

## ARTICLE 30

### TRAINING AND EMPLOYMENT SECURITY

30.07 Eligibility to remain in the Program will be forfeited by those who have not shown evidence that they completed the course within 60 calendar days of the scheduled completion date on record. In addition, employees will forfeit eligibility if they on two (2) occasions fail a course during their participation in CPDP, fail to complete a course while participating in the Program and/or fail to submit or maintain a Payroll Deduction Authorization Form at the time of request. Disability or business reasons may be grounds to waive such ineligibility at the Company's discretion. An employee who participates in CPDP and who is adversely impacted by the decisions of the Program Administrator on his/her curriculum or on his/her eligibility to participate in CPDP may appeal such decision through the Full Committee. Employees who become ineligible for the Program may be reinstated after meeting all eligibility criteria and then waiting for at least one (1) academic year.

#### **Supplemental Income Protection Program**

30.21 The Company may offer Supplemental Income Protection Program ("SIPP") benefits in an attempt to avoid declaring surplus and employees may elect, in order of seniority, to leave the service of the Company and receive such benefits, subject to the following conditions:

- (A) The Company shall determine whether to offer SIPP benefits, the number of employees in such job titles to whom SIPP may be offered, the work locations where SIPP may be offered, the number of employees who may leave the service of the Company pursuant to SIPP, and the period during which the employee may, if he or she so elects, leave the service of the Company pursuant to SIPP. Neither such determinations by the Company nor any other part of this Article 30.21 shall be subject to arbitration.
- (B) The number of employees who may make such election shall not exceed the number of employees, as determined by the Company, who may leave the service of the Company pursuant to SIPP.
- (C) An employee's election to leave the service of the Company and receive SIPP benefits must be in writing and transmitted to the Company within fourteen (14) days from the date of the Company's offer in order to be effective and it may not be revoked after such fourteen (14) day period except as provided in subparagraph (E) below.
- (D) Within sixty (60) days of the close of the offer period, the Company will notify employees in writing that their election to leave service and receive SIPP benefits has been accepted. When possible, such notice will include an anticipated date that employees will be removed from the Company's payroll.

- (E) If employees have been given an anticipated date of removal from the Company's payroll and the Company subsequently notifies employees that the date has been delayed by ninety (90) days or more, such employees shall have the option of revoking their SIPP election by notifying the Company in writing within ten (10) days of the Company's notification of delay

30.22 If during the term of this Agreement, the Company notifies the Union in writing that a force surplus condition exists as set forth in Article 30.36: Surplus Reductions, below, and said force surplus cannot be eliminated through force redistribution, the Company shall offer employees in the order of seniority, and to the extent necessary to relieve the surplus, the opportunity to leave the service of the Company and receive SIPP benefits described herein, subject to the following conditions:

- (A) The Company shall determine the job titles and work locations in which a surplus exists, the number of employees in such job titles and work locations who are considered to be surplus, and the period during which the employee may, if he or she so elects, leave the service of the Company pursuant to this Section. Neither such determinations by the Company nor any other part of Article 30.22, shall be subject to arbitration.
- (B) SIPP offers shall initially be limited to employees in the same title, in the same Market Business Unit (MBU), within the Reasonable Commutable Area (RCA), in which the surplus exists. An employee's election to leave the service of the Company and receive SIPP benefits in accordance with this paragraph (B) must be in writing and transmitted to the Company within (5) days from the date of the Company's offer in order to be effective and it may not be revoked after such five (5) day period except as provided in sub-paragraph (F) below.
- (C) Whenever, in the judgment of the Company, a surplus of regular employees still exists after the application of Article 30.22 (B) above, the Company shall offer SIPP Benefits to all other employees within the Title Group (Attachment A), if applicable, and Reasonable Commuting Area (RCA). An employee's election to leave the service of the Company and receive SIPP benefits pursuant to this paragraph (C) must be in writing and transmitted to the Company within three (3) days from the date of the Company's offer in order to be effective and it may not be revoked after such three (3) day period except as provided in sub-paragraph (F) below.
- (D) The number of employees who may elect to leave the service of the Company with SIPP benefits pursuant to this Article 30.22 shall not exceed the number of employees determined by the Company to be surplus.
- (E) Within thirty (30) days of the close of the offer period, the Company will notify employees in writing that their election to leave service and receive SIPP benefits has been accepted. When possible, such notice will include an anticipated date that employees will be removed from the Company's payroll.

- (F) If employees have been given an anticipated date of removal from the Company's payroll and the Company subsequently notifies employees that the date has been delayed by ninety (90) days or more, such employees shall have the option of revoking their SIPP election by notifying the Company in writing within ten (10) days of the Company's notification of delay.
- (G) After the application of Article 30.22 (B), and if necessary Article 30.22 (C), surplus employees will be allowed to select from locations with available SIPP candidate(s) within their RCA in order of seniority.

30.23 Whenever, in the judgment of the Company, a surplus of regular employees still exists after the application of Article 30.22 above, the Company shall offer SIPP Benefits to all other employees within the appropriate Title Group (Attachment A) and Force Adjustment Area (FAA) subject to the following conditions.

- (A) The Company shall determine the job titles and work locations in which the remaining surplus exists and the period during which the employee may, if he or she so elects, leave the service of the Company pursuant to this Section. Neither such determinations by the Company nor any other part of Article 30.23 shall be subject to arbitration.
- (B) The employee's election to leave the service of the Company and receive SIPP benefits must be in writing and transmitted to the Company within two (2) days from the date of the Company's offer in order to be effective and the employee's election may not be revoked after such two (2) day period.
- (C) Employees electing SIPP must have their SIPP offer matched to a surplus employee in order for their SIPP election to be accepted by the Company. SIPP matches will be made using a preference process described in Article 30.39. The number of candidates whose election is accepted shall not exceed the number of remaining Surplus employees.

30.24 SIPP payments for employees who so elect to leave the service of the Company in accordance with Articles 30.21, 30.22, 30.23, 30.43 or 30.44 shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of leaving service and shall be computed in accordance with the following schedule:

<u>Term of Employment</u>	<u>Amount of Payment</u>
Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "

5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	<u>28 " "</u>

+4 weeks each additional full year

The applicable number of weeks multiplied by the employee's basic weekly wage rate, prorated for part-time employees, shall equal the total amount payable to the employee, but shall in no event exceed thirty thousand five hundred dollars (\$30,500).

- 30.25 SIPP benefits shall, at the employee's option, be paid as follows: (1) One-half of the total amount calculated above shall be paid as a lump sum within thirty (30) days after the employee has left service and the remaining half will be paid in monthly amounts of One Thousand Dollars (\$1,000) beginning within thirty (30) days after the employee has left service and continuing until the total amount has been paid; or (2) The total amount calculated above shall be paid as a lump sum within thirty (30) days after the employee has left service; or (3) the total amount calculated above shall be paid out in twelve (12) equal monthly payments.
- 30.26 In addition to the SIPP payments described above, employees will receive compensation for any vacation days, Excused Work Days and Floating Holidays to which they are eligible at the time of leaving Company's service.
- 30.27 In no event shall an employee receiving SIPP payments be eligible to receive a termination payment in accordance with the provisions of Section: Termination Payments, following.
- 30.28 Any employee who has elected to leave the service of the Company and has received SIPP payments and who is subsequently employed or reemployed by any AT&T Company or a company directly or indirectly owned by an AT&T Company, will be treated as follows: If the number of weeks from the effective date of leaving service to the date of employment or reemployment is less than the number of weeks pay upon which the total payment was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment shall be made through payroll deductions by the employing Company at the rate of fifteen percent (15%) of the employee's basic weekly wage rate until the amount of excess is repaid.
- 30.29 If after the application of Articles 30.22, 30.23, and 30.39, the surplus described therein remains, such surplus employees shall be offered, in order of seniority, assignments to available jobs for which they are qualified within the applicable FAA.

**Reassignment Pay Protection Plan**

30.30 Employees treated in accordance with the Reassignment Pay Protection Plan provisions of any prior collective bargaining agreement between the Union, the Company, Illinois Bell Telephone Company, Indiana Bell Telephone Company, Incorporated, Ameritech Services, Inc., or AT&T National shall continue to be treated in accordance with such provisions until the employees' Reassignment Pay Protection Plan benefits terminate.

30.31 If, because of work force adjustments, employees are reassigned to vacancies where the rate of pay of the new job is less than the current rate of pay of the employee's regular job, unless mutually agreed otherwise, the employee shall receive a lump sum payment based upon the difference in the basic weekly wage rates of the employee's old and new jobs. For a part-time employee, the lump sum payment shall be based upon the difference in the basic hourly wage rates of the employee's old and new jobs times the employee's part-time equivalent work week. Such lump sum payments will be computed in accordance with the following schedule:

<u>Term of Employment</u>	<u>Amount of Payment</u>
Less than 5 years	8 weeks difference in pay
5 years but less than 11 years	34 weeks difference in pay
11 years or more	60 weeks difference in pay
Employees with 15 or more years of service whose reassignments are due to technological change	164 weeks difference in pay

(A) Upon reassignment, the employee will immediately be reduced to the basic weekly wage rate of the new job and the lump sum payment will be made to the employee within sixty (60) days of the date of reassignment.

(B) If an employee has received a lump sum payment and is subsequently upgraded and the number of weeks since the date of the reassignment is less than the number of weeks of pay upon which the total payment was based, the amount paid to the employee for the excess number of weeks shall be repaid to the Company in either a lump sum or through authorized payroll deductions at the rate of fifteen percent (15%) of the employee's basic weekly wage rate until the amount of excess is repaid.

**Relocation**

30.32 A regular employee transferring at Company request to a new Report Location which is thirty-five (35 ) or more road miles by the most direct route farther from his/her principal residence than was the old Report Location, shall be eligible for treatment under the Relocation Plan.

- 30.33 A regular employee who is required to relocate his/her principal residence as a result of a permanent transfer initiated by the Company shall receive, per household, a single lump sum payment for relocation expenses. This payment, which shall be Sixteen Thousand Dollars (\$16,000) for an employee owning his/her principal residence or paying a mortgage on his/her principal residence or Eight Thousand Dollars (\$8,000) for an employee renting his/her principal residence, shall be paid upon acceptance of the transfer by the employee. Local, State, Federal, and FICA taxes on the payment shall be withheld. The payment must be returned to the Company if the employee does not both report to the new Report Location as assigned and relocate his/her principal residence within one (1) year of the transfer effective date unless an extension has specifically been authorized by the Company. An employee who receives moving expense allowances as specified in this Article except those retiring with a service pension as defined in the employee's appropriate pension benefit plans will repay all benefits received within thirty (30) days, if the employee voluntarily terminates employment with the Company within two (2) years from the effective date of the transfer. An employee who terminates employment with the Company under the provisions of a SIPP offer is excluded from the provisions of this Section. No receipts or other proof of expenses shall be required; however, an agreement must be signed by the employee, agreeing to the above mentioned conditions.
- 30.34 A maximum of six (6) paid scheduled days off, which may be taken in conjunction with a weekend or with vacation days, shall be given for house hunting or moving.

## Areas Defined

30.35 “Reasonable Commuting Area” (RCA) is defined by the physical reference points reflected in Attachment B, which the Parties consider to be within reasonable commuting distances. Additional RCA’s may be defined by agreement of the Company’s Director of Labor Relations (or his/her designee) and the appropriate Union’s Business Manager (or his/her designee.) If no such agreement is reached the new location will be added into the existing RCA with the closest report location to the new location based on mileage.

RCA’s once defined, will not be redefined or reconfigured except by mutual agreement by the Company’s Director of Labor Relations (or his/her designee) and the appropriate Union Business Manager (or his/her designee).

A “Force Adjustment Area” (FAA) will include all of the RCA’s within the geographic boundaries of the FAA.

The seven FAA’s under this agreement are:

- 1.) The six state region of new England (consisting of Maine, New Hampshire, Vermont, Rhode Island, Massachusetts and Connecticut.
- 2.) The state of Pennsylvania
- 3.) The state of New Jersey
- 4.) The State of Illinois and Lake and Porter Counties, Indiana.
- 5.) The states of Oregon and Washington
- 6.) Northern California and the state of Nevada; and \*
- 7.) Southern California\*

**\*Note: The boundary between Northern and Southern California is from the western most edge of the Monterey County/San Luis Obispo County lines, north/northeast to the east boundary of the Inyo County/Mono County line at the Nevada border.**

## Surplus Reductions

30.36 The Company shall advise the Union in writing of all contemplated work force reductions, including the number of employees who will be declared surplus, the work location(s) or geographical area (s) and the anticipated force disposition date.

The Company will discuss with the Union the plan for work force reductions following the Company’s written notice of the force reduction. The force adjustment procedures herein shall not preclude limited, mutually agreed upon Union-Management

modifications with respect to the geographic scope of the RCA. "Union" shall mean the Chairman of IBEW System Council T-3 or other designated representative. "Management" shall mean the Vice-President-Labor Relations or other designated representative. Any such modifications will apply on a one-time basis and will not serve as precedent for other current or future force surplus adjustment procedures. Absent an alternative agreement, work force reductions shall be made as provided in this Section: Surplus Reductions.

30.37 Following the Company's written notice of a work force reduction in accordance with Article 30.36, the least senior employees in the affected job title(s), work location(s), MBU and RCA will be identified and notified that they are surplus. Surplus employees will not be separated from payroll for at least ninety (90) days following this notice.

30.38 In the event a surplus remains after administration of Article 30.22, the Company will create a list of the least senior employees in the affected Title Group (Attachment A) and Force Adjustment Area (FAA) equal to the number of the remaining surplus employees and notify them that they are surplus at risk for displacement ("At Risk Employees").

30.39 Any surplus employee who does not receive a job offer as outlined in Article 30.22 above may elect to displace from the list identified in Article 30.23 and from the list identified in Article 30.38, provided they are test qualified. Displacement will continue until there is no one less senior to displace in the Title Group (Attachment A) and FAA.

(A) If a surplus employee declines a position during the displacement process he/she will remain surplus and, if no further job offers are made prior to the FDD, will be released from payroll in accordance with the applicable provisions of Article 30.44.

(B) Surplus employees who accept a position through the displacement process that requires a change in their principal residence, in accordance with Article 30.32, above, will be eligible for relocation payment in accordance with Article 30.33 above.

30.40 When initiating surplus reductions, employees shall be considered as follows when performing the same work, in the same MBU and RCA as the anticipated surplus employees:

Temporary employees shall be terminated first, followed by regular limited term employees, then regular employees who have not established seniority and then part-time employees all in inverse order of seniority on the FDD or earlier as determined by the MBU. Thereafter full-time employees shall be separated from payroll.

30.41 If after the surplus process, redistribution of the affected work force is required, the Company will first solicit volunteers for transfer by order of seniority and job title within the affected RCA and MBU, then involuntary transfers will occur by inverse order of seniority and job title within the affected MBU and FAA. When multiple locations are receiving involuntary transfers, employees selected for involuntary transfer will be

allowed to select in order of seniority, from available locations within their MBU and FAA at which the Company has force requirements in their job title.

30.42 Employees who are required to relocate their principal residence in accordance with Section: Relocation above, as a result of transfers due to force redistribution pursuant to Article 30.41 above, will be eligible for moving expense reimbursement pursuant to Section: Relocation.

30.43 In the event that a surplus remains following the application of Articles 30.22, 30.23, 30.29 or 30.39 preceding, the Company shall canvass non-surplus employees who have filed Voluntary SIPP Candidate Requests for confirmation that they are willing to accept Voluntary SIPP Payments under Section: SIPP, above, and voluntarily terminate from the Company.

(A) Voluntary SIPP Payments shall be offered to non-surplus Voluntary SIPP Candidates beginning no earlier than thirty-one (31) calendar days following the affected employees' surplus notification. Such a Candidate will have one (1) working day following a Voluntary SIPP Payment offer to confirm acceptance of the offer.

(B) The placement of qualified surplus employees in the vacancies thus created, shall be in order of seniority in the applicable FAA or up to two (2) additional FAA's as specified by the surplus employee on his/her STR.

If a surplus employee refuses a job offer under Article 30.43 (B), above, no further job offers shall be made to the employee.

30.44 Upon completion of the surplus process any employee to whom Article 30.22, 30.23, 30.29, 30.39 or 30.43 above, applies shall be treated as follows at the Force Disposition Date:

(A) Any employee who is unwilling to test for or fails to qualify, as required, for a job title for which the Company has available vacancies will be released from payroll with SIPP benefits, unless placed in another job through the surplus process. However, if his/her Force Disposition Date (FDD) has not passed, the employee will have an opportunity to retake a failed test within time periods designated by the Company, provided that at least thirty (30) days have passed since the date of the first failed test and the position is still available.

(B) Any employee who declines an offer of reassignment or transfer will be considered to have elected to leave the service of the Company and will receive SIPP benefits, except in the event Article 30.44 (C) applies.

(C) Any employee who declines an offer of reassignment or transfer to a lateral or upgrade job title which does not require a change in principal residence, in accordance with Section: Relocation above, will be considered to have resigned

from the Company's employment and will not receive any SIPP benefits or termination payment.

- (D) Any employee who has not received a job offer prior to his/her FDD will be released from payroll with Termination Payments pursuant to Articles 30.52 through 30.58, Termination Payments, below, unless the employee has been deemed ineligible in Article 30.44 (A–C) above.

### **Recalls & Reemployment**

- 30.45 If additions to the work force are required in any Title Group (Attachment A) within two (2) years of the last surplus reduction made in such Title Group (Attachment A) under a program of surplus reductions, the Company shall proceed as follows before hiring new regular employees.
- 30.46 The Company shall offer reemployment in order of seniority to regular full-time and part-time surplus employees in the same Title Group (Attachment A) who are eligible for Termination Payments in accordance with Article 30.44(D) or whose only job offer(s) required a change in principal residence pursuant to Article 30.32 Relocation, provided that the period of separation from payroll of such former employees does not exceed two (2) years in the following order:
  - (A) Former employees from the Title Group (Attachment A), in the FAA who were qualified by experience at the time of separation from payroll to perform the duties of an available job.
  - (B) Former employees from the Title Group (Attachment A), and FAA who were not qualified by experience at the time of the separation from payroll to perform the duties of an available job.
- 30.47 Former employees under Articles 30.46 (B) above who are offered a job and who wish to pursue the job opportunity, must demonstrate qualifications to the satisfaction of the Company which shall be identical to those the Company requires of newly hired employees. Failure to make such demonstration will not result in the former employee being removed from the recall list, but will entitle the Company to consider the next appropriate candidate.
- 30.48 Former employees must keep the Company informed of the telephone number and address at which they can be reached. When an offer of employment has been so made, (if verbal, the company must speak directly to the recall employee), the former employee shall indicate his/her acceptance within twenty-four (24) hours from receipt of the Company's offer.
- 30.49 The following actions on the part of a former employee will constitute a forfeiture of reemployment rights and the employee's name will be removed from the recall list:

- (A) Failure to notify the Company of his/her acceptance of an offer of reemployment within twenty-four (24) hours;
- (B) Failure to report for duty on the date specified after acceptance of the offer of reemployment; or
- (C) Refusal of the offer of reemployment.
- (D) Acceptance of an offer of employment with an AT&T Company.

30.50 When a former employee is recalled and assigned to the same, a lateral or a lower rated job title than his/her job title at the time of separation from payroll, they shall be placed on the new wage schedule at the same monthly step which he/she was at when laid off.

30.51 Former employees whose new work location is thirty-five (35) road miles, by the most direct route, farther from their principal residence than was their work location at the time of separation from payroll shall be granted a relocation allowance of Four Thousand Dollars (\$4,000). This relocation allowance must be returned to the Company if the former employee does not both report to their new work location and relocate their principal residence within one (1) year of the date of reemployment unless an extension has been specifically authorized by the Company. This relocation allowance is in lieu of any other payment for relocation expenses and shall be applied against the amount of termination payment to be repaid, if any, under the provisions of Article 30.54 of Section: Termination Payments, following.

### **Termination Payments**

30.52 A termination payment, plus compensation for any vacation days, Excused Work Days and Floating Holidays to which the employee is eligible at the time of leaving the Company's service, shall be paid to a regular employee laid off because of lack of work, or may be paid at the discretion of the Company to an employee whose services are terminated for reasons such as inadaptability or inability to properly perform assigned job duties.

30.53 In no event shall an employee receiving a termination payment be eligible to receive payments in accordance with provisions of Section: Supplemental Income Protection Program, above. Further, regular employees who are discharged or who resign from the service of the Company shall not be eligible for termination payments except as provided in Article 30.52 above.

30.54 The amount of a termination payment shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of leaving service and shall be computed in accordance with the following schedule:

Term of Employment

Amount of Payment

<u>Term of Employment</u>	<u>Amount of Payment</u>
Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "
5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	<u>28 " "</u>
	+4 weeks each additional full year

The maximum number of week's payable as termination payments shall in no event exceed one hundred four (104) weeks of pay.

- 30.55 An employee may elect to receive his/her total termination payment in one (1) lump sum or in twelve (12) equal monthly payments. A lump sum shall be paid within thirty (30) days after the employee has left service and monthly payments shall begin within thirty (30) days after the employee has left service.
- 30.56 An employee who has left the service of the Company and has received a termination payment and who is subsequently employed or reemployed by any of the companies referred to in Article 30.58 will be treated as follows. If the number of weeks from the effective date of leaving service to the date of employment or reemployment is less than the number of weeks pay upon which the termination payment was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment shall be made through payroll deductions at the rate of fifteen percent (15%) of the employee's basic weekly wage rate until the amount of excess is repaid.
- 30.57 A re-engaged employee who has received a termination payment and who is again laid off will be paid the difference between the computed payment to which he or she is eligible and the net amount of any payment which he or she may have received due to any previous layoff.
- 30.58 The provisions of this Section do not apply in case of an employee leaving service voluntarily, an employee on a leave of absence, or an employee transferred to any other AT&T Company or successors or assigns thereto.

### **Extended Medical Coverage**

30.59 Employees who are not eligible for a service pension and whose employment is terminated as a result of application of the surplus reduction procedures, or who elect to leave the service of the Company pursuant to the provisions of the SIPP, shall continue to remain eligible for coverage for up to eighteen (18) months under the employee benefit plan providing medical coverage the employee would be eligible for under Article 16 if the employee remained an active employee or its successor Program, as follows:

<b>Chicago/NW Indiana</b>	<b>North Suburban (Continued)</b>	<b>South Suburban (Continued)</b>	<b>RCA 2 (Continued)</b>
Chicago	Northbrook	Kankakee	Greenville
Harwood Heights	Northfield	LaGrange	Godfrey
Crown Point, IN	Palatine	Lansing	Maryville
E Chicago, IN	Park Ridge	LaSalle	Mt. Vernon
Gary, IN	Roselle	Lemont	Nashville
Griffith, IN	Round Lake	Lisle	Rosewood Heights
Hammond, IN	Schaumburg	Lockport	Salem
Highland, IN	Skokie	Lyons	Trenton
Lowell, IN	St. Charles	Minooka	Vandalia
Merrillville, IN	Wauconda	Mokena	Wood River
Schererville, IN	Waukegan	Monee	
Whiting, IN	West Chicago	Montgomery	
	Wheaton	Morris	<b>RCA 3</b>
<b>North Suburban</b>	Wheeling	Naperville	Champaign
Addison	Wilmette	New Lenox	Danville
Algonquin	Winnetka	Northlake	Decatur
Antioch	Woodstock	Oak Lawn	Petersburg
Arlington Heights	Zion	Oak Park	Springfield
Barrington		Oak Brook	Urbana
Bartlett	<b>South Suburban</b>	Orland Hills	
Buffalo Grove	Alsip	Orland Park	
Cary	Aurora	Oswego	<b>RCA 4</b>
Crystal Lake	Bedford Park	Ottawa	Bartonville
Deerfield	Beecher	Park Forest	Beardstown
Des Plaines	Bellwood	Peotone	Canton
Dundee	Bensenville	Plainfield	East Moline
East Dundee	Berwyn	Richton Park	East Peoria
Elgin	Blue Island	River Forest	Galena
Elk Grove	Bolingbrook	River Grove	Green Rock
Evanston	Bourbonnais	Riverdale	Loves Park
Fox Lake	Bradley	Rockdale	Milan
Geneva	Bridgeview	Romeoville	Moline
Glen Ellyn	Calumet City	Schiller Park	Peoria
Glenview	Chicago Heights	Sugar Grove	Quincy
Grayslake	Chicago Ridge	Summit	Rock Falls
Gurnee	Cicero	Tinley Park	Rockford
Hampshire	Coal City	University Park	Rock Island
Harvard	Crete	Villa Park	Sterling
Highland Park	Downers Grove	Warrenville	
Hoffman Estates	East Chicago Heights	Watseka	
Huntley	Elmhurst	Westchester	
Lake Forest	Flossmoor	Westmont	
Lake Villa	Ford Heights		
Lake Zurich	Frankfort	<b>RCA 2</b>	
Libertyville	Franklin Park	Alton	
Lincolnshire	Glenwood	Bethalto	
Lombard	Harvey	Breese	
McHenry	Hickory Hills	Cairo	
Morton Grove	Hillside	Carlyle	
Mt. Prospect	Hinsdale	Centralia	
Mundelein	Homer Glen	Collinsville	
Niles	Homewood	East Alton	

North Chicago	Joliet	Edwardsville	
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<b>Santa Barbara, Oxnard, CA Area</b>	<b>Farmington, CT Area</b>	<b>Coos Bay/Bandon, Oregon Location</b>	<b>Pasco, Walla Walla, WA Area</b>
Oxnard	Farmington	Bandon	Clarkston
<b>San Bernardino, CA Area</b>	<b>Chicago, IL City Limits Local 134</b>	<b>Camas, WA Portland, OR Area</b>	Walla Walla
San Bernardino	Chicago	Beaverton	<b>Mount Vernon, Bellingham, WA Area</b>
<b>San Diego, CA Area</b>	<b>Cook, Dupage, IL Area</b>	Portland	Mount Vernon
San Diego	Lisle	<b>Eugene, Springfield, OR Area</b>	<b>Olympia, Kent, McCord AFB, And Tacoma, WA Area</b>
<b>Oakland, Walnut Creek, Plsntn, Snfrn, Cncrd, CA Area</b>	<b>Boston, MA Metro Area</b>	Eugene	Olympia
San Francisco	Boston	<b>Baker, OR Area</b>	Tacoma
<b>Redwood City, San Jose, Sunnyvale, CA Area</b>	<b>Central Massachusetts</b>	La Grande	<b>Seattle, Tacoma, Bellevue, N Bend, WA Area</b>
San Jose	Marlborough	<b>Medford, OR Area</b>	Seattle
<b>Sherman Oaks, Los Angeles, Gardena, Ingl, CA Area</b>	<b>New Jersey</b>	Medford	<b>Spokane, WA Area</b>
Sherman Oaks	Bedminster	<b>Roseburg, OR Area</b>	Spokane
<b>San Luis Obispo, CA Area</b>	Middletown	Roseburg	<b>Yakima, WA Area</b>
San Luis Obispo	Monmouth Junction	<b>Salem, Corvallis, OR Area</b>	Yakima
	Morristown	Salem	
	Piscataway	<b>New Castle, PA Area</b>	
	Warren	New Castle	
	<b>Reno, Carson, NV City</b>	<b>Williamsport, PA Area</b>	
	Reno	Williamsport	