

**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:**

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

**Communications Workers of America**

**AT&T West**

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

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

Date: *10-14-2017*

Date: *9/14/2017*