

Memorandum of Agreement Retroactive Wages

The Companies and the Communications Workers of America (Union) agree to the following concerning retroactive wages:

If a Tentative Agreement is reached on or before July 12, 2017, and the 2016 Contract is ratified on or before August 10, 2017, payment for retroactive wage increases will be made from the date the wage increases are implemented back to October 1, 2016 for eligible employees.

To be eligible, employees must be active on the payroll on the ratification date.

The retroactive increase payment will be paid as soon as practicable after ratification.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2016 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>SBC Global Services, Inc.</i>	<u>X</u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>Appendix E</i>	_____
<i>AT&T Services, Inc.</i>	<u>X</u>		

Communications Workers of America

AT&T West

Agreed: *Ellen West*
Ellen West
Area Director - CWA

Agreed: *Jon Irean*
Jon Irean
Director – Labor Relations

Date: *10-14-2017*

Date: *9/14/2017*