Memorandum of Agreement
Appendix E PDO

The Companies and the Union agree to include time paid for but not worked on a full or partial paid Personal Day Off (PDO) as time worked for the premium pay calculation for hours worked in excess of eight (8) in a day as described in Section E1.03E1A and E1.03E1B and in excess of forty (40) hours as described in E1.03E1C.

Effective date/language: As soon as administratively feasible within 12 months of ratification

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

Applies to:

Pacific Bell Telephone Company
(Except Appendix E) __________________________ SBC Global Services, Inc. __________________________

Nevada Bell Telephone Company
(Except Appendix E) __________________________ Appendix E X

AT&T Services, Inc. __________________________

Communications Workers of America
Agreed: __________________________
Ellen West
Area Director - CWA

Date: 10-14-2017

AT&T West
Agreed: __________________________
John Irelan
Director – Labor Relations

Date: 9/14/2017