

## Memorandum of Agreement Premises Technician Overtime Committee

This Memorandum of Agreement confirms the understanding between the Companies and the Union regarding establishing a Premises Technician Joint Overtime Committee ("Committee") to meet four (4) times a year to discuss issues related to the distribution of Overtime to employees within Appendix E of the 2016 Collective Bargaining Agreement.

The Committee will consist of no more than six (6) representatives; three (3) representatives designated by the Companies and three (3) representatives designated by the Union. Additional Company and/or Union representatives may attend the four (4) meetings if mutually agreed to by the parties.

The four (4) Committee meetings will be limited to a one-day session. The meetings will be held via Telepresence when Telepresence facilities are readily available. Otherwise the meeting will be held telephonically. Union representatives participating in the Committee meetings shall be paid in accordance with the provisions of Article 3, Section 3.02.

The Committee does not have the authority to formulate policy or enter into any agreements that require collective bargaining. The 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:**

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

**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