

BPH

8. A new job title and wage schedule, Field Service Technician (“FST”), shall be established as follows:

**VALOR TELECOMMUNICATIONS OF TEXAS, LLC d/b/a WINDSTREAM  
COMMUNICATIONS SOUTHWEST and  
WINDSTREAM COMMUNICATIONS OF KERRVILLE, LLC  
AND  
COMMUNICATION WORKERS OF AMERICA  
LOCAL UNION NO. 6171**

A new job title and wage schedule Field Service Technician (“FST”), shall be established.

Start	16.00
Year 1	17.80
Year 2	19.60
Year 3	21.40
Year 4	23.20
Year 5	25.00

1. For the term of this agreement, the Company may hire employees onto any tier of this schedule based upon the candidate’s experience and skill or market condition.
2. The responsibilities of the FST shall primarily be installation, upgrade orders and trouble tickets.
3. Employees employed in this job title will not exceed ~~thirty-five seven (37 35%)~~ of the CST employees employed in any Division covered in this contract. When the number of FSTs exceeds ~~thirty-five (35%)~~ ~~thirty-seven (37%)~~ of the total CST workforce in any Division an FST in that Division will be promoted into a CST position in accordance with Article 24.
4. This wage schedule is not subject to annual percentage wage increases. Once an FST reaches top wage, the FST will receive the same annual percentage increase as employees on other wage scales.
5. Should a force reduction be necessary, Field Service Technicians will be laid-off before any CSTs in the Bargaining Unit.

6. Should a Bargaining Unit employee be forced to accept a Field Service Technician title through the force reduction process; the Bargaining Unit employee entering the Field Service Technician title will retain their current CST pay.

7. In the event of a layoff, any employee that was hired before March 1, 2020 that is subsequently recalled into an FST or CST position shall be recalled to the F Wage Schedule.

8. Overtime will be offered to CSTs in the same work group prior to being offered to Field Service Technicians.

9. FSTs will be given preference on a posted CST position prior to the Company hiring from outside the bargaining unit.

10. If a Field Service Technician job is posted and awarded to an employee hired before March 1, 2020, the employee will hold the CST title and be paid according to the CST wage schedule.

11. FSTs promoted to the CST position shall be paid at the F Wage Schedule step closest to and above their prior rate of pay.

12. If no successor memorandum is mutually agreed to during negotiations in 2024, any FST will be placed on the F schedule at the step closest and above their current rate of pay.

9. General wage increases for all positions except FST:

March 1, 2020: 2%

March 1, 2021: 2%

March 1, 2022: 2%

March 1, 2023: 2%

~~9. Ratification bonus: Upon ratification, the Company will pay to each employee employed on the date on ratification \$500 to be paid as soon as administratively practical.~~

10. Upon ratification wages will be effective March 1, 2020.