

**Memorandum of Agreement
Wage Credit**

This Memorandum of Agreement confirms our understanding regarding the agreed changes.

Affiliate Wage Credit

- Former employees with job related or non-job-related experience with any Affiliate should be granted wage credit. If the former employee has worked at an Affiliate for six months or more, in the past five years, then grant wage credit in accordance with the table on the following page.

**Experience/Training/Education Wage Credit – Job Related Experience
Wage Credit**

- Not worked six months or more at this type of job within the past five years.
- Worked six consecutive months or more at this type of job, any portion of which falls within the past five years (even if one day falls within this period) OR worked six non-consecutive months or more, and only that portion which falls within the past five years.

Effective date/language: *As soon as administratively feasible*

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

AT&T West

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

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

Date: *10-14-2017*

Date: *9/14/2017*