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:**

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

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

AT&T Services, Inc. X

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

Date: 10-14-2017

AT&T West  
Agreed:  
Jon Irelan  
Director – Labor Relations

Date: 9/14/2017