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CONTRACT

Between
COMPUTER SCIENCES CORPORATION
and
COMMUNICATIONS WORKERS OF AMERICA

This Contract is entered into, effective this 1st day of August 2016 by and between Computer Sciences Corporation, (hereinafter individually and collectively referred to as the "Company" or "CSC") and the Communications Workers of America (hereinafter referred to as the "Union").

Whereas, the Union has been designated and selected by the majority of the bargaining unit employees of the Company as the exclusive bargaining agent for all such employees for the purpose of negotiating with the Company relative to rates of pay, wages, hours and all other conditions of their employment, and

Whereas, the Company, in pursuance of the National Labor Relations Act, has agreed to full acceptance of the Union as the sole bargaining agent in all matters pertaining to rates of pay, wages, hours and working conditions for all its bargaining unit employees,

Now, therefore, in consideration of the promises and of the covenants and agreements herein set forth, the Company and the Union agree as follows:

ARTICLE I

PURPOSE

1. The purpose of this Contract is to stipulate those items already fixed by mutual agreement, outline the method of procedure in approaching agreement on controversial questions and to secure prompt and fair disposition of alleged grievances.
2. The Company and the Union agree that every effort possible will be made to reach mutually satisfactory conclusions on controversial matters.

ARTICLE II

BARGAINING UNIT EMPLOYEES

1. The Company and the Union mutually agree that bargaining unit employees shall be those, with the job titles listed below, who work in the Meriden Data Center
2. The Company will inform the Union of bargaining unit job titles that have been changed or discontinued and of new bargaining unit jobs. Such notification will also include a statement of the essential duties of the new jobs.

Functional Category Computer Operations

Tape Librarian	1
Tape Operator	2

ARTICLE III

DEFINITIONS

Employee

An “employee” is defined as any person rendering service to the Company under the terms of employment, which permits the Company to exercise direction or control with respect to the manner in which services are performed, and who receives from the Company, for such services, a regular and stated compensation other than a retainer, including those whose compensation is ordinarily computed on other than a time basis, even though the individual may be:

1. Currently employed part-time
2. On vacation or other approved absence with or without pay
3. Absent on account of disability under either the Employees’ Benefit Plan or other approved basis.

This definition shall not include any contractor or any individual performing specific work or service for the Company and responsible to it only for the results.

Regular Employee

A regular employee is an individual whose employment is expected to continue for longer than a year. Although, it may be terminated earlier by action on the part of the Company or the employee.

Part-Time Employee

A part-time employee is one who is employed and normally scheduled to work less hours per week on a regular basis than a comparable full-time employee in the same job title, classification and work group working the same normal daily tour.

The “part-time equivalent work week” classification of each part-time employee shall be reviewed by the Company no less often than every six- (6) months of each year and adjusted on a prospective basis, if appropriate. In determining whether such adjustment is appropriate, the Company will consider the actual average number of hours worked per month during the preceding six- (6) month period.

Non-Exempt Employee

“Non-exempt” employees are subject to the provisions of the Fair Labor Standards Act and, regardless of their basic weekly going rates, will be paid time and one-half for overtime worked as defined in this contract.

Session

The time a Regular Full Time employee is required to work in a day will be divided into two equal parts, regardless of when the meal period is scheduled. Each division is referred to as a session.

Immediate Family

The term “immediate family” is defined as an employee’s spouse, same-sex domestic partner, parent, child (including a child of a domestic partner), brother, sister, grandparent, grandchild, or any of these in a step or in-law relationship, legal guardian or legal ward.

ARTICLE IV

GENERAL

1. Both parties will arrange to have their respective representatives meet to discuss matters of mutual interest, upon request and reasonable advance notice from either party to the other. Each party shall determine and designate the number personnel of its own representation.
2. Union Representatives shall have full freedom of speech and action and are hereby guaranteed full protection from discrimination on account of any action taken in good faith in the performance of their duties. No discrimination of any character, whatsoever, shall be exercised against any employee because of membership in or action on behalf of the Union.
3. The Company will not negotiate as to matters within the provisions of this Contract, with individual employees or groups of employees. The Company recognizes the Union as the exclusive bargaining representative of all employees designated in Article II.
4. Such Company records or true copies thereof, which are not deemed confidential, shall be furnished promptly to the Union, upon request.

ARTICLE V

MANAGEMENT RIGHTS

In the interpretation of this agreement, the company shall not be deemed to have been restricted in any way in the exercise of the regular and customary functions of management except as specifically limited to the provisions of this agreement.

ARTICLE VI

NET CREDITED SERVICE

1. The period of continuous service from the date on which an employee's latest employment started; or
2. The period from a date established by the Human Resources because of:

- A. bridging of breaks in service of regular employees by granting previous service including temporary service after 4 years of continuous employment; or
 - B. bridging of breaks in service by granting previous service, including temporary service when re-employed as a regular employee by this Company within one year of last termination; or
 - C. deductions due to leaves of absence or temporary layoffs; or
- 3. The most recent date of hire with the predecessor employer for those employees who are transferred to the Union as a result of an acquisition or outsourcing contract to CSC.
 - 4. When determining such events as vacation selection, transfers, or trick schedules, if there are two or more employees with the same net credited service date, selection rights will be determined by an annual coin toss (only 2) or random drawing (3 or more) while witnessed by a Union officer. The annual coin toss or draw will designate the pecking order for the first event of that calendar year while the pecking order will rotate in reverse order for each consecutive eligible event until the next annual toss or draw.

ARTICLE VII

HOURS

- 1. A Thirty-seven and one half-hour week shall be the normal workweek and a seven and one half-hour day shall be the normal workday.
- 2. An alternate workweek shall be 36 hours per week and 12 hours per day. Employees assigned to this schedule shall receive a rate of pay that is equivalent to a 37-½ hr schedule. All schedules will consist of two consecutive days of work and may start on any day of the week.
- 3. Employees to be assigned to the alternate workweek shall first be volunteers within the job groups to perform the work providing they meet the qualifications of the position. In the event that there is an inadequate number of qualified volunteers, management shall have the right to assign qualified employees to meet the business need. Employees hired after August 8, 1998 may be assigned to the alternate workweek in reverse seniority order. Employees who are assigned to the three-day workweek will have the option to request assignment to a normal schedule after six months.

ARTICLE VIII

WORK TIME AND SCHEDULING

1. Normally, employees shall be relieved from duty promptly at their scheduled time. However, they shall be expected to work overtime when the business requires it. The Company shall determine the necessity for such work. Employees will not be required to work more than a total of ten (10) hours of overtime in any payroll week except in case of emergency, long term service difficulties, or unless the employee consents to such overtime. All holiday hours worked shall be counted toward the administration of the overtime limitation.
2. An “emergency” is an event of national importance, fire, explosion, or other catastrophe, severe weather conditions, major cable and equipment failures, or an act of God.
3. In the event of an emergency situation, the union will make every possible effort to help ensure adequate coverage to meet business needs.
4. The parties recognize that service difficulties for an extended period may develop from time to time during which suspension of the above overtime limitations would be appropriate. In the event such service difficulties develop, the Company and the Union will meet to discuss the problem and determine how to deal best with the situation.
5. Work time shall include;
 - A. All authorized time spent on the job.
 - B. All scheduled time spent in attendance at joint union company meetings or in traveling to or from such meetings during scheduled working hours.

As used in this section, “job” means any assignment to work, to wait, or to attend a training class or meeting on Company business.

ARTICLE IX

TRAVEL

Employees will be reimbursed for transportation and subsistence expenses while on authorized Company business in accordance with the provisions of CSC (Computer Sciences Corporation), Travel Policy.

ARTICLE X

EXCUSED ABSENCE

Employees shall make arrangements with their supervisor in connection with all absences.

Emergency Illness

A regular or part-time employee absent because of emergency illness in the employee's immediate household shall be paid for that part of a day necessary to secure help for the disabled person. An employee who elects to remain off duty to care for the disabled person instead of securing help shall not receive pay. (See Article III for definition of "immediate family.")

Bereavement

An employee who is absent from work during his normal work week due to the death of the employee's spouse, parent, child, brother, sister, grandparent, grandchild, or any of these in a step relationship, legal guardian, or legal ward shall be paid during such absence a maximum of twenty four (24) hours at his/her base rate. If the family member resides at a distance greater than 400 miles from the employee's home an additional 16 hours may be granted at the employee's request.

A regular full or part-time employee shall be excused from duty with pay when selected to act as a pallbearer for a deceased co-worker or a member of the immediate family or immediate household, or one who was closely associated in the business. Pay for such absence shall not exceed 4 hours.

Conditions of work permitting, a reasonable number of other employees may be excused from duty with pay to attend the funeral of a co-worker, member of the immediate family or immediate household, or one who was closely associated in the business. Pay for such absence shall not exceed two hours.

Jury Duty

A regular or part-time employee on jury duty shall be paid their normal basic pay during the absence. An employee shall not be required to report for work any part of a day that the employee reports for jury duty.

Military Leave

Time off with difference in pay shall be granted to regular employees who are members of the National Guard or the Military Reserve of the Armed Forces under the conditions specified below. Difference in pay shall be based on the employee's regular basic wage, including any fixed differentials, less military pay and any deductions required by law. In the event that an employee participates in more than one of the training periods referred to below, the aggregate pay treatment shall not be applied to more than two weeks in any one year.

Annual Military Training - Employees who are members of the National Guard or the Military Reserve of the Armed Forces and are called and expected to participate in annual military training shall be excused with difference in pay for a period not to exceed two weeks in any one-year.

1. Voluntary Training Periods - Employees, who are members of a reserve component of the Armed Forces and volunteer for annual military training, shall be excused with difference in pay for a period not to exceed two weeks in any one-year. The reservist should make every attempt to arrange for a training period at a time convenient to the Company.
2. Special Training Courses - Employees who are members of the National Guard or the Military Reserve of the Armed Forces and volunteer for specialized training programs conducted at regular service training installations shall be granted the necessary time off for such purposes as called for under valid orders. When an employee is excused for such purposes a leave of absence covering the entire period, with difference in pay for the first two weeks, shall be granted. The reservist should make every attempt to arrange for a training period at a time convenient to the Company.
3. Emergency Duty - Employees who are members of the National Guard or the Military Reserve of the Armed Forces and are ordered out for temporary emergency duty shall be excused with difference in pay for periods up to a total of two weeks in any one-year. Absence for such duty will not affect the eligibility of these employees for treatment with respect to the training programs outlined above.

ARTICLE XI

LEAVE OF ABSENCE

1. Family Medical Leave will be provided in accordance with Connecticut and Federal law. Family Medical Leaves of Absence are unpaid. Employees may use accrued PTO time.

- 2) All requests for medical leave (including Family Medical Leave) are done through CSC Human Resources.

The Company will reimburse adoption expenses up to \$2,500 per child with a maximum of \$7,500 per family for multiple adoptions.

ARTICLE XII

FORCE ADJUSTMENTS

1. Whenever the Company deems it necessary, for any reason, to make force adjustments in any Company-defined entity (such as a Business Unit or Organizational Group), such adjustments shall be effected in the following order:
 - A. The Company shall inform the Union in advance of its need for force adjustments.
 - B. The Company and the Union shall meet and jointly agree upon the definition of the groups (herein after referred to as “pools”) within which layoffs are to be affected should it be necessary to introduce layoffs. At a minimum, pools will be defined as employees by functional group
 - C. The Company and the Union are committed to jointly explore all possible alternatives to layoff, prior to the Company initiating layoff. To that end, as soon as can be mutually arranged, after the issuance of the formal written notification, the Company will first offer an early out option to employees by seniority. The layoff payment schedule under section 6 will be offered to the employees by seniority to achieve the desired force adjustment. If desirable achievements in cost reductions associated with planned layoff are not reached, after said offer, the Company agrees to meet with the Union to explore all alternatives to achieve the underlying cost reductions associated to planned layoff. These options may include, but are not limited to changes to wage rates, benefit provisions, work rules, changes in compensation practices relative to overtime and differential payments, changes in reimbursement practices, or implementation of furloughing and/or part-timing work scheduling arrangements.
 - D. In the event that there still remains the need to initiate layoffs, the Company will do so in accordance with the formal written notification referred to in part C. The Company will terminate contract labor performing services that employees designated for layoff are qualified to perform and that can be performed at comparable costs.

- E. Within each pool, employees with the least seniority will be selected for layoff.
2. In the event of an emergency or unusual peak work load conditions, the Company will attempt to utilize employees laid off under the provision of this article before engaging other contingency labor sources by contacting former employees who have “recall” rights (as defined in Paragraph 3 of this Article) to that title and entity, in seniority order.
 3. If a vacancy should arise in a title (or successor titles) and organizational unit which has experienced layoffs, the Company will offer employment in order of seniority to employees who have been laid off from that title. These “recall rights” will remain in effect for laid off employees provided that
 - A. Each such employee’s net credit service at the time of layoff exceeds one (1) year and
 - B. The period of layoff does not exceed:
 1. Two years for employees with less than six (6) years of net credited service at the time of layoff, or
 2. Four years for employees with six (6) or more years of net credited service at the time of layoff, and
 - C. Such employee is still qualified to perform the duties of the available work and
 - D. Such employee keeps the Company informed of the address at which the employee can be reached, officially accepts the offer for re-employment within ten (10) business days upon company notification by registered mail and reports for duty within four (4) weeks after such notification.
 4. An employee who declines an offer of employment to their former title (or successor titles) and organizational unit (at a location 50 miles or less from their former work location) will no longer have “recall rights” to their former title (or successor titles) and organizational unit.
 5. Seniority, for the purpose of this article, shall be based on net credited service.
 6. Layoff Payments
 - A. Except as otherwise specified below a regular full-time employee hired prior to October 1, 1995 who is laid off under the provisions of this article, shall receive a payment for each completed year of net credited service as follows:

<u>Completed Years of Net Credited Service</u>	<u>Amount of Payment</u>
1	2 wks
2	3 wks
3	4 wks
4	5 wks
5	7 wks
6	9 wks
7	11 wks
8	13 wks
9	15 wks
10	17 wks
11	20 wks
12	23 wks
13	26 wks
14	29 wks
15	32 wks
16	35 wks
17	38 wks
18	41 wks
19	44 wks
20	48 wks
21	& over 52 wks

B. Except as otherwise specified below a regular full-time employee hired after October 1, 1995 and before October 31, 1996 who is laid off under the provisions of this article, shall receive a payment for each completed year of net credited service as follows:

<u>Completed Years of Net Credited Service</u>	<u>Amount of Payment</u>
1	2 wks
2	3 wks
3	4 wks
4	5 wks
5	7 wks
6	9 wks
7	11 wks
8	13 wks
9	15 wks
10	17 wks
11	20 wks
12	23 wks
13	26 wks
14	29 wks
15	32 wks

16	35 wks
17 & above	38 wks

- C. A regular full-time employee with hired after November 1, 1996 who is laid off under the provisions of this article, shall receive a payment for each completed year of net credited service as follows:

<u>Completed Years of Net Credited Service</u>	<u>Amount of Payment</u>
1	2 wks
2	3 wks
3	4 wks
4	5 wks
5	7 wks
6	9 wks
7	11 wks
8	13 wks
9	15 wks
10	17 wks
11	20 wks
12	23 wks
13	26 wks
14 & above	28 wks

- D. Except as otherwise specified below a regular full-time employee hired after August 1, 2012 and who is laid off under the provisions of this article, shall receive a payment for each completed year of net credited service according to the CSC Standard Schedule. Standard schedule in effect as of August 1, 2012 reflected below:

<u>Completed Years of Net Credited Service</u>	<u>Amount of Payment</u>
Up to 3 years	2 wks
3 up to 5 years	4 wks
5 up to 9 years	5 wks
9 up to 15 years	6 wks
15 years and above maximum	8wks

- E. The employee's basic weekly wage shall be used as the basis for computing the amount of the layoff payment.
- F. A regular part-time employee whose employment is terminated, pursuant to this article, shall receive a layoff payment as provided in above, except that

pay for each week shall be based on the employee's average basic weekly wage during the highest four (4) weeks during the twelve (12) months immediately preceding the week before the layoff. The average weekly pay shall not exceed the basic weekly pay for five normal tours or their equivalent per week.

- G. When an employee, who has received a layoff payment, is re-engaged as a regular employee, and the number of weeks since the layoff is less than the number of weeks upon which the layoff payment was based, the amount paid to the employee for the excess number of weeks shall be considered as advance pay. Repayment shall be made in one lump sum or through payroll deductions at the rate of 10% of the current basic weekly wage until the excess amount is paid in full.
- H. A re-engaged employee who has received a layoff payment and who is again laid off shall be paid the difference between the computed payment to which the employee is entitled and the amount of any payment which the employee retained as a result of any previous layoff.
- I. The layoff payment provided for above shall be in addition to any payment for accrued PTO to which the employee may be entitled as of the layoff date.
- J. Layoff payments shall be made in one lump sum less any deductions required by law.

ARTICLE XIII

REINSTATEMENT OF EMPLOYEE VETERANS

- 1. Employees who have been in military service on leaves of absence shall be reinstated in their former or equivalent positions in accordance with the following provisions:
 - A. Application for reinstatement is made within ninety (90) days after release from military service, or from hospitalization continuing after discharge for a period of not more than (1) year;
 - B. Military service has been satisfactorily completed as indicated by discharge papers;
 - C. They are still qualified to perform the duties of such positions;
 - D. When employees are unable immediately to return to work because of disability they will be reinstated as of the date of discharge from military

service and will be eligible to benefits in accordance with their net credited service.

- E. Any employees reinstated in accordance with the above provisions shall be returned to the payroll at the rate of pay they would have received, if they had been continuously on duty with the Company during the absence, in the job classification they were in at the time they left.

ARTICLE XIV

TRANSFERS AND PROMOTIONS

1. It is agreed that personnel placement is based upon the fitting together of people and jobs through consideration of the abilities, interests, personality, capacities, experience, training and physical qualifications of the individual and the requirements of the job. Recognizing that there will be a need for transfers from one occupation to another, the Company will maintain a procedure to enable an employee to make known a desire to be considered for another position.
2. Selection of employees for transfer will be based on qualifications. Where employees are of equal qualifications, seniority will apply.
3. In making promotions, Management shall select the employee with seniority provided the qualifications of the individuals considered for the position are judged by Management to be reasonably equal. In the event that a person with less service than other candidates is chosen, the following rule should apply. The greater the difference in length of service the more highly qualified must the person selected is to override that seniority.
4. For the purpose of this article, seniority shall be based on net credited service.
5. The promotion of an employee to a management job shall not be subject to arbitration as prescribed in Article XXX of this Contract.
6. Insofar as practicable, the Company will notify those employees who were candidates for the position of the reasons for the final selection before announcement is made of the employee selected. Any interested employee shall be informed of the reasons by initiating an interview with the supervisor.

ARTICLE XV

DISMISSALS AND PENALTIES

1. Dismissals or other penalties shall be effected for just cause only and not for purposes of discrimination against any member of the Union. In any action taken due to unsatisfactory work or minor misdemeanor subsequent to the trial period, the Company agrees to make a definite effort to provide another opportunity for further trial of the employee before final dismissal is affected.
2. In all cases of dismissals or other penalties, the employee's supervisor will notify the appropriate Business Agent prior to such action. If circumstances make this prior notification impossible, the supervisor will notify the Representative immediately following such action. In addition, Human Resources shall notify the Union office in writing of any such action as soon as practicable with the exception of those releases which occur during the trial period. The withholding of a scheduled wage increase will be reported to the Union office by Human Resources.
3. At any meeting between a representative of the Company and an employee in which discipline [including warnings which are to be recorded in the personnel file, suspension (except for suspensions pending investigation) demotion or discharge for cause] is to be discussed, a Union representative will be present if the employee so requests. Notification will be made (within 24 hours of the incident) to the Union when the meeting occurs during an off shift and a union steward is not available.

ARTICLE XVI

GRIEVANCES & ARBITRATION

1. In the event that differences arise between the Company and any of its employees or the Union, as to the administration of matters subject to the provisions of this Contract, the parties hereto agree to make a prompt and earnest effort to settle such differences to the satisfaction of all parties concerned, in the minimum number of steps in the following procedure:

GRIEVANCE PROCEDURE

- A. A meeting shall be scheduled with the employee, the steward, the employee's supervisor, and the respective HR representative to discuss the facts and attempt to resolve the issue. If not resolved after such discussion and the Union wishes to proceed further, a formal request for Step I will be submitted by the Union defining

the Grievance, identifying the aggrieved employee or employees involved and the parties listed below shall meet within 5 working days and attempt to settle:

UNION	MANAGEMENT
Step I	
Local Steward Business Agent	2nd Level Supervisor

If not settled then the following parties shall meet within 10 working days of the Union's request for Step II

Step II	
Local Steward Business Agent Department Vice President	2nd Level Supervisor Human Resources Representative

If not settled then the following parties shall meet within 10 working days of the Union's request for Step III

Step III	
Business Agent Department Vice President Executive Vice President	Director Human Resources

If not settled then arbitration as prescribed in Article XXI of the Contract

Note:

- A. Time limit for Steps I, II, and III shall be waived upon request of either party.
 - B. Representation of the parties, at each step, will generally be as indicated but either party may vary it by advance notice to the other party.
 - C. At the conclusion of any step in the grievance procedure, the grievance shall be considered as finally and satisfactorily settled unless taken to the next step within forty-five (45) days.
2. Grievances arising out of the administration of matters subject to the provisions of this Contract shall, ordinarily, be processed in accordance with the above procedure.
 3. The Company will permit aggrieved employees and their Union Representatives such necessary time off as conditions of the business permit, without pay, for conferring and preparing the employee's case.

4. If dismissed employees are subsequently cleared of charges preferred against them, the Company shall reinstate such employees and they shall receive full compensation for any loss of wages, less any amount received by them for their services elsewhere (including the receipt of payments for Unemployment Insurance benefits) during the period of dismissal. If an employee suffers a penalty other than dismissal and is subsequently cleared, the Company shall fully compensate the employee for any loss of wages sustained while such penalty was in effect. In either case, the Company shall restore the employee to the same status the employee would have attained if the dismissal or penalty had not been in effect.
5. A confidential written report of the proceedings at each step of the grievance procedure shall be prepared and signed by both parties promptly after each step.

Such report shall include:

- a. Dates of meeting, department, exchange
- b. Names of those attending
- c. Statement of grievance
- d. Management's position
- e. Union's position
- f. Conclusion reached

A signed copy of such minutes shall be furnished to both parties.

6. Upon receipt of a notice of desire to take a grievance to arbitration, the parties shall jointly request a panel of arbitrators from the Federal Mediation and Consolidation Services (FMCS). Arbitrators will be selected from the lists on the basis of mutual agreement. If the parties cannot mutually agree upon the selection of an arbitrator, the parties shall alternatively strike one (1) name from the list (the right to strike the first name having been determined by lot) until one (1) name remains and that person shall be the arbitrator. Arbitrators selected for discipline and discharge cases shall determine the issue of just cause only and will not be authorized to resolve other issues.
7. Prior to the scheduling of an arbitration hearing date, the parties shall make an earnest effort to agree upon the framing of the issue for arbitral resolution and stipulation of relevant undisputed facts in order to expedite the arbitration hearing.
8. The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement, or its written supplements, but shall determine only whether or not there has been a violation of this Agreement in the respect

alleged in the grievance and if so, he/she shall formulate a remedy therefore. The decision and award of the arbitrator shall be final and binding on both parties. The fees and expenses of the arbitrator shall be shared equally by the parties.

9. The parties, by mutual agreement, may utilize an Alternative Dispute Resolution Process (ADR) in lieu of the arbitration process.

ARTICLE XVII

COLLECTION OF DUES

1. Upon written order signed by a bargaining unit employee, the Company will deduct from that employee's wages and pay over to the Union the amount specified in said order. The Union will reimburse the Company for the cost of making the transaction.
2. The Union agrees that at its own expense it will defend, indemnify, and save harmless the Company from and against all claims, demands, suits, damages, or expenses, of any kind whatsoever, arising out of or in any manner, except for the Company's own willful misconduct, incident to any action taken by the Company in complying with Section 1 of this Article XVII.

ARTICLE XVIII

AGENCY SHOP

1. Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period from such effective date or, in the case of employees entering into the bargaining unit after the effective date, on or after the thirtieth day after such entrance, whichever of these dates is later, until the termination of this contract.
2. For purpose of this Article, "employee" shall mean any person entering into the bargaining unit. Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and who, on the effective date of this Agreement, was not required, as a condition of employment, to pay or tender to the Union, amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union, amounts equal to the periodic dues applicable to members for the period beginning 30 days after the effective date of this agreement, until the termination of this agreement.

3. The condition of employment specified above shall not apply during periods of formal separations* from the bargaining unit by any such employee, but shall reapply to such employee on the thirtieth day following return to the bargaining unit.
4. *The term "formal separation" includes transfers out of the bargaining unit, removal from the payroll of the Company, and leaves of absence of more than one month duration.

ARTICLE XIX

PROMOTIONS AND TRANSFERS OF UNION OFFICERS

In the event of a proposed promotion, advancement or transfer of a Union Officer, the Company will give two (2) weeks written notice to the Union as well as notifying the individual involved.

ARTICLE XX

UNION ACTIVITIES

1. No employee shall engage in any Union activity, except joint meetings with the Company's representatives, during work periods. Incidental activities associated with the functions of the Union may be performed outside of such work periods, provided such activities are performed by Union members who are also employees and are carried on in space where no Company operations or administrative work is performed, or where such activities do not interfere with the operations of the Company or the use of the space by other employees for the purpose for which the space is intended. In case of emergency, supervisors may excuse Union representatives from duty without pay, to carry on such activities.
2. Insofar as requirements of the business permit, employees will be excused from duty, without pay, when required to do Union work. Union representatives shall make arrangements with their immediate Supervisors in advance of such absences giving at least one (1) week's advance notice of the requested absence.
3. Conditions of work permitting, employees shall be excused from their normal tour of duty in periods of half days or whole days unless part of such periods can be used for productive work.
4. Union meetings shall not be held on Company property unless approved in advance by the Director of Human Resources.

ARTICLE XXI

FEDERAL OR STATE LAWS

Should any Federal or State law or regulations, or the final decision of any court or board of competent jurisdiction, affect any practice or provision of this Contract, the practice or provision so affected shall be made to comply with the requirements of such law, regulation or decision for the localities within the jurisdiction; otherwise all other provisions of and practices under this Contract shall remain in full force and effect. Any changes made under this article shall be discussed and agreed upon jointly by the Company and the Union before written revisions are issued.

ARTICLE XXII

AMENDMENT

1. This Contract shall be subject to amendment by mutual agreement of the parties hereto at any time. The specific terms of such amendment shall be committed to writing and signed by a duly authorized Company representative and a duly authorized Union representative. Any announcement of such amendment shall be worded identically when issued separately by the Union and the Company.
2. It is expressly understood that this Contract does not cover all working conditions now existing or which may arise in the future. Both parties reserve the right to bargain regarding any working conditions not specifically covered in this Contract.

ARTICLE XXIII

EQUAL EMPLOYMENT OPPORTUNITY

1. The Employer and the Union mutually agree to provide equal employment opportunity to all employees in hiring, promotion, transfer and tenure of employment without unlawful discrimination on the basis of race, color, religious creed, national origin, citizenship, marital status, sex, sexual orientation/gender identity, being over age forty, genetic information, disability, and protected veteran status subject only to conditions defined in this Agreement.
2. The Employer shall indemnify and save the Union harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken or not taken by the Union in connection with the Employer's promotion and transfer system.

ARTICLE XXIV

MISCELLANEOUS

Bulletin Boards

Appropriate bulletin boards shall be provided and maintained by the Company for the purpose of posting announcements approved by the authorized representative of the Union with regard to Union meetings, Union elections and results thereof, appointments to Union offices, changes in Union by-laws, and social and recreational affairs. No notice shall contain anything controversial, political, or reflecting upon the Company or any of its employees, and the Company shall be furnished in advance with a copy of the notice to be posted. Upon jointly establishing the need for a bulletin board in any area, it shall be installed within thirty (30) days.

Employee List

The Company will furnish the Union office with a list of employees engaged, transferred and released upon request.

ARTICLE XXV

TRANSFER PROCESS

Employees may apply for open CSC jobs in accordance with the CSC job transfer request process.

ARTICLE XXVI

BARGAINING UNIT JOB EVALUATION

1. When a new bargaining unit job is to be introduced, or an existing job is to be changed, the immediate supervisor will notify the Human Resources department in order that a job description can be prepared and a wage maximum with an effective date can be developed.
2. Human Resources will provide the Union with a copy of the new description and wage structure within one week of development for review.

3. The Company and the Union shall meet jointly to resolve any disagreements regarding the new descriptions and assigned wage structures.
4. Any change in the wage structure as a result of the meeting between the Union and the Company in 3 above that results in an increased rate shall be applied retroactive to the date of the initial change in the wage structure developed by Human Resources.

ARTICLE XXVII

PAID TIME OFF (PTO)

1. Effective August 1, 2016, Paid Time Off will be accrued at the following rates. Whenever these PTO accrual amounts are reached, no further accrual will be permitted.

37 ½ hour schedule

<u>Length of Service</u>	<u>Rate of Accrual</u>	<u>Annual PTO Eligibility</u>	<u>Maximum PTO Allowed</u>
Initial date of employment up to fourth annual anniversary	4.038 hours of PTO after completion of each workweek	210.0	420 hours
Fourth annual anniversary up to fourteenth annual anniversary	4.760 hours of PTO after completion of each workweek	247.50	495 hours
Fourteenth annual anniversary and beyond	5.625 hours of PTO after completion of each workweek	292.5	570 hours
Employees with 25 years of service as of the start date of the 1999 contract	6.202 hours of PTO after completion of each workweek	322.5	645 hours

36 hour schedule

<u>Length of Service</u>	<u>Rate of Accrual</u>	<u>Annual PTO Eligibility</u>	<u>Maximum PTO Allowed</u>
Initial date of employment up to fourth annual anniversary	3.884 hours of PTO after completion of each workweek	202	404 hours
Fourth annual anniversary up to fourteenth annual anniversary	4.576 hours of PTO after completion of each workweek	238	476 hours
Fourteenth annual anniversary and beyond	5.413 hours of PTO after completion of each workweek	281.5	548 hours

Employees with 25 years of service as of the start date of the 1999 contract 5.961 hours of PTO after completion of each workweek 310 620 hours

2. Subject to the approval of the appropriate department head, the employee may take PTO time as he/she desires in units of one hour. PTO must be scheduled with the employee's supervisor not less than two working days in advance.
3. A maximum number of people shall be allowed to schedule their PTO at one time consistent with work requirements.
4. The controlling factor in the selection of two weeks of the PTO shall be seniority based on net credited service.
5. The third week of PTO shall be scheduled in accordance with seniority after employees of lesser seniority have had the opportunity to schedule two weeks of PTO.
6. The fourth week of PTO shall be scheduled in accordance with seniority after employees of lesser seniority have had the opportunity to schedule three weeks of PTO.
7. The fifth week or greater of PTO shall be scheduled in accordance with seniority after employees of lesser seniority had the opportunity to schedule four weeks of PTO.
8. Upon separation from the payroll, an employee shall, at the time he/she receives his final pay, receive in addition pay for unused PTO.
9. Employees may at their option request a full or partial payout of accrued PTO. Such request must be made no later than May 30 for a pay on the pay day prior to July 1 and November 30, and will be paid the payday immediately prior to December 25. Employees may receive only one payout each 12 month period.

ARTICLE XXVIII

EMPLOYEE BENEFIT PLANS

Flexible Spending Plan

All bargaining unit employees are eligible for the CSC Employee Reimbursement Account Plan which allows the members to pay for certain health care expenses (if eligible) and dependent care expenses on a pre-tax basis.

Medical Coverage:

The Health and Welfare Benefits Program in effect under the prior collective bargaining agreement remains in effect until December 31, 2012.

Effective January 1, 2013 all bargaining unit employees are eligible to participate in the CSC Medical, Prescription, Dental, Dependent Life and Vision Plans. Information on these plans is found in the Summary Plan Descriptions, plan documents or enrollment materials.

Employees Hired Prior To and After March 31, 1995

Full-time Employees

Full time employees who have been on CSC's payroll, prior to March 31, 1995, will receive a Company contribution of (100) percent towards the cost of obtaining coverage under the provisions of the Company Medical, Dental, and Vision Plans for the employee and eligible dependents. Employees hired after March 31, 1995, will receive a Company contribution of (80) percent for the same benefits.

Part-time Employees

Effective March 31, 1995, employees hired or re-hired on or after that date who work part-time and less than 30 hours per week will be eligible for a percentage of the Company contribution for full time employees hired or rehired on or after March 31, 1995. The amount of the Company contribution will vary based on actual hours, and calculated on a retrospective basis using a six-month's average during a calendar year. For individuals on an approved, unpaid Leave of Absence (L.O.A.) the contribution level will be determined based on the six (6) months worked prior to the effective date of the L.O.A. The Company contribution will be towards the cost of individual coverage for medical, dental, and vision benefits. Individuals will be offered the opportunity to purchase coverage for eligible Class I dependents at group rates.

<u>Part-Time Equivalent Work Week</u>	<u>Percentage * of Company Contribution Contribution towards Individual Coverage for Full Time Employees</u>
24 - 29 hours	75%
17 - 23	50%
9 - 16	25%
8 or less	0%

- In 1997, percentages will be prorated for each hour between 8 and 30

Disabled Dependent Children

Effective January 1, 1993, in order to be covered under the Plan, disabled dependent children must be chiefly dependent upon the employee for support and maintenance, as determined by the Company, and have no other medical coverage including Medicare and Medicaid. Eligible disabled dependent children enrolled on December 31, 1992 will be “grandfathered” regardless of other medical coverage.

Retirement Health Benefits

(A) Amount of Company Contributions

Effective March 31, 1995, the CSC Medical Plan for Retirees (the “Plan”) shall be amended for all employees who retired (as defined under the Plan) from the Company on or after January 1, 1990 to provide that the amount of the Company contribution for coverage (in accordance with terms and provisions set forth herein) of a retired full-time employee under such Plan shall be increased to the amounts as reflected below:

- (i) Retired employees under age 65 - single coverage:
\$3,300 per year.
- (ii) Retired employees under age 65 - joint coverage:
\$6,800 per year.
- (iii) Retired employees age 65 and over - single coverage:
\$775 per year
- (iv) Retired employees age 65 and over - joint coverage:
\$3,300 per year.

The amount of the Company contribution for coverage (in accordance with terms and provisions set forth herein) of a retired part-time employee shall be adjusted to be consistent with the amount of the Company contribution on behalf of such individual while an active employee.

(B) Payment of Retired Employee Provisions

The amount of retired employee contribution, if any, in excess of the Company contribution, as set forth above, shall be payable by the retired employee and shall vary based on whether the retired employee is under or over age 65 and elects single or joint health coverage in accordance with the 1989 Bargaining Agreement. In accordance with Internal Revenue Code Section 401(a)(13), if the employee has not received his or her pension benefits in a single lump sum, such required retired employee contribution may be deducted from the retired employee's monthly pension benefit for coverage under the Plan (unless the employee elects to waive contributory coverage). Notwithstanding any other provision herein, no retired employee shall be required to make a contribution towards the costs of obtaining coverage under the Plan prior to July 1, 1996; provided, however, that retired employees electing HMO coverage and retired part-time employees will continue to be required to make contributions for coverage, as applicable under the rules in effect as of December 31, 1989, as they may change from time to time.

(C) Plan Provisions

For employees who retire from the Company on or after January 1, 1990, the Plan shall provide substantially the same level and type of benefits as provided from time to time under the Plan for active bargaining unit employees (except with respect to coverage for prescription drugs, coverage for which will be provided under the prescription drug provisions of the CSC Medical Plan for Retirees).

Effective March 31, 1995, all employees on the active payroll or Eligible Leave of Absence as of March 31, 1995, and who retire on or after March 31, 1995 will be eligible for post-retirement medical, dental and group life insurance benefit coverage's under the terms of such retiree benefit plans, if, at retirement, the sum of the employee's age and service (each determined as completed years, months and days) is greater than or equal to 75 years.

(D) Catastrophic Coverage Provisions

The CSC Medical Plan for Retirees (the "Plan") will be amended to provide that any employee hired or rehired on or after March 31, 1995 and who subsequently retires from the Company will be eligible for postretirement health coverage that provides catastrophic coverage only, provided, however, that such employee shall not be entitled to any postretirement health coverage (catastrophic or otherwise) under the Plan if the sum of his or her age and service at the time of retirement (each determined as completed years, months and days) is not greater than or equal to 90 years. The Company reserves the right to offer the Catastrophic Plan as currently defined in the Plan or to offer a separate plan.

ARTICLE XXIX

SICKNESS AND ACCIDENT DISABILITY

Short Period Sickness

PTO will be used for short periods of sickness.

Payment Under the Employee's Benefit Plan for Extended Sickness or Accident Disability Not arising Out of and In the Course of Employment

Payments for time off for personal sickness or accident not arising out of and in the course of employment by the Company extending through eight or more consecutive calendar days of employees shall be begin on the eighth day of absence at full pay up to the thirtieth calendar day.

Short and Long Term Disability

Employees will be eligible to participate in the CSC Short and Long Term Disability Standard Plans at their option. Employees will pay 100% of the applicable premium. If employees enroll when first employed no evidence of insurability (EOI) required. Thereafter enrollment in the disability plans during the annual open enrollment period evidence of insurability may be required.

ARTICLE XXX

THE BARGAINING UNIT RETIREMENT SAVINGS PLAN

1. Effective August 5, 1995 until December 31, 2004, unless otherwise indicated below, the Company agreed to set up a plan which is substantially a mirror image of the SNET Bargaining Unit Retirement Plan. The "Plan" is necessary to provide the following:
2. Eligibility to enroll in the Plan upon completion of 6 months of service (changed from the current one year of service requirement) begins 6/28/95.
3. Employee contributions are generally deposited the next business day after each pay period. Related Company match is generally deposited within 10 days of payroll date.
4. Company matching contributions are immediately vested, regardless of an employee's service, effective 6/28/95.

5. Effective 6/28/95 until 12/31/04, investment choices will include the Bond Fund, the Balanced Fund, Active Equity Fund, the Stock Equity Fund and CSC Stock Fund. Current Diversified Equity portfolio investments were reinvested in the Active Equity Fund unless the employee elected to redirect his or her investments.
6. Employees may reallocate account balances (excluding ESOP funds) in 1% increments once a month (if submitted at least ten days before the end of the month).
7. Withdrawal checks will be distributed 4 to 6 weeks after the valuation date, with no restrictions on the number of withdrawals permitted per year (\$500 minimum withdrawal).
8. Loan checks will be distributed as soon as administratively practicable (4 to 6 weeks). In addition, loans may be prepaid in full at any time, subject to the normal payroll processing time required for changes to deduction amounts.
9. Final distribution checks will be distributed as of the valuation date immediately following the written request (at least 10 working days prior to the valuation date).
10. Effective January 1, 2005, all eligible employees will be in the CSC Matched Asset Plan recognizing improved administrative and investment options with the same company contribution schedule that applies to the current Plan.

ARTICLE XXXI

THE BARGAINING UNIT PENSION PLAN

Pension Plan - Enhanced Pension Benefits

1. Effective July 1, 1995, the Southern New England Telephone Pension Plan was amended to provide for the conversion of the prior pension plan (Core Pension and Cash Balance Account) to a total Cash Balance Plan for Union members. The benefit payable to an employee who retires or terminates employment after June 30, 1995 will never be less than the enhanced pension benefits to which they would have been entitled. Effective August 6, 1995, Union members who become part of CSC become part of the CSC Outsourcing, Inc. Bargaining Unit Hourly Pension Plan which is a "mirror image" of the Southern New England Telephone Pension Plan. Effective July 1, 1995, for employees on the active payroll or an approved Eligible Leave of Absence as of March 31, 1995, each eligible employee's monthly pension benefit under the Core Pension formula was calculated and increased by 10% to create a frozen Core Pension benefit under the CSC Outsourcing, Inc. Bargaining Unit Hourly

Pension Plan. The Core Pension benefit will not be recalculated after July 1, 1995. The frozen annual Core Pension benefit shall be the product of (A) and (B) below:

- A. Years and parts thereof of service as of July 1, 1995
 - B. The sum of (i) and (ii)
 - (i) \$255
 - (ii) 1.45% x (the total amount in excess of \$20,000, if any, of the sum of the employee's 5-year average annual base pay rates (fixed differentials), and Success Sharing Awards paid during the period January 1, 1987 through December 31, 1991).
2. Also effective July 1, 1995 (or date of termination of employment, if earlier), for employees on the active payroll or an approved leave of absence as of March 31, 1995, each eligible employee's Cash Balance Account with interest credits as of July 1, 1995 shall be increased by 10% to create a frozen Cash Balance Account benefit under the CSC Outsourcing, Inc. Bargaining Unit Hourly Pension Plan. The frozen Cash Balance Account will not receive interest credits beyond July 1, 1995.
 3. Employees who retire or terminate employment on or after March 31, 1995 may elect to commence their frozen monthly Core Pension on or after the employee's termination of employment date, but no later than the later of (1) the date the employee attains the normal retirement age (generally at age 65) or (2) the date the employee leaves the Company. The amount of the frozen monthly Core Pension elected under this option shall be reduced for employees who have completed less than 30 years' service when they leave the Company, and who elect to commence receiving their pension benefit before age 55. The frozen Cash Balance Account benefit will not be discounted for early retirement.
 4. Employees who retire or terminate employment before January 1, 1999 will be eligible to receive their frozen monthly Core Pension together with the frozen Cash Balance Account benefit in the form of a single lump sum distribution at the time of termination. If an employee elects to defer receipt of the frozen Core Pension or frozen Cash Balance Account benefit to a later date, these pension benefits will only be payable in monthly pension payments. The lump sum certain option will be available for those who elect to receive monthly pension benefits.
 5. For any employee who elects the entire portion of the pension benefit to be payable in a lump sum distribution, such employee shall not be considered a participant in the CSC Outsourcing, Inc. Bargaining Unit Hourly Pension Plan for any purpose after the date of such distribution. For any employee who elects all or any portion of the pension benefit to be payable in a lump sum, such employee shall not be eligible for future pension benefit increases, if any, or the Death Benefit provisions of the CSC Outsourcing, Inc. Bargaining Unit Hourly Pension Plan.

6. If the frozen Core Pension and the frozen Cash Balance Account benefit payable in a single lump sum is \$5,000 or less, the entire pension benefit will be payable immediately in a single lump sum distribution.

Conversion to Cash Balance Plan

1. Eligibility Criteria

All regular and provisional regular full and part-time bargaining unit employees who as of July 1, 1995:

- A. are on the active payroll, on an approved Eligible Leave of Absence, or
 - B. have been temporarily promoted to a management assignment for one year or less, and
 - C. would otherwise be eligible to participate in the Bargaining Unit Hourly Pension Plan, the bargaining unit employees will have an opening Cash Balance Plan Account (CBPA) established effective July 1, 1995. Eligibility for distribution of the CBPA balance upon termination of employment or death will be based upon satisfaction of the existing applicable CUTW Hourly Pension Plan vesting and distribution provisions.
2. **Vesting:** Each employee's CBPA shall best in accordance with the rules applicable under the provisions of the Bargaining Unit Hourly Pension Plan which generally requires 5 years of service.

3. Determination and Operation of the Opening Cash Balance Plan Account

Each eligible employee's opening Cash Balance Plan Account shall be credited with an amount equal to the sum of (A) and (B) below:

- A. The product of (1), (2), and (3):
 - 1) The annualized Core Pension benefit calculated as of July 1, 1995 before the addition of 10% under the Enhanced Pension Benefits provisions.
 - 2) The applicable early retirement commencement factor based on employee's actual age and service as of July 1, 1995 (set forth in Table 3 of the April 2, 1995 Memorandum of Understanding, subject to proration to reflect actual years and months of age), and
 - 3) The applicable opening Cash Balance Plan Account conversion factor (set forth in Attachment A, Table 4 of the April 2, 1995 Memorandum of Understanding, subject to being prorated to reflect actual years and months of age); PLUS

- B. The Cash Balance Account available under the prior Bargaining Unit Hourly Pension Plan provisions, with interest credits as of July 1, 1995 before the addition of 10% under the Enhanced Pension Benefits provisions.

Solely for the purposes of calculating the pension benefits available under the Enhanced Pension Benefits and Cash Balance Plan provisions, the prior periods of service for all employees who were otherwise eligible for such pension benefits as of July 1, 1995 were "bridged" to determine the net credited service date to be used in calculating the accrued pension benefits as of July 1, 1995, irrespective of such employee's actual eligibility for such service bridging.

Interest Credits: For the period from July 1, 1995 through August 31, 1998, each employee's CBPA will be credited with interest on the last business day of each month at a rate of 0.565% (for an effective annual rate of 7.0%). For periods after August 31, 1998, an employee's CBPA is guaranteed to be credited with an effective annual rate of not less than 3.0%.

CBPA Credits: On the last day of each plan year, each employee's CBPA will be credited with basic service credits as set forth in Attachment B to the April 2, 1995 Memorandum of Understanding. Basic service credits are based on service credit and 1994 pay (or pay at date of hire, if later). An employee's 1994 pay is equal to the annualized basic weekly rate of pay as of December 31, 1994, the annualized differential rate for evening and night tours (fixed differentials), and Success Sharing Awards or Conference Specialist Incentive Plan awards paid in 1994. An employee's pay as of the date of hire is equal to the annualized basic weekly rate of pay as of the date of hire and the annualized fixed differential rate as of the date of hire, if applicable. The service credit is the number of years an employee has been employed by CSC/SNET and will include service credited under the CSC/SNET service bridging provisions.

CBPA Distribution Options: Employees with 5 or more years of service when they terminate employment will be eligible to receive a distribution of their CBPA. Specific details of the distribution options will generally be the same as those currently available for Cash Balance Account distributions, plus the lump sum certain option (conversion factors may vary).

4. Disability-Related Provisions

Notwithstanding an employee's election to take a lump sum distribution of any pension benefit payable from the Bargaining Unit Hourly Pension Plan, the monthly life annuity pension benefit shall be deemed to be payable to such employee for purposes of calculating the offset provisions of the Long Term Disability Plan (i.e., long term disability benefits will be offset by the monthly pension amount payable upon termination of employment).

In addition, for employees who retire and terminate employment after March 31, 1995 due to disability, or receive a lump sum distribution on their pension benefits payable

under the Bargaining Unit Hourly Pension Plan pursuant to the provisions of the Enhanced Pension benefits section of this agreement. The Disability Service Pension provisions shall no longer apply as such employees are eligible to receive distribution of their pension benefits upon termination of employment.

ARTICLE XXXII

BASIC LIFE INSURANCE

1. Employees will be eligible for Basic Life Insurance equal to one times their base annual salary, rounded to the next \$1,000 paid by the company effective January 1, 1999.
2. Additional life insurance equal to one, two, three, four and five times the amount of basic life insurance may be purchased upon hire or during the annual Open Enrollment period. Proof of insurability will be required after initial enrollment.

ARTICLE XXXIII

WAGES

1. Wage maximum, wage schedules are incorporated herein as Appendix A respectively.¹
2. Except for payment for overtime hours worked, all hours worked by a part-time employee shall be paid at the equivalent basic hourly rate for a comparable full-time employee working a normal daily tour in the same job title, classification, and work group.

Wage Reductions

Reduction in the wage of individual employees will not be made except for one or more of the following reasons or conditions:

1. Transfer to an occupation having a lower maximum;
 2. Unsatisfactory performance of duty, unsatisfactory personal conduct or action which can be proven to be detrimental to the interests of the Company.
-

General Wage Increases

1. There shall be three “general wage increases”, as defined herein, during the term of this Agreement, as follows:

Effective August 13, 2016 wages will be increased by 2.00%

Effective August 12, 2017 wages will be increased by 1.50%

Effective August 11, 2018 wages will be increased by 1.25%

2. The wage progression schedules, including all steps, will increase the same percentage as the general wage increase without a pyramiding effect.

Trial Period

The first six months of an employee’s service shall be considered a trial period in order to determine the employee’s qualifications with regards to workmanship, character and personal conduct. When a case warrants an extension of the trial period, the employee and the Union shall be notified of such action. Individuals shall be released at any time during the trial period if found to be lacking in the proper qualifications.

Temporary Assignment to a Higher Maximum Wage Rate

Employees who are temporarily assigned to work for at least one half of the scheduled work day or longer on a title carrying a higher maximum wage rate shall be paid at the higher rate for the period of the assignment. All overtime hours will be paid at the rate in effect at the time the employee worked the overtime.

Application of Wage Progression Schedules

1. The Wage increases indicated in the Wage progression schedules shall not be automatic, but the Company shall give consideration, at the specified periods, as to whether or not employees have merited increases.
2. At such times, and in such amounts as are indicated on the Wage schedules, the Company shall increase the rates of pay of regular employees who progressively acquire additional job knowledge and demonstrate improved ability to perform work until the maximum for the occupation is attained.
3. Employees who demonstrate unusual and outstanding progress in their occupation shall receive an increase earlier than indicated in the schedule or in an amount larger

than indicated, or both. In such cases, the length of the next consideration period shall be the period indicated in the schedule for the new Wage level.

4. When a continuous period of absence results from sickness or accident disability, leave of absence or temporary layoff, the consideration period shall be extended by the period of absence less one month.
5. When an employee's performance or conduct does not warrant giving an increase in accordance with the consideration period indicated in the schedule, the increase shall be withheld and the employee shall be informed in advance of the reasons therefore. The increase shall be given as soon as the employee has adequately demonstrated consistently satisfactory improvement. In such cases, the length of the next consideration period shall be the period indicated on the schedule for that Wage level. This period shall be shortened if the improvement in job performance by the employee has been greater than usual during that period.
6. All employees will receive a written performance evaluation conducted annually.
7. When an employee with service of two years or less has not merited a Wage increase for two full consecutive consideration periods, the employee shall then either be transferred to other work for which qualified, if available, or dismissed after final notice has been given.
8. The basic Wage rate of an employee shall be subject to reduction for unsatisfactory performance of duty, unsatisfactory personal conduct or action, which can be proven to be detrimental to the interests of the Company.
9. All regular employees transferred to other occupations, having the same Wage maximum, shall be placed on the new Wage schedule at the Wage rate paid when transferred with full credit for the number of months at that rate.
10. All employees, who are advanced to an occupation, having a higher maximum, will receive a promotional increase. The method of determining this increase will normally be in accordance with the following procedure:

Determine where the employee's current pay falls on the Wage progression guide of the job to which they are being advanced. The promotional increase is the amount shown as that step on the Wage guide but not to exceed the maximum of the new job.

11. When any employee is transferred to an occupation having a lower maximum for any reason other than a surplus condition, the case shall be treated on its merits and an appropriate adjustment may be made after a careful appraisal of the individual's value in the new position.
12. When it is necessary, because of a surplus condition, to transfer an employee to another occupation, the Company will endeavor to make the transfer to an occupation

with a maximum, which is not below the employee's basic Wage rate. Where this can be done there shall be no reduction in the employee's basic Wage rate but the employee's progress on the new Wage schedule shall be appropriate to experience and value in the new occupation. When an employee is transferred to an occupation with a Wage maximum lower than the employee's basic Wage rate, adjustments shall be made as follows:

- A. Less Than 15 Years of Service- If the employee's basic Wage rate does not exceed the new Wage maximum by more than the amount of the last step on the new wage schedule, a reduction to the new wage maximum shall be made four weeks after the transfer. However, if the employee's basic Wage rate exceeds the new wage maximum by more than the amount of the last step on the new wage schedule, the employee's rate shall be reduced by the amount of this step four weeks after the transfer and thereafter by a like amount at the end of each six months until it coincides with the new wage maximum. Even though the last reduction to be made is less than the full step, it shall not be made until six months following the date of the previous reduction.
- B. 15 or More Years of Service - There will be no reduction in pay for an employee with fifteen (15) years or more of net credited service for a period of thirty-six (36) months following the effective date of such downgrade. Thereafter adjustments shall be in accordance with A above.

Minimum Work Time

- 1. Initial Call-Outs - When an employee is called out initially for duty during non-scheduled hours not continuous with the employee's regular schedule of hours and such call-outs occur:
 - A. between 6 A.M. and midnight, the minimum work time paid for shall be two hours at the appropriate overtime rate.
 - B. between midnight and 6 A.M., the minimum work time paid for shall be two hours at the appropriate overtime rate plus two hours at straight time.
- 2. Subsequent Call-Outs – When an employee's initial call out is terminated within the minimum paid two-hour period, this shall be considered as compensation for the initial call-out. That part of any such call-out, which extends beyond the period, paid for as a minimum, shall be compensated for at the straight-time, time and one-half, or double time as appropriate for exempt or non-exempt employees. The provisions for minimum payment again apply when a subsequent call-out occurs after the expiration of the two-hour period paid for as a minimum.

Non-scheduled day

When an employee is assigned to work on a non-scheduled day the minimum work time paid shall be four (4) hours at the appropriate overtime rate.

Overtime

1. Full-time employees will receive payment at time and one-half for all overtime hours worked in excess of scheduled workday.
2. Full time employees will receive payment at double time for all overtime hours worked in excess of 48 hrs per week.

Shift Differential

Shift differential rates shall be paid as follows:

1. The second and third shift employees shall receive ten percent per hour above base rates, figured to the nearest cent.
2. When the shift starting time of an employee is 5:59 a.m. or before, the employee will receive shift premium for all hours worked, regardless of the day of the week.
3. Where the shift starting time of an employee is 12 noon or thereafter, the employee will receive shift premium for all hours worked.
4. Whenever an employee is receiving shift premium and his assignment continues into the first shift, shift premium will continue to apply.
5. Regularly scheduled Sunday work will be paid at the straight time rate and employees will receive a shift differential of 25% of the straight time hourly rate for all hours worked. All overtime rules will be applicable for work performed on Sunday that is not regularly scheduled.

Paid Time Off, Illness,

When eligible employees, who are on regular night assignments have time off, they shall receive the differential.

When eligible employees on a rotating night assignment basis or those on special assignments are off by permission or because of illness or PTO, they shall not receive the differential.

Progression

The company shall determine the number of openings in each classification. Progression from Tape Operator to Tape Librarian shall be filled by the most qualified most senior employee.

Daylight Saving Time

In changing from and to Daylight Saving Time, no change in schedule shall be made. In changing to Daylight Saving Time, no deductions shall be made because the all-night tour is reduced by one hour. In changing from Daylight Saving to Standard Time, the all-night employees shall receive overtime compensation for the additional hours.

Article XXXIV

HOLIDAYS

1. The Company hereby agrees that all employees shall be granted seven and one half (7 ½) hours pay at their working rate, including shift premium, for New Year's Day, July 4th, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day regardless of the day of the week on which the holiday falls.
2. Employees who are working the alternate schedule of three (3) twelve (12) hour days may only be paid seven and one half (7 ½) hours per holiday. If the holiday falls on a workday and they are not required to work, four and one half (4 ½) hours of PTO may be charged.
3. It is mutually understood and agreed that in addition to holiday pay, one and one half (1 ½) times the working rate will be paid for any and all hours worked on holidays.
4. When a Company-recognized holiday falls on Saturday, holiday treatment shall be accorded those employees who are scheduled to work on either the designated holiday or the recognized holiday, but an employee will not receive holiday treatment for both days.
5. When a Company-recognized holiday falls on a Sunday, the following Monday shall be considered as the holiday.

6. Holiday overtime work is work time during any part of the twenty-four (24) hour period from midnight of the day preceding the holiday to midnight of the Company-recognized holiday other than the holiday tour hours.
7. When work requirements permit an employee to be absent, by permission, without pay for not more than seven (7) consecutive calendar days and when such excused absence is adjacent to or includes a Company-recognized holiday, the employee will receive holiday pay.

ARTICLE XXXV

DURATION OF AGREEMENT

1. This Agreement shall take effect on August 1, 2016 and shall continue in full force and effect through July 31 2019 and shall automatically renew itself from year to year thereafter for an additional year, unless written notice by certified mail of termination or desire to amend it is given by either party to the other at least sixty (60) days, but not more than ninety (90) days, prior to the expiration date of the Agreement.
2. If notice of termination or desire to amend shall have been given as provided in Section 1, negotiations for a new or amended Agreement shall begin within thirty (30) days of receipt of such notice. During such negotiations this Agreement shall remain in full force and effect; provided, however, that either party may terminate this Agreement at any time during such negotiations upon not less than thirty (30) days' written notice by certified mail to the other party, effective on or after the expiration date of this Agreement as set forth in Section 1.
3. The written notices referred to above shall be sent to the Employer addressed to the Computer Sciences Corporation, Director of Human Resources, 100 Winnenden Road, Norwich, CT 06360 and to the Union addressed to The Communications Workers of America, 3055 Dixwell Avenue, Hamden, CT 06518. Written notice by certified mail shall be given to the other party in the event there shall be a change of address of either party for purposes of notice hereunder.

Computer Sciences Corporation (CSC)

The Communications Workers
of America Local 1298



Barbara Grandel
CSC Advisor Human Resources Expert

Appendix A

Wage progression Schedule for Tape Librarian (Bi-weekly rate)

August 13, 2016		August 12, 2017		August 11, 2018	
Minimum	1120.42	Minimum	1137.23	Minimum	1151.45
Step 1	1410.72	Step 1	1431.88	Step 1	1449.78
Step 2	1481.18	Step 2	1503.40	Step 2	1522.19
Step 3	1555.43	Step 3	1578.76	Step 3	1598.49
Step 4	1632.78	Step 4	1657.27	Step 4	1677.99
Step 5	1714.38	Step 5	1740.09	Step 5	1761.85
Step 6	1799.88	Step 6	1826.88	Step 6	1849.72
Step 7	1889.94	Step 7	1918.28	Step 7	1942.26
Step 8	1984.52	Step 8	2014.29	Step 8	2039.47
Step 9	2083.66	Step 9	2114.92	Step 9	2141.36
Step 10	2180.21	Step 10	2212.91	Step 10	2240.57

Wage progression Schedule for Tape Operator (Bi-weekly rate)

August 13, 2016		August 12, 2017		August 11, 2018	
Minimum	1010.38	Minimum	1025.54	Minimum	1038.36
Step 1	1302.04	Step 1	1321.57	Step 1	1338.09
Step 2	1367.14	Step 2	1387.64	Step 2	1404.99
Step3	1435.60	Step3	1457.13	Step3	1475.34
Step 4	1507.71	Step 4	1530.33	Step 4	1549.45
Step 5	1583.19	Step 5	1606.94	Step 5	1627.02
Step 6	1662.49	Step 6	1687.42	Step 6	1708.52
Step 7	1745.58	Step 7	1771.77	Step 7	1793.91
Step 8	1832.83	Step 8	1860.32	Step 8	1883.58
Step 9	1943.42	Step 9	1972.57	Step 9	1997.23
Step 10	2020.78	Step 10	2051.09	Step 10	2076.73

*** Those employees whom were Computer Operators as of August 7, 2004 are considered grandfathered to continue to receive their previous wage rate with respect to their step grade at that time and are also eligible for the additional GWI which was negotiated during this contract**