for each day so assigned. CSAs and FCSAs on such temporary assignments will not have access to any personnel records of bargaining unit employees

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PLANT CONTRACT
ARTICLE 11.02

[Amend Article 11.02 regarding the 3rd Step Grievance step (p31) to read as follows:]

3rd Step If not satisfactorily settled at the 2nd Step, the grievance may be appealed in writing to the authorized representative of the parties within ten (10) days after the reply in the 2nd Step is received. The grievance review shall be at the Assistant Vice President Labor Relations level of the Company and the Area Director level of the Union or their designated representatives. **In addition, if the Director of Labor Relations and the Staff Representative of the Union agree, a Director level manager or his designated representative shall attend the 3rd Step meeting.** If a grievance involves a discharge, a demotion or a suspension of an employee for **one (1) day** or more, the Company representative in the field at the division level of the Company or his alternate shall be present at the grievance review. A review of all grievances shall be held within fourteen (14) calendar days from the time the written appeal is received. The Company shall mail or deliver a written reply giving the reason for its decision, by the seventh (7th) calendar day following the review of the grievance.

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FOR OFF THE RECORD DISCUSSION PURPOSES ONLY

PLANT CONTRACT
ARTICLE 19.II - ON-CALL ASSIGNMENTS

[Add a new subsection (b) to Section 19.11 (On-Call Assignments) and re-letter subsection (b) to (c) and subsection (c) to (d). The new subsection (b) will read as follows:

19.11

(b) Where it is mutually agreeable to the Local Union and the Company, the Company may assign one or more additional employees in a first level supervisor's group to be on call on a rotational basis subject to the following terms:

1. Employees with 25 or more years of service may be exempted from such on-call assignments if they so desire.
2. Where multiple first level supervisor groups report to a common location, the Company may combine two or more such groups into one unit for the purposes of on-call assignments or maintain separate groups by location.
3. Similarly, where the supervisor's group encompasses more than one location, the Company may separate such locations into separate units for purposes of on-call assignments.
4. Either the Company or the Local Union may withdraw any such agreement by giving the other party thirty (30) days written notice.

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PLANI CONTRACT
ARTICLE 23.06 - VACATION SCHEDULING

[Delete Article 23.06 (c)(3), (c)(4)and (d) and replace with the language below, as well as adding a new paragraph (n).]

VACATION SCHEDULING

23.06

(3) The number of vacation weeks the Company shall schedule in each affected group for the summer period in each calendar year shall be 35% of the total number of vacation weeks that all employees in that affected group are entitled to take in each of those years. These summer vacation weeks (i.e., 35%) shall be distributed over the summer period in accordance with schedules determined by the Company. This percentage is subject to the limitations outlined in paragraph I below.

(4) The minimum number of vacation weeks that shall be scheduled for each affected group in each week of the calendar year outside the summer period and outside of the first four months of the year shall be equal to the **straight-line average of the total number of summer vacation weeks for the group divided by 12**, subject to the limitations outlined in sub-paragraphs (i) through (iv) and in Paragraph I below.

(i) After May 15 of the calendar year following the preparation of the schedules, the Company may adjust the minimum number of vacation weeks that shall be scheduled for each - vacation group for the remainder of the weeks in the calendar year outside the summer period if the vacation group experiences a permanent reduction in the number of employees in the group of twenty percent (20%) or more between November 15 and May 15. If the Company intends to make any such adjustment, before it does so, the Company shall

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afford the Union a period of five (5) days during which period representatives of the Company and the appropriate Local Union shall discuss the intended adjustment.

(ii) If the Company decides that it will make such an adjustment due to the reduction described in sub-paragraph (i) above, the revised minimum number of vacation weeks that shall be scheduled for the vacation group for the remainder of the weeks in the calendar year outside the summer period will be the average number weeks that could be scheduled for weeks outside the summer period based on the number of employees in the group as of May 15. For example, if on November 15, 2012 the group consists of 100 employees each entitled to 2 weeks of vacation, then the number of weeks for the summer period would be 70 weeks of vacation and the average number of vacation weeks outside the summer period would be 6 weeks (i.e. 70 weeks divided by 12 weeks = 5.8 rounded up to 6). If as of May 15, 2013 the group has experienced a permanent reduction in the number of employees to 80 (i.e. 20% reduction), the Company could revise the minimum number of vacation weeks that shall be scheduled for the group for the remainder of the weeks in the calendar year outside the summer period to 5 weeks. Any decrease in the number of employees in the group between November 15 and May 15 will not affect the number of weeks scheduled for the summer period.

(iii) If the Company decides that it will make such an adjustment due to the reduction in the number of employees in the group as described in sub-paragraph (i) above and it results in the minimum number of vacation weeks that shall be scheduled for the vacation group for the remainder of the weeks in the calendar year outside the summer period being decreased, the Company will still honor the vacation time of any employee who scheduled his vacation for any non-summer week prior to the adjustment. However, if the number of employees who scheduled vacation for that week is below the allotment of weeks determined by the November 15 calculation, and the adjustment results in the minimum number of vacation weeks for the remainder of the weeks in the calendar year outside the summer period being decreased, then the revised number will serve as the maximum number of employees who can schedule vacations for that week if the number of scheduled weeks is equal to or below the revised number. For instance, in the example in sub-paragraph (ii)

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above where the minimum number of vacation weeks outside the summer period would be 6 weeks based on the size of the group as of November 15, 2012, but it would be reduced to 5 weeks because of the reduction in the size of the group, in any week where 6 employees previously scheduled vacation, all such previously scheduled vacation time would be honored. However in a week in which 5 or less employees scheduled vacation, the maximum number of employees who could schedule vacation for that week would be 5.

(iv) If the vacation group experiences a permanent increase in the number of the group of twenty percent (20%) or more between November 15 and May 15, the Company shall recalculate the minimum number of vacation weeks that shall be scheduled for the vacation group for the remainder of the weeks in the calendar year outside the summer period based on the size of the group as of May 15. For example, if on November 15, 2012 the group consists of 100 employees each entitled to 2 weeks of vacation, then the average number of weeks for the summer period would be 6 weeks of vacation and the average number of weeks outside the summer period would be also be 6 weeks. If as of May 15, 2013 the group has experienced a permanent increase to 125 (i.e. 25%), the Company shall revise the minimum number of vacation weeks that shall be scheduled for the group for the remainder of the weeks in the calendar year outside the summer period to 7 weeks. Any increase in the size of the group will not affect the weeks scheduled for the summer period.

(d) Vacation groups in which employees are not required to take one of their vacation weeks during the first four months of the calendar year will be treated in the same manner as those who are in an "affected group" and all of the provisions of Article 23.06 (c)(1) - (4) will be applied to them.

(n) Subject to other limitations contained in the collective bargaining agreement (e.g. taking at least one week as a full week of vacation), employee requests to take one or more of their day-at-a-time vacation days will be granted subject to the following requirements:

- 1) The employee must make the request to his/her supervisor at least 48 hours before the day(s) that he/she wishes to take as vacation time.

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- 2) **Granting such requests will be limited to the number of available unselected days that are scheduled for that week (e.g. If 5 weeks of vacation were scheduled for a particular week, hut only four weeks were selected to be used by employees, then no more than 5 days (one day Mon – Fri) would be available that week to be used by employees under this sub-paragraph. However, the supervisor may, in his/her discretion, grant more employees to take vacation that day.**

- 3) **Scheduling such day-at-a-time vacations days may be denied in the case of an emergency as defined in Article 2.18.**

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PLANT AGREEMENT
ARTICLE 59.01 – EQUALIZATION OF OVERTIME

[Add a new paragraph to the end of Article 59.01 that reads as follows:]

Similarly, if it is mutually agreeable to the Local Union and the Company, where the first line supervisor's group encompasses more than one location, these locations may be administered as separate units for purposes of the equalization of overtime. Either the Company or the Local Union may withdraw any such agreement by giving the other party thirty (30) days written notice.

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PLANT AGREEMENT
ARTICLE 59.02 – EQUALIZATION OF OVERTIME

[Delete first paragraph of Article 59.02 and replace with the following:]

“59.02

Equalization of overtime lists shall be reduced to zero on January 1, 2013. The order of names for sequence of call for overtime assignments immediately following the reduction of the lists to zero shall be the same as the order of names on the lists at the time they were reduced to zero.

PLANT CONTRACT
BEREAVEMENT LETTER - Page 175

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[Amend Bereavement Letter to read as follows:]

Richard Moskala
Director, Labor Relations

August , 2011

Mr. William Gallagher
Staff Representative
Communications Workers of America
80 Pine Street -37th Floor
New York, New York 10005

Dear Mr. Gallagher:

This will confirm our understanding that when a death occurs in an employee's immediate family, the employee shall be given three (3) scheduled working days off with pay beginning with the first scheduled working day on which the employee does not report for duty. The term "employee's" immediate family" shall mean the employee's mother, father, sister, brother, wife, husband, son, daughter, mother-in-law, father-in-law, grandmother, grandfather, granddaughter, grandson, relative who takes the place of a parent, **domestic partner** or other relative living in the employee's home at the time of death.

Very truly yours,

Richard Moskala,
Director, Labor Relations

AGREED:
COMMUNICATIONS WORKERS OF AMERICA
William Gallagher
Staff Representative

PLANT CONTRACT

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JOINT GRIEVANCE COMMITTEE LETTER – Page 214

[Delete Joint Grievance Committee Letter and replace with the following:]

Richard Moskala
Director, Labor Relations

August __, 2011

Mr. William Gallagher
Staff Representative
Communications Workers of America
80 Pine Street -37th Floor
New York, New York 10005

Dear Mr. Gallagher:

This will confirm our agreement to establish a joint committee to deal, on an ongoing basis, with issues related to the effective administration of the contractual grievance procedure. Such issues may include, but are not limited to, the presence of appropriate representatives at certain types of grievances, the enforcement of contractual time limits, and compliance with grievance settlements.

The committee will be chaired by the Company's Executive Director of Labor Relations and the Union's Area Director or their designated representatives, and will meet quarterly at mutually convenient times and locations. **A Director Level manager from the Company shall attend the Committee meetings when requested by the Company's Executive Director of Labor Relations or the Union's Area Director.**

Very truly yours,

Richard Moskala,
Director, Labor Relations

AGREED: _____
COMMUNICATIONS WORKERS OF AMERICA
William Gallagher
Staff Representative

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PLANT CONTRACT
LINKED WEEKEND TOUR TRIAL

[Add the following letter to read as follows:]

Richard Moskala
Director, Labor Relations

August __, 2012

Mr. William Gallagher
Staff Representative
Communications Workers of America
80 Pine Street -37th Floor
New York, New York 10005

Dear Mr. Gallagher:

This will confirm our discussions during bargaining to improve customer service by scheduling employees for weekend assignments on a more cost effective basis and providing employees with more certainty with respect to such assignments.

In particular, Verizon New York Inc. ("the Company") and Communications Workers of America ("the Union") agree that notwithstanding anything to the contrary in the parties' collective bargaining agreements, practices or arbitration awards interpreting their collective bargaining agreements, that during the duration of the trial period set forth below in paragraph 9, the following will apply to all employees in the Field Technician and Technical Telecommunications Associate - Field Technician occupational classifications (collectively "FTs" or "Employees") with respect to the Company assigning FTs to schedules that include Saturday as part of their regularly scheduled work week ("N-Day assignment"):

1. The Company may assign any FT to an N-Day Assignment, but may not do so on an involuntary basis more than six (6) times in the first half of a calendar year and not more than seven (7) times in the second half. In addition, no FT may be assigned on an involuntary basis to more than two (2) consecutive N-Day Assignments. Nothing in this Agreement is intended to limit the number of FTs who are assigned to an N-Day Assignment or a Linked Assignment (as described in Paragraph 2 below) in any particular week.

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2. When an Employee is assigned to an N-Day assignment, the Company will have the option to assign that same Employee to work the next Sunday directly following that scheduled Saturday. For example, if a FT is assigned as described in Article 17.01(a) on Thursday, April 26, 2012 to work Tuesday(May 1, 2012) through Saturday, (May 5, 2012) in a particular week, the Company may assign that employee, based on the needs of the business, to work the Sunday directly following that assignment (May 6, 2012); provided the employee is notified of the Sunday assignment by mid-tour on the Thursday preceding the Sunday assignment (May 3, 2012). Such Saturday/Sunday assignment will be referred to as a "Linked Assignment".
3. Although the Company will determine whether or not to assign an Employee to work a Linked Assignment, if the Company elects not to do so, the N-Day Assignment will be counted towards the semi-annual and consecutive limit of N-Day Assignments for that FT; provided the Employee works the Saturday of his N-Day Assignment. Similarly, if an employee is assigned to a Linked Assignment, that assignment will be counted towards the semi-annual and consecutive limit of N-Day Assignments for that FT; provided the Employee works the Saturday and Sunday of his Linked Assignment. If the Employee fails to work the Saturday and/or Sunday of the N-Day or Linked Assignment for any reason, it will not count towards the semi-annual and consecutive limit of N-Day Assignments for that FT. If an Employee is assigned to work a Linked Assignment and does not work the Saturday but does work the Sunday then the FT will be paid the differential for time worked on Sunday as set forth in paragraph 4. If an Employee is assigned to an N-Day Assignment and swaps such assignment with another employee, that N-Day Assignment will be counted towards the semi-annual and consecutive limit of N-Day Assignments for the Employee who was initially assigned to the N-Day Assignment and not towards the limit of the person who assumed the assignment.
4. If a FT works a Linked Assignment, he will receive the regular Saturday differential for time worked on Saturday (25%) and be paid at his regular hourly rate plus a fifty percent (50%) differential for the time worked on Sunday.
5. All hours worked on a Sunday as part of a Linked Assignment, up to ten (10) hours, will not be included in calculating the weekly limit of overtime set forth in Article 17.06 of the New York Plant agreement. Any hours worked on such a Sunday beyond ten (10) hours will be included the Article 17.06 calculations.
6. The weekly limit of overtime set forth in Article 17.06 of the New York Plant agreement will be increased for all FTs from 10 hours to 12 hours in any payroll week during the months January through May and September through December; and from 15 to 16 hours in any payroll week during the months June through August whether or not they are assigned an N-Day or Linked Assignment.
7. Nothing in this Agreement will limit the Company's ability to assign an Employee to a Saturday or Sunday as an overtime assignment as long as the employee is compensated under the terms of the parties' collective bargaining agreement (i.e. currently 1 1/2 times the regular hourly rate for Saturday and double-time for Sunday.). Hours worked on such

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assignments would be included in calculating the weekly limit of overtime set forth in Article 17.06 of the New York Plant agreement.

8. If an Employee is scheduled to work Saturday as an overtime assignment (i.e. not part of an N-Day Assignment) he cannot be assigned to a Linked Assignment that weekend, but can be assigned to work Sunday as a double-time assignment.
9. The terms of this Agreement shall be conducted on a trial basis for one year during the period January 1, 2013 through December 31, 2013. Either party may terminate the trial after six (6) months provided it gives the other party written notice sent by registered mail, Federal Express or UPS postmarked on or before June 16, 2013. The trial will become permanent as of January 1, 2014, unless either party gives the other written notice sent by registered mail, Federal Express or UPS postmarked on or before December 15, 2013. If either party terminates the trial at the end of the six months or in December 2013 the contract provisions and practices that existed prior to the effective date of this Agreement will be reinstated. If for any reason the trial cannot start on January 1, 2013, the parties will substitute the new dates in accordance with the timeframes set forth in this paragraph.
10. After the trial has been in effect for three months a representative from the National Union and the Company's Labor Relations and Operations Departments will meet to review the progress of the trial.
11. This Agreement is without prejudice or precedent to any position that either party to this Agreement may wish to take in any other proceeding involving any other matter. In addition, this Agreement, and the negotiations between the parties that led to this Agreement, shall not be cited by any party in any other proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any other matter, except as necessary to enforce the terms of this Agreement, should that be necessary.

Very truly yours,

Richard Moskala,
Director, Labor Relations

AGREED: _____
COMMUNICATIONS WORKERS OF AMERICA

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[Signature]

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PLANT CONTRACT
ARTICLE 8.05 – 24 TEMPORARY TRANSFERS

[Delete Article 8.05 and replace with following:]

8.05 (a) An employee shall be advised by the Company upon transfer whether the transfer is temporary or permanent. The advice shall be in writing if the transfer is permanent and qualifies for an allowance under Article 21. **Except as provided below in Article 8.05 (b), no employee is to remain in a position as a result of a temporary transfer in excess of twelve (12) consecutive months. If the Company wishes to continue to fill that position for a period beyond but continuous with the preceding twelve (12) months, it must fill the position in accordance with the contractual provisions utilized by the Company to fill positions permanently.**

(b) The Company may temporarily transfer an employee for a period up to twenty-four (24) months where such transfers are related to a special project or large scale temporary transfers including, but not limited to, FiOS builds, correcting temporary force imbalances, etc. Such transfers will be made as set forth below by first seeking volunteers and then, if necessary, assigning employees by inverse seniority order:

- (i) The Director will determine the location(s) within his/her organization from which he/she will seek volunteers as well as the qualifications needed in order to be transferred.**
- (ii) If an insufficient number of qualified employees volunteer, the Director will assign qualified employees, in inverse seniority order, from the location(s) he/she identified in Article 8.05 (b)(i).**
- (iii) At the twelve-month anniversary of his/her temporary assignment, the employee can discontinue his assignment and the Company may replace the employee with another employee for the remaining period; provided the employee gives his supervisor at least two (2) weeks notice before the twelve-month anniversary of his transfer of his desire to discontinue so the Company can arrange for a replacement. The Company may discontinue the temporary transfer or substitute another employee at any time during the 24 month assignment; however, if it decides to substitute an employee to complete the 24-month temporary transfer, it will first seek**

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**volunteers and assign by inverse seniority order if no employee
volunteers as described above.**

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PLANT CONTRACT

ARTICLE 21.04 - BOARD AND LODGING ON TEMPORARY TRANSFER

ARTICLE 21.08 - LENGTH OF BOARD AND LODGING ASSIGNMENTS

ARTICLE 21.13 - BOARD AND LODGING - GENERAL

[Delete Articles 21.04, 21.08 and 21.13 and replace with the following]

21.04

(a) **Temporary Transfers Up to 50 Miles** - When an employee is temporarily transferred to an assignment which requires him to begin or end his work day outside his reporting locality at a point up to fifty (50) road miles from his reporting point he will receive a Daily Travel Allowance ("DTA") as set forth in Article 21.03.

(b) **Temporary Transfers Over 50 Miles (General)** - When an employee is temporarily transferred to an assignment which requires him to begin or end his work day outside his reporting locality at a point more than fifty (50) road miles from his reporting point, he will receive seven (7) calendar days notice unless the transfer is due to an emergency as defined in Article 2.18. In addition, he shall board and lodge at or near the location of his temporary assignment and, before the start of such assignment, he shall elect one of the following methods of treatment in lieu of a daily travel allowance provided by Section 21.03:

(i) The employee may elect to have the Company make arrangements to board and lodge him at its expense and to have the Company reimburse him for laundry expenses up to \$4.50 per day to a maximum of \$22.00 per week, provided, however, that such reimbursement for laundry expenses will be required only if the duration of the board and lodging assignment is 2 or more days. The employee may use a taxi or car service for travel to/from his hotel that is necessary and related to his stay (e.g. restaurants, laundromat) and will be reimbursed, if receipts are provided, up to \$15/day or \$60/week.

(ii) The employee may elect to have the Company make arrangements to lodge him at its expense; pay him a \$45.25 daily meal allowance and reimburse him for laundry expenses up to \$4.50 per day to a maximum of \$22.00

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per week, provided, however, that such reimbursement for laundry expenses will be required only if the duration of the board and lodging assignment is 2 or more days. The employee may use a taxi or car service for travel to/from his hotel that is necessary and related to his stay (c.g. restaurants, laundromat) and will be reimbursed, if receipts are provided, up to \$15/day or \$60/week.

The employee may change his initial election once during a board and lodging assignment.

(c) **Temporary Transfers Over 50 - 75 Miles** - In addition to applying the provisions set forth in Article 21.04(b), when an employee is temporarily transferred to an assignment which requires him to begin or end his work day outside his reporting locality at a point more than fifty (50) but not more than seventy-five (75) road miles from his reporting point, the employee will have the option of electing one of the board and lodging options under Article 21.04(b) or DTA. Such election shall be made before the start of such assignment.

(d) **Temporary Transfers Over 75 - 125 Miles** - In addition to applying the provisions set forth in Article 21.04(c), when an employee is temporarily transferred to an assignment which requires him to begin or end his work day outside his reporting locality at a point more than seventy-five (75) but not more than one hundred twenty-five (125) road miles from his reporting point, the employee's temporary transfer to such assignment shall be limited to three consecutive payroll weeks if it is practicable to do so.

(e) **Temporary Transfers Over 125 Miles** - In addition to applying the provisions set forth in Article 21.04(d), when an employee is temporarily transferred to an assignment which requires him to begin or end his work day outside his reporting locality at a point more than one hundred twenty-five (125) road miles from his reporting point, the employee will receive a Board and Lodging differential equal to five percent (5%) of his basic weekly wage rate for time worked during the temporary transfer.

21.08

When an employee is temporarily transferred to an assignment which is a board and lodging assignment under Section 21.04(c) the employee's temporary transfer to such assignment shall be limited to four consecutive payroll weeks if it is practicable to do so.

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21.13

If an employee with **25** or more years of net credited service makes a request to be exempted from board and lodging assignments, the Company will give consideration to such request.

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PLANT CONTRACT
ARTICLE 21.03 - DAILY TRAVEL ALLOWANCE

[Delete the Daily Travel Allowance section for over 5 miles in Article 21.03 and replace with the following]

Downstate, Upstate and Suffolk County

<u>Road Mile Distance</u>	<u>Daily Travel Allowance</u>
More than 5 but not more than 10	\$6.11
More than 10 but not more than 15	\$9.13
More than 15 but not more than 20	\$12.16
More than 20 but not more than 25	\$15.18
More than 25 but not more than 30	\$19.75
More than 30 but not more than 35	\$24.31
More than 35 but not more than 50	\$82.80
More than 50	\$92.80

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**PLANT
ARTICLE 61
DURATION OF AGREEMENT**

[Delete Article 61.02 and replace with the following:]

61.02 By notifying the other party in writing at least 60 days prior to August 2, 2015, either party may terminate this Agreement at 11:59 p.m. on August 1, 2015.

If no such notice of termination is given, this Agreement shall automatically continue in full force and effect after August 1, 2015, for successive renewal periods of one year each, subject to the right of either party to terminate this Agreement at the end of any renewal period by notifying the other party in writing at least 60 calendar days prior to the date of termination, of its intention to terminate this Agreement.

