

AGREEMENT

BETWEEN

THE COMMUNICATIONS WORKERS OF AMERICA

AFL-CIO

AND

SOUTH SHORE CABLE CONSTRUCTION INC.

January 1, 2016 to December 31, 2018

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AGREEMENT

SECTION 1. This Contract made and entered into January 1, 2016, between the Communications Workers of America and South Shore Cable Construction Inc. modifies all previous agreements. This Contract is for three (3) years, effective January 1, 2016 through December 31, 2018.

SECTION 2. The term "Company" as hereinafter used shall mean South Shore Cable Construction Inc., The term "Union" as hereinafter used, shall mean the Communications Workers of America, AFL-CIO. The term "Employee" as hereinafter used, shall mean the person or persons performing work under the terms of this Agreement. The Company and Union will be referred to hereinafter as the "Parties".

ARTICLE 1 RECOGNITION

The Company recognizes the Union as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to wages, hours of employment, and other conditions of employment for all employees of the Company.

ARTICLE 2 RESPONSIBLE UNION-COMPANY RELATIONSHIP

The Company and Union recognize that it is in the best interests of the parties, the employees, and the public that all dealing between them continues to be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this Contract fairly in accord with its intent and meaning. Each party shall bring to the attention of all employees in the unit, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to insure adherence to this purpose.

ARTICLE 3 UNION STATUS AND RIGHTS

SECTION 1. Members or the Union may select a steward at each work location.

SECTION 2. Stewards - The Union will notify the Employer in writing the names of the stewards.

SECTION 3. Access - All authorized Union representative shall have access to Employer's premises to ascertain whether conditions of this Agreement are being observed.

SECTION 4. Union Representation – At any meeting between a representative of the Company and an employee in which discipline (including but not limited to, a warning, suspension, demotion or discharge for cause) is to be announced, an authorized Union representative must be present if the employee so requests.

SECTION 5. Administration - Those described in Sections 2 and 3 shall be permitted to transact Union business directly related to the administration of this Agreement on the Employer's premises. A steward shall sustain no loss of pay while administering this Agreement.

A Union steward shall not suffer a loss of pay while attending a joint Union-Company meeting or for reasonable travel time to and from such meetings. It is understood that such joint meetings and travel time will be considered time worked.

SECTION 6. Bulletin Boards - The Company will erect and maintain bulletin boards in the employee report locations for the Union's exclusive use.

ARTICLE 4 UNION SECURITY

SECTION 1. Any employee who was not a member of the Union on the effective date of this contract, shall sixty (60) days after the effective date of this contract, as a condition of employment, become a member of the Union to the extent of tendering periodic dues uniformly required of all members.

SECTION 2. Any new employee having completed sixty (60) days of continuous service shall be required, as condition of employment, to become a member of the Union to the extent of tendering the periodic dues uniformly required of all members.

ARTICLE 5 UNION DUES

SECTION 1. The Company agrees to make deductions of monthly Union dues from the pay of any bargaining unit employee upon receipt of a payroll deduction authorization card, signed by such employee, and forward the full amount thus deducted to the Union.

SECTION 2. When earnings are insufficient to cover the authorized deductions, Union dues shall be deducted in the next payroll period in which sufficient pay is available.

SECTION 3. The Company shall provide the Union, monthly, with an updated list of bargaining unit employees, any changes in mailing addresses, employee titles and wages.

SECTION 4. The Company shall remit all dues deduction to the local no later than ten (10) days after the end of the preceding month during which deductions were made. Dues may be submitted on a quarterly basis in advance with adjustments as necessary.

ARTICLE 6 PRODUCTIVE WORK BY SUPERVISORS

No salaried employee shall be permitted to perform any regular production work, if by doing so, he replaces a Bargaining Unit member. He may, at any time, however, perform any operation in order to instruct workers, provide relief, or run experimental machines for experimental purposes. In the event of an emergency, salaried employees shall be permitted to perform any regular production work if any hourly employee is not available in the judgement of the Company to perform the work. In the event that a regular employee is scheduled to work and fails to report and no employee is, in the judgement of the Company, available to perform the work normally done by the absent employee, a salaried employee may be used to replace the absent employee and perform his work.

ARTICLE 7 JURY DUTY

The Company will pay all regular employees serving on jury duty the difference between jury pay and eight (8) hours pay at their regular base for each working day served up to a maximum of ten (10) working days within a three year period. Employees engaged in jury duty shall, while temporarily excused from attendance in Court, report for scheduled shifts during scheduled work time. The employee will provide a copy of the letter from the court.

ARTICLE 8 VACATIONS/PERSONAL DAYS/BEREAVEMENT

SECTION 1. An Employee having completed one (1) year of service with the Company shall be given one week (5 working days) vacation with pay.

SECTION 2. An Employee having completed four (4) years of service with the Company shall be given two weeks (10 working days) vacation with pay.

SECTION 3. An Employee having completed nine (9) years of service with the Company shall be given three weeks (15 working days) vacation with pay.

SECTION 5. Employees are eligible for paid personal days on their anniversary date according to the following schedule:

- One (1) paid day after completing one (1) year
- Two (2) paid days after completing three (3) years
- Three (3) paid days after completing five (5) years

The Company will increase flexibility for the use of vacation/personal days in lieu of non-payment on inclement weather days. The Company agrees to honor prior written requests (except in extreme circumstances) and same-day requests whenever possible. Notice of approval will be given as early as possible. Supervisor or manger approval will be required for payroll processing. Personal days must be used in the year earned and cannot be carried over to subsequent years. One additional paid personal day will be earned for perfect attendance in the previous year.

SECTION 6. Vacation pay shall be the gross weekly wage rate based on the then current normal hourly wage rate (night and shift differential shall be included when applicable).

SECTION 7. When an employee is on vacation and one of the holidays listed in Article 9 falls within his vacation week, the employee shall be given an extra day of vacation with pay.

SECTION 8. Two (2) days payment for absence on a scheduled day due to a death in the immediate family may be allowed for all full time employees completing six (6) months of service. These payments shall be for funeral preparations, day of the wake, and/or funeral, proof of death will be required. (For the purpose of this section immediate family shall consist of; mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, and grandparent. An Employee may request one (1) additional non-paid day to accommodate travel time if funeral is held more than two hundred (200) miles from the Employee's normal work location.)

ARTICLE 9 HOLIDAYS

SECTION 1. Employees for the Company shall be granted payment for the holidays listed below:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

SECTION 2. To be eligible for holiday pay, the employee is required to work or be excused from work the last scheduled work day prior to and the first scheduled work day

after the holiday. This requires the employee to work an eight hour day before and after. Vacation, personal, jury duty etc. will count as time worked.

SECTION 3. If any of the above holidays shall fall on Saturday, the Company shall elect whether to pay for the holiday or to excuse the employees on the preceding Friday or on the following Monday with pay.

SECTION 4. When a holiday falls on a Sunday, the day assigned by the State or Nation, or by proclamation shall be observed as the holiday.

SECTION 5. Holiday payment shall count as time worked in a forty (40) hour work week.

ARTICLE 10 INSURANCE

SECTION 1. The Company agrees to establish and maintain a Health Care Plan and to pay the negotiated premium for all employees working a minimum of 160 hours per month. The Company-negotiated premium effective December 1, 2012 will be equal to \$250 in year 2016, \$280 in year 2017 and \$300 in year 2018 of the single employee or family regardless of the level of coverage on the Company Health Care plan. Employees who elect to participate in the Health Care Plan will contribute a minimum of \$10.00 a week. (Excused hours including vacation, holidays, personal days, jury duty, Bereavement time and Company initiated called off day(s) and hour(s) will be credited as hours worked.)

All Company employees covered on the employer's Medical Mutual Health Care Policy must complete a Biometrics Screening by your General Physician of choice within the MMO Network on an annual basis to comply with the provider to receive the premium discounts currently being offered.

SECTION 2. Those employees failing to work the minimum 160 hours per month but have worked at least a minimum of 120 hours per month may elect to pay 50 percent of premium to maintain their insurance and the Company agrees to pay the other 50 percent of the premium.

SECTION 3. Those employees failing to meet the minimum requirement of 120 hours per month may elect to maintain their insurance by making a self-contribution equal to 100 percent of the premium.

- SECTION 4. Employees that are off due to sickness, disability or on the job injury and have provided proof to the Company on the above illness their off time shall count as time worked for the purpose of this Article in Section 1, 2, and 3.
- SECTION 5. Employees are eligible for insurance on completion of the 90th day of employment which includes the probationary period from date of hire.
- SECTION 6. A copy of the plan is to be submitted to the Union annually and when the current contract is signed.
- SECTION 7. Any changes in the aforementioned plan shall be subject to agreement between the Company and the Union.
- SECTION 8. Company failure to pay the above premium for any member in Sections 1, 2, and 3 is subject to the grievance procedure. Notice must be received by the Union in writing at least five (5) days prior to the premium due date.

ARTICLE 11
GRIEVANCE PROCEDURE

- SECTION 1. All questions, disputes, or grievances as to the interpretation or performance of the term of this Agreement shall be subject to the grievance procedure.
- SECTION 2. The following are the three steps of the grievance procedure:
- A. Steward or Authorized Union Representative and Company Supervisor
 - B. Steward, Chief Steward or Authorized Union Representative and Authorized Company Representative
 - C. Authorized Union Representative and Company Officer
- SECTION 3. The Company recognizes the right of the Union to investigate the circumstances surrounding any grievance and agrees to cooperate with the Union in any such investigation. Pending final settlement of the grievance, the Company shall not thereafter deal with the employee concerning said grievance, without Union concurrence, but shall deal directly with the union representative.
- SECTION 4. A. If the grievance involved in the interpretation of the express provisions of this contract or the discharge of an employee is not resolved in Step 3 of the grievance procedure to the satisfaction of both the Company and the Union, the party dissatisfied may, at any time, by written notice to the other party within thirty (30) days after the conclusion of the discussion at Step 3 of the grievance procedure, demand arbitration of the grievance. In the event that the parties, within two days

after such demands, are unable to agree upon an arbitrator, then the party desiring arbitration shall forthwith notify the local office of the American Arbitration Association who will in accordance with their published rules, appoint an arbitrator. The decision of the arbitrator shall be final and binding on both parties to this agreement. The compensation and expenses of the arbitrator shall be divided equally between the Company and the Union.

B. Except in the case of discharge, the arbitrator shall have no power to add to, or subtract from, or modify any of the terms (or provisions) of this Agreement. Nor shall he have any power to confer any right, benefit or privilege which is not expressly granted or conferred by this Agreement, nor shall he substitute his discretion for that of the Company or the union, nor shall he exercise any responsibility or function of the Company or the Union.

C. The time limits provided may be extended or waived only by agreement of the parties. The Company's failure to comply with the above stated time limitation shall deem the grievance be settled in the Union's favor.

D. In order for a grievance to be subject to arbitration an employee shall have completed six (6) months N.C.S. (Net Credited Service)

SECTION 5. When an action of the Company results in a grievance, the Company agrees to keep the status quo on the action until either an agreement on the propriety of the action is reached, or the grievance and arbitration procedures are exhausted.

ARTICLE 12 DISCIPLINE AND DISCHARGE

SECTION 1. No employee covered by this Agreement shall be suspended, demoted or discharged or otherwise disciplined except for just cause.

SECTION 2. The Company shall give the employee involved and the Local Union President or designated representative of said President at least seven (7) days notice prior to the effective date of any suspension without pay, demotion or discharge action.

SECTION 3. Nothing in the forgoing shall prevent the Company from immediately removing an employee, for cause, from the premises or assignment pending final disposition of the case.

SECTION 4. The question of whether "just cause" exists for the discipline shall be subject to the grievance and arbitration procedure provided herein.

SECTION 5. No employee shall be subject to discipline for refusing to cross a lawful picket line that has been authorized or recognized by the Union.

ARTICLE 13 DIFFERENTIALS

SECTION 1. Employees whose hours fall outside of 6:00 a.m. and 8:00 p.m. will receive ten percent (10%) per hour as a shift differential in addition to their base wage rate for all hours worked.

ARTICLE 14 SENIORITY-LAYOFFS-RECALLS

SECTION 1. It is agreed that a new employee shall be considered on probation for a period of the first 60 days of employment, during which time the Company shall have sole and absolute right to discipline, discharge, or retain the employee at its own discretion. After said 60 days, the employee shall be placed on the regular seniority list and his/her seniority shall date from the employee's date of hire.

SECTION 2. Seniority is defined as length of continuous service with the Company from date of hire or rehire following a break in continuous service. Seniority is the right accruing to employees through length of service which entitles them (when other factors such as skill, ability and qualifications to progress in a particular job are relatively equal) to preference in promotion, layoffs and rehiring.

SECTION 3. Seniority shall determine the selection of hours of work, vacations, transfers and for training and promotions if all other qualifications are equal within the titles in Article 21 of this contract.

SECTION 4. Seniority shall be the period of continuous service except where an employee has not worked for a period of more than six (6) months. Time off for sickness disability, on the job injury or military service shall not be considered as time lost for the purpose of determining seniority.

A. Employee(s) on the Company payroll as of June 1, 2013, who were rehired after an absence will have their pre-absence service counted when they have completed five (5) years additional continuous service.

SECTION 5. Layoff of employees because of lack of work and recalls shall be made in accordance with the following provisions:

A. Volunteers will be accepted from the pool of employees not currently working on a job.

B. Thereafter employees without established seniority will be laid off.

C. Thereafter employees will be laid off by inverse order of seniority as long as the senior employee retained is qualified to perform the work available.

SECTION 6. Recall: Those having established seniority most recently laid off because of curtailment of work shall be the first to be recalled if available and physically able to return to work and if they possess the qualifications to satisfactorily perform the work available.

A. The Company shall notify the senior qualified employee laid off by telephone and by registered mail that a vacancy exists. The Company shall use the last known telephone number and mailing address on record with the Company. Such employee shall have no more than two (2) days from receipt to respond to such notices.

SECTION 7. The Company shall continue the health care benefits of any laid-off employee for the same month of such layoff. The Employee's normal monthly premium contribution must be paid by the 5th day of the corresponding month to maintain the extended months benefit.

ARTICLE 15 HOURS OF WORK AND OVERTIME

SECTION 1. This Article is intended to provide a basis for calculating hours of work and overtime and shall not be construed as a guarantee of hours of work per week or per day.

SECTION 2. An employee shall be paid one and one-half (1 ½) times his straight time hourly rate for all hours worked in excess of forty (40) hours in one work week.

SECTION 3. Eight consecutive hours shall constitute a day's work between the hours of 6 a.m. and 9 p.m. from Sunday through Saturday inclusive, with one-half hour set aside for lunch period. Forty hours within four to five days, Sunday through Saturday shall constitute a regular work week unless otherwise mutually agreed upon between the Employer and the Union.

No provision of this contract shall constitute a guarantee that forty hours or five full tours shall constitute either the maximum or minimum number of work which

may be required by the Company of any employee. Hours will be determined by work loads, service requirements and law.

SECTION 4. An employee shall be paid two (2) times his straight time hourly rate for all work performed on Sundays and Holidays when that work exceeds the initial 40 hours of that employee's scheduled work week.

SECTION 5. An employee who may be required to work on any of the holidays listed in Article 9 shall be paid at the rate of two (2) times his hourly rate in addition to his holiday payment.

SECTION 6. The Union and the Company recognize that certain other provisions such as call-out pay, stand-by pay, etc. can only be paid to an employee when such provisions are part of the Company's contract with the contracting company or are part of the present practice on the effective date of this contract.

SECTION 7. There shall be no pyramiding of overtime as a result of other clauses in this contract.

ARTICLE 16 PROMOTIONS AND TRANSFERS

SECTION 1. All promotions and transfers will be posted on the board for five (5) business days. All employees must notify foreman of their desire to be considered for the posted job. Promotions and transfers will be based on the following criteria as listed in order of importance: 1) job performance; 2) previous record; 3) dependability; 4) safety record and 5) valid driver's license with CDL endorsement if required by Job title and description. If all qualifications are relatively equal, seniority will prevail.

SECTION 2. Once an employee has accepted a transfer they will be on a probationary period for 6 months. Upon completion of the 6 month probationary period the employee will be made permanent.

SECTION 3. An employee will receive the wage rate closest to their current rate of pay. At no time will an employee receive less than they are currently earning.

ARTICLE 17 CONTRACTING WORK

SECTION 1. There shall be no contracting or subcontracting of Bargaining Unit work unless mutually agreed to by the Company and the Union.

ARTICLE 18
HEALTH AND SAFETY

- SECTION 1. The Company agrees to abide by and maintain standards of sanitation, safety, and health, which comply with all applicable Federal, State, County and City laws and regulations.
- SECTION 2. The Company agrees that protective devices to safeguard the health of employees and protect employees from injury will be provided.
- SECTION 3. No employee shall be required to work in an area that may be hazardous to his/her health or safety. When an employee encounters a hazardous condition, he/she shall contact their supervisor for further instructions.
- SECTION 4. The Company has established a physical, drug and alcohol testing program policy to ensure employees are not impaired in the performance of their work. This policy shall apply to all employees (full and part-time). Abuse of this policy will result in discipline and/or termination in accordance with the Company policy requirements or that of Company customer(s) as reflected in their agreement(s). Refer to company's employer handbook for a complete copy of policy rules and regulations that apply to all employees regardless of title or seniority.
- SECTION 5. The Company agrees to enforce its Health and Safety policy equally among all employees and specifically, but not limited to, requiring all employees who operate company vehicles to have in their possession a valid driver's license with all legally required endorsements. Nor will any person in the company require any unlicensed, improperly or inadequately licensed employee to operate any company vehicle at any time.

ARTICLE 19
LEGALITY

- SECTION 1. Any provision of this Agreement adjudged by a court of competent jurisdiction to be in violation of any mandatory State or Federal Law shall be treated as null and void.

ARTICLE 20
401K PLAN

- SECTION 1. The Company established a 401K plan for all bargaining unit employees. A copy and a detailed plan description will be provided to all employees requesting it. All employees are eligible to participate upon completion of the 60 day probationary period.

SECTION 2. The Company contribution to the 401K plan will match 60 cents on each dollar contributed by employee up to six (6) percent maximum of gross annual wages.

ARTICLE 21
WAGES

SECTION 1. The Company agrees to pay the wages listed as the minimum rate. If the Company should contract for work in an area outside of Ohio, they shall pay the prevailing wage rate for that community. If no such wage rate exists, the Union and the Company shall negotiate rates.

SECTION 2. WAGE RATES EFFECTIVE 01/01/2016 to 12/31/2018
TITLES**

Apprentice Rates	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	Top Rate
Crew Foreman	14.64	15.67	17.92	19.48	20.92	22.36	25.25
Equipment Operator	12.60	13.44	15.43	16.69	17.94	19.21	21.69
Cable Splicer/ Maint. Technician	11.95	12.79	14.63	15.90	17.05	18.28	20.65
Lineman/Wirepuller	11.01	11.72	13.27	14.32	15.63	16.92	19.35
Installer /Service Technician	10.00	10.70	12.22	13.28	14.27	15.26	17.23
Laborer/Groundsman	8.89	9.51	10.89	11.83	12.71	13.58	15.31
Warehouse/Delivery	8.89	9.51	10.89	11.83	12.71	13.58	15.31
Underground Drop Bury Foreman	12.60	13.44	15.43	16.69	17.94	19.21	21.69
Clerks	7.89	8.41	9.24	10.19	11.19	12.30	13.65

* Revised job descriptions for Underground Directional Boring Foreman, Aerial Crew Foreman, Warehouse Foreman, Underground and/or Aerial Equipment Operator, Lineman/Wirepuller, all of which contain a requirement for a valid driver's license and a Class "A" CDL license as necessary. All titles so noted will get the percentage rate increase upon obtaining a valid CDL license. If an employee holds a job title

requiring a CDL driver's license and refuses to obtain same, there will be a per hour rate reduction for non-compliance (\$2.50/hr in 2016, \$3.00/hr in 2017 and \$3.50/hr in 2018). Note: if the employee has a medical reason that prohibits them from obtaining a CDL, they must supply the company with a written verification of that issue, i.e. letter from a Medical Doctor. Underground Drop Bury Foreman only requires a valid Ohio driver's license.

**For job descriptions see Addendum A

SECTION 3. Timely Raises and Evaluations - All apprentice rate increases will be given on the anniversary of the date hired. An annual employee evaluation interview and report will be given within 30 days of the employee's anniversary date. Company failure to perform annual evaluation will not hinder an Employee timely wage increase.

SECTION 4. Per Diem - Thirty five (\$35) per overnight stay for out of town work assignments. The Company shall seek qualified volunteers from the designated work group and job title. If a sufficient number of qualified employees fail to volunteer, the Company may assign the required number of qualified employees in inverse order of seniority.

SECTION 5. Tool replacement - The Company will replace the listed tools on a one for one basis turned in due to normal wear and tear: gaffs, pads and straps. The Company will provide access for each employee to participate in a uniform clothing program to control their work clothing costs. Such items as shirts, pants, and jackets are available and the employee will reimburse the company for this cost with a weekly payroll deduction

SECTION 6. CDL reimbursement – The Company will reimburse an employee the receipted fee charged by the Ohio Bureau of Motor Vehicles to initially acquire a CDL license. The employee will bear the costs of the CDL license renewal every (2) years at their own personal expense.

SECTION 7. The company may temporarily promote an employee to a higher rated title classification for a period up to one hundred and twenty (120) calendar days. An employee so promoted will receive the increased wage scale for the period of the upgrade including any applicable yearly increase.

SECTION 8. An additional 5 percent (5%) of the basic weekly wage will be paid to any Equipment Operator or Lineman who is also performing as the Crew Foreman for an assigned period of one (1) work week or longer.

SECTION 9. On-Call

An employee(s) assigned to the on-call duty shall be compensated at one hour of their regular or normal hourly rate for each day for the assignment. If and when called to respond, the assignment begins when the employee arrives at the SSC warehouse or directly to the customer jobsite if that is where they are requested to respond.

If an emergency prevents the employee from fulfilling his on-call responsibilities, compensation will be adjusted for the time the employee was unable to be on-call. If the employee fails to respond to any emergency call-out he will forfeit his weekly compensation.

ARTICLE 22

Bonus Plan

SECTION 1. A 12 Point Daily Production Bonus Plan in begin 1/1/2016 and continue throughout this agreement. The Bonus Plan will be issued quarterly by Department (Underground, Aerial, etc...). This plan is not associated with Addendum B of this agreement.

SECTION 2. The Bonus rate will be as follows:
2016 – 4% of employee wages
2017 – 5% of employee wages
2018 – 6% of employee wages

ARTICLE 23


SECTION 1. This Agreement shall take effect on January 1, 2016, thereafter, the agreement will continue in effect until thirty (30) days notice has been served by either party to amend, terminate, or modify the Agreement.

SECTION 2. This Agreement may be amended or modified at any time by agreement between the Company and the Union.

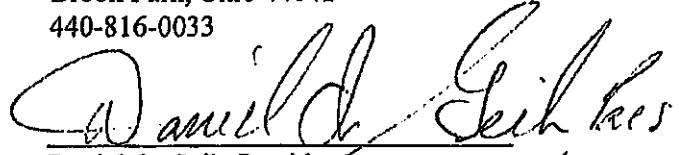
In Witness Whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 15th day of JANUARY, 20 16.

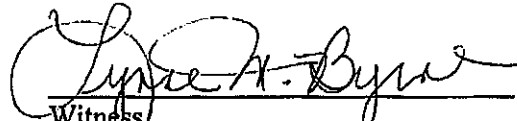
FOR
Communications Workers of America
AFL-CIO


Vice President International


Local Officer
/pm
opeiu1794

FOR
South Shore Cable Construction Inc.
6400 Kolthoff Drive
Brook Park, Ohio 44142
440-816-0033


Daniel O. Geib, President


Witness

ADDENDUM "A"
JOB DESCRIPTIONS & RESPONSIBILITIES

UNDERGROUND DIRECTIONAL BORING CREW FOREMAN

- A. Leads work crew in the transportation, placement, maintenance, support and removal of aerial telecommunication and/or CATV facilities.
 - a. Property Owner(s) prior communication using customer supplied door hangers and making prior face to face contact or via phone before commencing activity of your placement route.
 - b. SSC Customer, either Management or Field Supervision, communication to overcome project completion obstacles as necessary to maximize the daily productivity and project completion.

- B. Ability to read and interpret facility blueprints and associated job specifications and direct the work crew in implementing the customers design plan.

- C. Responsible for daily production sheet for their own crew.

- D. Responsible for vehicle maintenance i.e., gas, oil, tire pressure, lights, etc.

- E. Responsible for company tools and materials loaded on his vehicle and Company tools, equipment and materials in his/her crew's possession.

- F. Has knowledge of and follows manhole, trenching, and safety procedures.

- G. Requires a valid Class "A" CDL Ohio driver's license to operate vehicles.

- H. Safety is a growing concern and must be addressed through proper communication to all crew members for proper signage placement to create a safe work zone. This includes the verification that the correct Personal Safety Equipment, (PSE), is utilized on the appropriate jobsites, and the implementation meets the requirements.

- I. Capable of doing the responsibilities of Underground Equipment Operator on an as needed basis due to an absence or demand of company or customer.

UNDERGROUND - DROP BURY – FOREMAN

- A. Safety is a growing concern and must be addressed through proper communication to all crew members for proper signage placement to create a safe work zone. This includes the verification that the correct Personal Safety Equipment, (PSE), is utilized on the appropriate jobsites, and the implementation meets the requirements.
- B. Leads drop bury crew in the transportation between jobsites, placement of drop bury cable, termination of same if necessary, and restoration of homeowners property, door hanging of every job for completion notification.
- C. Ability to read and determine the drop bury route from the design print provided by the customer(s). Dealing with property owners as needed.
- D. Responsible for the daily production sheet for their own crew's work.
- E. Responsible for vehicle and equipment maintenance; gas, oil, tire pressure.
- F. Responsible for company tools and materials loaded on his company vehicle.
- G. Acts as the equipment operator at the request of management or a customer.
- H. Has the knowledge and ability to operate a vibratory plow with hydrabore unit and small directional boring unit and able to terminate drop wire as needed to satisfy customer specifications.
- I. Has knowledge of existing buried facilities; sprinkler system, invisible fence.
- J. Requires a valid driver's license to operate the company vehicles.

CREW FOREMAN (AERIAL OR UNDERGROUND)

- A. Safety is a growing concern and must be addressed through proper communication to all crew members for proper signage placement to create a safe work zone. This includes the verification that the correct Personal Safety Equipment, (PSE), is utilized on the appropriate jobsites, and the implementation meets the requirements.
- B. Leads work crew in the transportation, placement, maintenance, support and removal of aerial telecommunication and/or CATV facilities.
 - a. Property Owner(s) prior communication using customer supplied door hangers and making prior face to face contact or via phone before commencing activity of your placement route.
 - b. SSC Customer, either Management or Field Supervision, communication to overcome project completion obstacles as necessary to maximize the daily productivity and project completion.
- C. Reads and interprets facility blueprints and associated job specifications; leads work crew in implementing work to the customer's design plan.
- D. Ability to climb poles and make necessary attachments of pole hardware and pulling tools for the placement of strand or cable(s) per the customer's design and specifications. Install and remove wooden utility poles, and self support cable and/or innerduct
- E. Responsible for daily production sheet and documentation of all billable items on a per job or address as required by Management for that crew.
 - a. "As-built maps" documentation of the completed scope of work to assist Supervision and Management for submission to the SSC Customer to assist in invoice and/or change order approvals.
- F. Responsible for vehicle maintenance i.e., gas, oil, tire pressure, lights, etc., and following up on crew member's requests.
- G. Responsible for company tools and materials loaded on his vehicle and Company tools, equipment and materials in his/her crew's possession.
- H. Capable of doing the responsibilities of Lineman - Wire Puller on an as needed basis due to another employee absence and management or customer request.
- I. Removal of abandoned outside plant wire/cable and prepare for salvage. Under no circumstances are employees entitled to any customer owned scrap materials.
- J. Knowledge to operate cable lashers, cable rewinders, and pulling winches cable reel loaders and/or hydraulic trailers.

- K. Has knowledge of and follows cable placing, utility pole placement and manhole safety procedures.
- L. Requires a valid Class “A” CDL Ohio driver’s license to operate vehicles.

WAREHOUSE FOREMAN

- A. Safety is a growing concern and must be addressed through proper communication to all crew members for proper signage placement to create a safe work zone. This includes the verification that the correct Personal Safety Equipment, (PSE), is utilized on the appropriate jobsites, and the implementation meets the requirements.
- B. Receive all inbound shipments of equipment and/or materials, warehouse and inventory control of same, and issuance of materials directly to company crew(s), based on company specs. Physical inventory reported to Management on a weekly basis.
- C. Direct proper inventory and establish control levels for restocking based on demand for materials and tools. Coordinate daily pick-up of customer materials and relocation of bulk stock to the SSC warehouse for distribution.
- D. Issue materials and tools to various crews based on needs of tasks to be performed on a daily basis. Account for distribution and restocking of shared equipment and tools on a daily basis. Supervise all employees on proper storage of materials in the warehouse and the outside yard to maintain both in a neat and orderly fashion including disposal of scrap material(s), and all types of cable, wire and conduits.
- E. Develop and maintain the required material requisition forms for issuance of materials and/or tools to crews on a daily or as needed basis. Inventory control of all tools that are shared amongst multiple crews within the company.
- F. Preventive maintenance of tools, and ascertain condition and direct to mechanic.
- G. Advise management of any potential shortage in inventory for replenishment of both materials and/or tools that need to be requested or ordered from supplier. Place orders via approved vendors with best price mentality and PO Number issued.
- H. Normal pick-up and delivery of materials or tools from vendors and/or customers yards and deliver same to crews in the field or company warehouse on a basis.
- I. Supervise and participate in the necessary build-up of electronics to prepare them for placement by field splicing personnel.

- J. Implement semi-annual physical audit of all materials, and most importantly vehicles, equipment and hand tools.
- K. Requires a valid Class “A” CDL Ohio driver’s license to operate vehicles.

UNDERGROUND AND / OR AERIAL - EQUIPMENT OPERATOR

- A. Operates and maintains assorted underground or aerial construction equipment and vehicles in the transportation, placement, maintenance, support and removal of assorted telecommunication and cable tv facilities.
- B. Knowledge to read and interpret facility blueprints and follow job specifications.
- C. Responsible for daily vehicle and equipment maintenance, repair and maintenance communication with company’s full time mechanic, crew foreman or supervisor to report any problems or issues to be addressed immediately.
- D. Responsible for periodic vehicle maintenance i.e., gas, oil, tire pressure, & lights.
- E. Responsible for company tools and materials loaded on his vehicle, and the ability to assist the foreman in preparation of the day’s activities.
- F. Knowledge of all manhole, trenching, boring, pole & cable placement safety procedures and ability to implement same in the field amongst crew members.
- G. Knowledge of how to operate all underground and aerial construction equipment properly, productively, and safely, i.e. vibratory plow, trencher, backhoe, directional boring machine, or digger derrick pole truck, pulling winches, capstan or mid-assist unit and all the necessary trailers to transport same.
- F. Is capable of also performing the responsibilities of the laborer for an underground or aerial crew depending on the employees assignment.
- G. Requires a valid Class “A” CDL driver’s license to operate vehicles.

CABLE SPLICER / MAINTENANCE TECHNICIAN

- A. Knowledge to read and interpret facility blueprints and follow job specifications.
- B. Prepares connectors and equipment, and build-up prior to actual field placement.
- C. Performs all types of splice work and continuity testing of copper, coaxial and fiber optic cable as required to complete the splicing or termination function.

- D. Splices and tests all active and inactive devices in trunk and feeder cables utilizing aerial lift truck, ladder or climbing gear when necessary for aerial work.
- E. Reports any discrepancies in completed work according to design maps and job specification as issued by the customer.
- F. Is capable of also performing the responsibilities of the Lineman-Wirepuller for the purpose of filling in to meet deadlines for customers.
- G. Performance of turn up and test procedures on Hybrid/Fiber Cable, HFC, networks. Includes CATV, Field Electronics and in-home converter and modem, OTDR, Laser light source, Power Level Meter for Fiber Optics applications.
- H. Troubleshooting and repair of all service problems on both traditional and HFC cable networks in the trunk & distribution fiber optic, coaxial, and copper cable.
- I. Required to participate in the “on-call” evening and weekend duties of a cable TV system emergency response team on a weekly rotational basis.
- J. Capable of also performing the duties of the installer/service technician.

LINEMAN/WIREPULLER

- A. Ability to climb poles or utilize an aerial lift truck and make necessary attachments of pole hardware and pulling tools for the placement of strand or cable(s) per the customer’s design and specifications.
- B. Responsible for company tools and materials loaded on his vehicle in cooperation with the crew foreman.
- C. Removes abandoned outside plant wire/cable and prepares for salvage.
- D. Knowledge of pole aerial lift trucks, and standard manhole safety procedures.
- E. Places, maintains and removes aerial and/or underground telecommunication cable tv facilities from the aerial, buried, or underground environments.
- G. Works under the direction of an Aerial Crew Foreman or Equipment Operator depending on the type of environment.
- H. Requires a valid Class “A” CDL Ohio driver’s license to operate vehicles.

UNDERGROUND OR AERIAL LABORER

- A. Assist crew foreman in completing necessary daily functions to maintain crew productivity in either aerial, buried, or underground environments.
- B. Assist crew in field as directed by Crew Foreman, Equipment Operator, Lineman, Supervisor or Management.

AERIAL GROUNDSMAN

- A. Assist crew foreman in completing necessary daily functions to maintain crew productivity in either aerial, buried, or underground environments.
- B. Assist crew in field as directed by Crew Foreman, Equipment Operator, Lineman, Supervisor or Management.

WAREHOUSEMAN

- A. Assist warehouse and/or crew foreman with vehicles, tools and equipment stock and maintenance for the daily crew work function.
- B. Maintain vehicles, equipment and warehouse in orderly fashion, develop periodic inventory and assist in all shipping and receiving of equipment and supplies.
- C. Maintain warehouse in orderly fashion, implement periodic inventory controls.

INSTALLER / SERVICE TECHNICIAN (Cable Television System)

- A. Residential and commercial installation of cable television, telephone, or high speed internet access service into the home and/or business per the scheduled work order. Working alone as a one/man crew with the ability to climb poles and/or handle an extension ladder for access to aerial plant.
- B. The ability to perform service audits and minor troubleshooting of picture quality problems as generated by a customer request, power outage, storm damage, or any other possible damage or deterioration to the existing aerial and underground plant.
- C. Minimum ability to perform non-productive splicing, locating, and fault detection of aerial and underground plant to restore service on customer outage on an emergency basis with a temporary or permanent repair.

- D. Required participating in the “on-call” evening and weekend duties of a cable TV system emergency response team on a rotational basis.
- E. Foreman or Cable Splicer/Maintenance Technician assistance in the performance of the overall system service and maintenance of the new or existing fiber optic, coaxial, and copper aerial and/or underground plant. The installer must take direction and on the job training from the two titles listed above, and present themselves in a professional manner to all.

ADDENDUM “B”

- SECTION 1. The Company may introduce, change or terminate any production / performance financial incentive program which it deems appropriate in order to meet its goals and objectives. If any such program may result negatively on a current employee’s basic wage rate, the program will be subject to mutual agreement with Management, Union Agent, and the employees involved.
- SECTION 2. This addendum will not apply to the wage increase incentive program set forth in Article 21 of the agreement.

ADDENDUM “C” NON-DISCRIMINATION

- SECTION 1. Neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee’s race, color, religion, sex, age, sexual orientation, national origin, or because the employee is an individual with a disability, a disabled veteran, or other protected classifications recognized by federal or applicable local or state law.
- SECTION 2. Use in this Agreement of the masculine or feminine gender, in titles or otherwise, shall be construed as including both male and female employees and not as specific sex designations.
- SECTION 3. There will be no coercion, intimidation, or discrimination practiced by the Company or the Union against any employee because of membership in the Union or by the Company against any Union member or authorized representative engaged in legitimate activities on behalf of the Union.

Memorandum of Understanding

South Shore Cable Construction, Inc. & CWA Union Agreement Signing Bonus

Signing bonus to be paid upon ratification by Monday 12/21/2015

Employee Years of Service	Bonus amount
0 -1 year	\$100
1 -5 years	\$150
6-10 Years	\$200
11-15 years	\$250
16 + years	\$300

PLUS: # of years of service x current wage rate = Individual employee signing bonus paid on 12/25/15.

Example: employee with 10 years of service (\$200), earning \$18/hr. (x 10) \$180 = \$380 total bonus.