

## Memorandum of Agreement Work Boots

**This MOA replaces 13-28, 13-28A and 13-28B**

The Companies and the Union agree that the employees in the following job titles may order not more than one (1) pair of work boots from a pre-established list as determined by the Companies, each calendar year. If the boots ordered under the Companies' Boot Policy become unusable during the year, the Companies will replace the boots.

Job Titles:

- Antenna Technician
- Building Specialist**
- Cable Locator
- Combination Technician
- Communications Technician**
- Equipment Specialist
- Facilities Technician**
- Motorized Messenger
- Outside Plant Technician
- Premises Technician
- Senior Field Service Representative
- Services Technician (I/R)
- Splicing Technician
- Supply Service Attendant
- Supply Specialist - Nevada
- Systems Technician – Data Communications
- Systems Technician (I/R)

**Effective date/language:** *With ratification*

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

**Applies to:**

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

**Communications Workers of America**

Agreed: *Ellen West*  
 Ellen West  
 Assistant to the VP - CWA

Date: *2-23-2018*

**AT&T West**

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

Date: *2/23/18*