

Tentative Agreement

**Article 37 – Duration**

Except as otherwise noted, this Agreement shall become effective ~~December 1, 2015~~ [DOR DATE], and shall remain in full force and effect pursuant to the RLA through its amendable date of ~~December 1, 2020~~ [5 YEARS FROM DOR] and shall then renew itself without change until the date by which each succeeding twelve (12) month period thereafter is completed (“Subsequent Amendable Dates”), unless written notice of intended change is served in accordance with Section 6, Title I, of the RLA, as amended, by either party hereto at least ~~one hundred eighty (180)~~ **three hundred sixty five (365)** days prior to the Initial Amendable Date or Subsequent Amendable Dates.

In the event a party serves timely notice of intended changes pursuant to this Article, the parties will commence bargaining for an amended collective bargaining agreement no later than ~~ninety (90)~~ **three hundred (300)** days prior to the Initial Amendable Date or a Subsequent Amendable Date, as applicable.

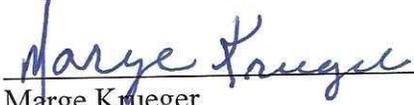
In witness whereof, the parties have signed this Agreement on ~~December 1, 2015~~ [DOR DATE].

Tentative Agreement

For the Company:

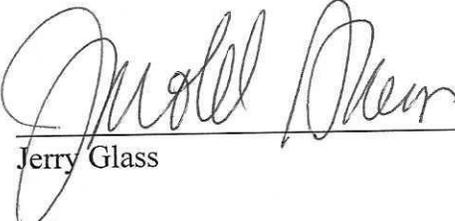
For the Union:

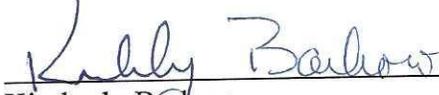
  
\_\_\_\_\_  
Lynn Vaughn  
Managing Director of Labor

  
\_\_\_\_\_  
Marge Krueger  
Co-Chair, CWA-IBT Association

12/7/23  
\_\_\_\_\_  
Date

12/7/23  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jerry Glass

  
\_\_\_\_\_  
Kimberly Barboro  
Co-Chair, CWA-IBT Association

12/7/23  
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Date

12-7-23  
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Date