

**Memorandum of Agreement  
Back Up Company Paid Union Appointed Representatives**

The Companies and the Union agree that one (1) Benefit Representative will be assigned by the Companies to back up the current Benefit Representative ("backup representative"). The Companies will pay for the backup Benefit Representative for fifty (50) days per calendar year. The backup representative will be determined by CWA.

**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>	<u>X</u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>Appendix E</i>	<u>X</u>
<i>AT&amp;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*