

**Memorandum of Agreement
Regarding Specified Laid Off Appendix E Premises Technicians**

This Memorandum of Agreement confirms our understanding regarding laid off Premises Technicians who have already applied for Term Outside Plant Technician positions and/or Term Splicer positions, requisitions for which closed on December 19, 2017 ("Affected Employees.") See Attachment A for a list of Affected Employees.

The Affected Employees will be given priority consideration over external hires for Term Splicer and/or Term Outside Plant Technician Positions until expiration of this Agreement on January 4, 2018.

The Affected Employees must be meeting or have met attendance and work performance standards in their Premises Technician position in order to receive priority consideration for Term Splicer and/or Term Outside Plant Technician Positions.

This Agreement will not be subject to citation in any other cases, including but not limited to future grievances, arbitrations, or mediation between the parties. The Companies and the Union agree that they will not use this agreement for any purpose or in any proceeding between the parties except to resolve disputes concerning this Agreement.

Communications Workers of America

AT&T West

Agreed: Ellen West
Ellen West
Area Director - CWA

Agreed: Jon Irelan
Jon Irelan
Director – Labor Relations

Date: 12-21-2017

Date: 12-21-2017

Attachment A

NAME	UUID
Devincenzi, Peter J	pd393s
Lutrania, Mark A	ml033g
Guzman, Jonathan B	kg604b
Villalpando, Victor	vv2662
Clarkson, Devon C	dc331g
Van Artsdalen, Michael	mv1861
Gerald, Corey P	cg418h
Devoe, Marcus A	md3213
Calvillo, Michael A	mc021r
Moon, Jonathan	jm538b
Tucciarelli, Mario J	mt352b
Bishop, Christian	cb249e
Sanchez, Richard L	rs905j
Rivera, Anthony	ar115s
Avila, Derrick L	da0719
Conroy, Sean M	sc534y
Sophamixay, Phonma	ps8867
Avery, Timothy J	ta581a
Lambert, David	dl066t
Gonzalez, Christian G	cg015m
Cervantes, Javier R	jc939s
Gallegos, Robert A	rg1808
Turtzer, Justin N	jt0740
Zero, Erin R	ez5424
Alcantara, Christopher	ca425v
Reyes, Raymond	rr596d
Leija, Daniel	dl453j
Coffey, Timothy R	tc4880
Corral-Engel, Mickey	mc946f
Velasco, Federico	fv5124