

**Memorandum of Agreement
Grievances Arising After
Termination of the Contract**

Any grievances arising after the termination of the Contract on April 9, 2016 may be processed under the grievance and arbitration procedures of the 2016 Contract, up through and including arbitration.

For grievances which were active following the termination of the Contract and before the tentative agreement on July 12, 2017, (April 10, 2016 through July 12, 2017) and for grievances which arose during the same timeframe, the parties agree to time protect the grievances. It is further agreed that neither party will invoke the time out provisions of the Contract for the period covered by April 10, 2016 through July 12, 2017. For the period before April 10, 2016 and the period after July 12, 2017, the normal time requirements of the grievance and arbitration process will apply.

Effective date/language: *With ratification*

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

Applies to:

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

Communications Workers of America

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

Date: *10-14-2017*

AT&T West

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

Date: *9/14/2017*