

Memorandum of Agreement

No Strike Pending Ratification of 2016 Collective Bargaining Agreement

The parties have signed a separate Memorandum of Agreement that provides that any grievances that arose after the termination of the Contract on April 9, 2016 may be processed under the grievance and arbitration procedures of the 2016 Collective Bargaining Agreement, up through and including arbitration.

In addition, the parties hereby agree that from the date the Tentative Agreement is reached on July 12, 2017, through the date of ratification of the 2016 Collective Bargaining Agreement, there will be no lockouts, strikes, sympathy strikes, or work stoppages of any kind. The Parties agree that the "sympathy strike" prohibition does not require employees to cross a lawful picket line although all other regular work assignments would continue to be performed.

Effective date: From the Date of the Tentative Agreement through the Date of Ratification of the 2016 Collective Bargaining Agreement

Communications Workers of America

The Companies

Agreed: Ellen West
Ellen West
Area Director
CWA – District 9

Agreed: Jon Irelan
Jon Irelan
Director - Labor Relations

Date: 7-12-2017

Date: 7/12/2017