

Memorandum of Agreement Monitoring Committee

This Memorandum of Agreement confirms the understanding between the Companies and the Union regarding establishing a joint Monitoring Committee to meet two (2) times a year to discuss issues related to the Monitoring and Recording of Calls MOA 13-24 unless an issue arises affecting multiple offices or locations that warrants an additional meeting.

The joint committee will consist of no more than six (6) representatives; three (3) representatives designated by the Company and three (3) representatives designated by the Union. Additional Company and/or Union representatives may attend the two (2) meetings if mutually agreed to by the parties.

The two (2) joint committee meetings will be: limited to a one-day session, held at a mutually agreed to place, day and time, and not requiring an overnight stay. When teleconference or video conference facilities are geographically and readily available for use by all parties, it will be the preferred method for meeting. Union representatives participating in the joint committee meetings shall be paid in accordance with the provisions of Article 3, Section 3.02.

The joint committee does not have the authority to formulate policy or enter into any agreements that require collective bargaining. The joint committee proceedings will not be used in lieu of the grievance or arbitration process nor will it or its activities be subject to the grievance and arbitration process.

Effective date/language: *With ratification*

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

Applies to:

Pacific Bell Telephone Company (Except Appendix E)	<input checked="" type="checkbox"/>	SBC Global Services, Inc.	_____
Nevada Bell Telephone Company (Except Appendix E)	<input checked="" type="checkbox"/>	Appendix E	_____
AT&T Services, Inc.	<input checked="" type="checkbox"/>		

Communications Workers of America

AT&T West

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

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

Date: *10-14-2017*

Date: *9/14/2017*