

**Addendum
93-06**

**Memorandum of Agreement
Office Closures MOA 93-06**

Currently MOA 93-06 is triggered at the discretion of the Companies. The Companies and the Union agree that the Companies are required to trigger Office Closures MOA 93-06 for office closures of 25 or more employees.

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>	_____
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>Appendix E</i>	_____
<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*

November 30, 1993

Mrs. Lorraine M. Wetle
Assistant to the Vice President
District 9
Communications Workers of America
411 Airport Boulevard
Burlingame, CA 94010

Re: Memorandum of Agreement Concerning Office Closures

Dear Lorraine:

This Memorandum of Agreement confirms our understanding regarding eligibility for Relocation Expense reimbursement and Reassignment Pay Protection for Regular employees identified by the Companies as being subject to an office closure which the Companies believe may result in a future declaration of surplus under Section 2.06B of the 1992 Contract, but who have not yet been formally declared surplus. Prior to any such identification the involved work group (defined for the purposes of this agreement as regular employees within the same title, consolidated headquarter and VP entity) must have already been offered the Early Retirement Incentive (ERI) Phase II.

Regular employees in the work group identified by the Companies as being subject to an office closure, and who have not yet been formally declared surplus, will be entitled to Relocation Expense reimbursement if they accept a lateral or downgrade non-commutable assignment to a different work group, as defined in Section 2.08 of the 1992 Contract, through the AUTS or mini-transfer process.

Regular employees in the work group identified by the Companies as being subject to an office closure, and who have not yet been formally declared surplus, will be entitled to Reassignment Pay Protection, as defined in Section 2.06B8 of the 1992 Contract, if they accept a downgrade position through the AUTS process.

Regular employees in the work group so identified will not receive any priority consideration within AUTS until they are formally declared surplus as described in Section 2.06B of the 1992 Contract.

Regular employees in the work group so identified shall be entitled to Separation Benefits only if formally declared surplus, or if the Companies deem Separation Benefits appropriate as a force management tool under Section 2.07B of the 1992 Contract.

The Vice Presidential entity (or highest level entity below Officer level) will notify the affected Union Local(s), the Executive Director-Human Resources and the potentially surplus work group of the projected office closure and their eligibility for Relocation Expense reimbursement and Reassignment Pay Protection under this agreement. Labor Relations will notify the National Union in writing.

At any time after notice to a work group of the projected office closure and eligibility for Relocation Expense reimbursement and Reassignment Pay Protection, the VP entity may cancel such eligibility if the office closure is cancelled or if there are work opportunities within the same title, consolidated headquarters and VP entity which the Companies believe negates the need for the projected surplus declaration. The VP entity may cancel such eligibility by notifying the work group, Union Local and Executive Director-Human Resources. Labor Relations will notify the National Union in writing of the cancellation.

None of the determinations of the Companies outlined in this agreement, nor any part of this agreement will be subject to arbitration.

This agreement shall become effective on December 1, 1993, and shall terminate in accord with Article 10, Section 10.01 of the Collective Bargaining Agreement effective August 9, 1992.

COMMUNICATIONS WORKERS
OF AMERICA

PACIFIC BELL
NEVADA BELL

Agreed: *Thomas M. White*
Assistant to the Vice
President-District 9

W. McE...
Executive Director,
Labor Relations

Date: 12/10/93

11/30/92 *JEM*