

**Addendum
95-17B**

**Memorandum of Agreement
Relocation**

The following will replace the existing language in MOA 95-17 and 95-17A:

2. A commute allowance of \$250 per month will be paid for up to three (3) years. Employees who elect the commute allowance in lieu of relocation (CILOR) may, within one (1) year from the date of transfer, elect to move their residence. In such cases, relocation expenses will be reimbursed in accordance with the attached schedule, up to the maximum of \$11,600. In no event will the combination of commute allowance and moving expenses exceed \$14,000.

The following will replace the existing language in CWA Attachment to 95-17:

1. EXPLORATORY TRIP TO NEW LOCATION

- A. No change.
- B. Per Diem (meal and miscellaneous) \$42/day
- C. Lodging actual, not to exceed \$150/day maximum
- D. No change.
- E. Immediate family members may go on Exploratory Trip. Expense treatment as follows:
 - Spouse meals actual, not to exceed \$30/day
 - Children under 12 years actual, not to exceed \$15/day
 - Children over 12 years actual, not to exceed \$30/day
 - Lodging/spouse actual, additional not to exceed \$20/day max.
 - Lodging/children actual, additional not to exceed \$10/day max.
 - Babysitter for children actual, documented costs, not to exceed \$50/day

MILEAGE REIMBURSEMENT RATE

Per Article 5, Section 5.05C4c, employees shall be reimbursed at the Internal Revenue Service (IRS) reimbursement rate for mileage.

In the event the IRS changes the reimbursement rate for mileage, the Companies will adjust the mileage reimbursement rate to the maximum allowable rate as soon as practical, not to exceed sixty (60) days from the effective date of the change.

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. _____

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

AT&T Services, Inc. X

Communications Workers of America

AT&T West

Agreed: Ellen West
Ellen West
Area Director - CWA

Agreed: Jon Ireland
Jon Ireland
Director – Labor Relations

Date: 10-14-2017

Date: 9/14/2017