

MEMORANDUM OF AGREEMENT

This agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the understanding reached by the parties in connection with the employees in the Alpharetta Payment Remittance Center.

To accommodate the employees of the center, the Company will agree to allow the employees on the 7:00 a.m. tour the opportunity to start their tour at 5:00 a.m. or 6:00 a.m. until the reopening of the I-85 bridges over Piedmont Avenue. After the bridges are reopened, the tours will revert back to the original tour schedule without the required postings as outlined under Article 3.01A or 3.02A. These employees will not be entitled to the night differential as described in Article 4.07A during this period of time.

The Memorandum of Agreement will be effective as quickly as possible with the signing of this Agreement and will terminate as soon as the bridges have been reopened.

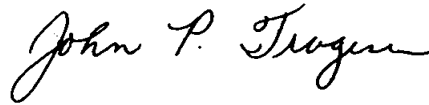
For the Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 5/9/2017

For the Company:



John Trageser
Assistant Vice President – Labor Relations
AT&T Services, Inc.

Date: 5/9/2017



John Trageser
Assistant Vice President
Labor Relations

122 E. Lake Dr.
Room 300
Decatur, Ga. 30030

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jt9467@att.com

September 21, 2017

Mr. Nick Hawkins
Assistant to the Vice President
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Dear Nick:

Last year prior to the selection for vacation and other time off for Wire Technicians, the Company and CWA agreed to implement a process similar to BST Article 5 for the 2017 Vacation Year. This process appears to have been acceptable to the Techs and managers, so the Company agrees to your request of September 13, 2017 to utilize the following selection process for sections 5.07 and 5.11 of the Addendum for the 2018 Vacation Year for all employees covered by the Network Addendum – U-Verse Field Operations.

2018 Vacation Year Selection Process

1. The work group for selection purposes will be determined by the Company.
2. Selection shall occur in seniority order within the defined work group above.
3. The Company determines the periods available for selection and the number of employees allowed off on vacation and Personal Days Off.
4. Selection shall occur in the following order:
 - a. Full Week(s), known as a segment, will be selected first with only one segment selected until all other employees have selected a segment. The selection process rotates in seniority order until all employees in the work group have selected their segment(s).
 - b. Day-at-a-time or individual vacation days, vacation days provided when an authorized holiday falls during a vacation segment (section 5.03 of the Addendum) and Personal Days Off will be chosen in seniority order within the work group defined above with employees choosing all such time off at one time, even though the days selected may not be consecutive.
 - c. All 2017 Vacation and Personal Days Off that are carried over to the 2018 Vacation Year will be chosen in seniority order within the work group defined above with employees choosing all such time off at one time, even though the days selected may not be consecutive. These days must be scheduled and taken by April 30, 2018.
5. A segment of Vacation is a continuous period of vacation (in full week increments beginning with Sunday of the first week and ending with Saturday of the last week) with no work time between the beginning and end of such vacation period. No more than 3 weeks may be selected as a segment.
6. The week of December 30, 2018 through January 5, 2019 is not available for the 2018 Vacation Year as a vacation segment. However, December 30th and 31st may each be selected as a single vacation or Personal Day Off; the remainder of that week may not be selected until the selection period begins for the 2019 Vacation Year.
7. The Company will post a statement showing the available periods for selection no later than October 24, 2017.
8. The Company will begin contacting employees, in seniority order, on or after November 1, 2017.
9. All scheduling will be completed by December 23, 2017.



10. Employees who are not readily available between November 1, 2017 and December 23, 2017 may express their preference for choices in advance of being contacted, and if available, their choices will be assigned as chosen in accordance with seniority.
11. Employees not making a selection at the time of contact, employees not expressing advance choices, employees whose advance choice is not available, and employees whom the Company was unable to contact after a reasonable effort to do so, shall be passed over but shall have the right to make a selection from the remaining available vacation periods in accordance with their seniority at any subsequent time prior to December 23, 2017.
12. Employees who have not made their selections by December 23, 2017 may select from the remaining available periods insofar as service requirements permit.
13. During the selection period, an employee who has made a selection will not be allowed to change that selection.
14. The "seniority order" shall be determined by the employee's seniority on January 1, 2018.
15. After December 23, 2017 and prior to January 1, 2018, the Company will post or make available a completed list of selected time-off for each work group, and that list will be available to employees throughout the calendar year.
16. The Company will consider a request of an employee, based upon his/her reason, for a period not included in the posting under "7" above.

This process applies only to the selection for the 2018 vacation year and sets no precedent or binding practice for future vacation selections by employees covered by the Network Addendum – U-verse Field Operations. The parties will revert back to the contract language for the 2019 vacation year selection, unless the parties agree otherwise. If you agree, please concur below and return a copy for our records.

Sincerely,

John Trageser
Executive Director Labor Relations

CONCUR:

Nick Hawkins
Assistant to the Vice President
Communications Workers of America

MEMORANDUM OF AGREEMENT

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (the Company) outlines the understanding reached by the parties regarding the surplus declared in the Network Addendum – U-verse Field Operations in the Office Coordinator title in Knoxville, TN.

Due to the unique circumstances of this surplus in a two-person office, the Company and the Union agree to allow the senior employee (as outlined in Section 3.02 of the U-verse Field Operations Network Addendum) Pamela Guinn to volunteer as the surplus employee.

This provision will be effective only for the surplus declared November 10, 2017, in the Office Coordinator title in Knoxville, TN in CWA Local 3805, and this agreement has no precedential or binding value in any other surplus.

AGREED:

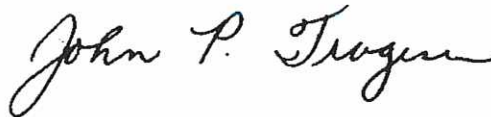
FOR THE UNION:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 11/17/2017

FOR THE COMPANY:



John Trageser
AVP Labor Relations
AT&T Southeast

Date: November 17, 2017



John Trageser
Assistant Vice President
Labor Relations

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Room 300
Decatur, Ga. 30030

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October 4, 2018

Mr. Nick Hawkins
Assistant to the Vice President
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Dear Nick:

Last year prior to the selection for vacation and other time off for Wire Technicians, the Company and CWA agreed to implement a process similar to BST Article 5 for the 2018 Vacation Year. This process appears to have been acceptable to the Techs and managers, so the Company agrees to your request of October 3, 2018 to utilize the following selection process for sections 5.07 and 5.11 of the Addendum for the 2019 Vacation Year for all employees covered by the Network Addendum – U-Verse Field Operations.

2019 Vacation Year Selection Process

1. The work group for selection purposes will be determined by the Company.
2. Selection shall occur in seniority order within the defined work group above.
3. The Company determines the periods available for selection and the number of employees allowed off on vacation and Personal Days Off.
4. Selection shall occur in the following order:
 - a. Full Week(s), known as a segment, will be selected first with only one segment selected until all other employees have selected a segment. The selection process rotates in seniority order until all employees in the work group have selected their segment(s).
 - b. Day-at-a-time or individual vacation days, vacation days provided when an authorized holiday falls during a vacation segment (section 5.03 of the Addendum) and Personal Days Off will be chosen in seniority order within the work group defined above with employees choosing all such time off at one time, even though the days selected may not be consecutive.
 - c. All 2018 Vacation and Personal Days Off that are carried over to the 2019 Vacation Year will be chosen in seniority order within the work group defined above with employees choosing all such time off at one time, even though the days selected may not be consecutive. These days must be scheduled and taken by April 30, 2019.
5. A segment of Vacation is a continuous period of vacation (in full week increments beginning with Sunday of the first week and ending with Saturday of the last week) with no work time between the beginning and end of such vacation period. No more than 3 weeks may be selected as a segment.
6. The week of December 29, 2019 through January 4, 2020 is not available for the 2019 Vacation Year as a vacation segment. However, December 29th, 30th and 31st may each be selected as a single vacation or Personal Day Off; the remainder of that week may not be selected until the selection period begins for the 2020 Vacation Year.
7. The Company will post a statement showing the available periods for selection no later than October 29, 2018.
8. The Company will begin contacting employees, in seniority order, on or after November 1, 2018.
9. All scheduling will be completed by December 22, 2018.



10. Employees who are not readily available between November 1, 2018 and December 22, 2018 may express their preference for choices in advance of being contacted, and if available, their choices will be assigned as chosen in accordance with seniority.
11. Employees not making a selection at the time of contact, employees not expressing advance choices, employees whose advance choice is not available, and employees whom the Company was unable to contact after a reasonable effort to do so, shall be passed over but shall have the right to make a selection from the remaining available vacation periods in accordance with their seniority at any subsequent time prior to December 22, 2018.
12. Employees who have not made their selections by December 22, 2018 may select from the remaining available periods insofar as service requirements permit.
13. During the selection period, an employee who has made a selection will not be allowed to change that selection.
14. The "seniority order" shall be determined by the employee's seniority on January 1, 2019.
15. After December 22, 2018 and prior to January 1, 2019, the Company will post or make available a completed list of selected time-off for each work group, and that list will be available to employees throughout the calendar year.
16. The Company will consider a request of an employee, based upon his/her reason, for a period not included in the posting under "7" above.

This process applies only to the selection for the 2019 vacation year and sets no precedent or binding practice for future vacation selections by employees covered by the Network Addendum – U-verse Field Operations. The parties will revert back to the contract language for the 2020 vacation year selection, unless the parties agree otherwise. If you agree, please concur below and return a copy for our records.

Sincerely,

John Trageser
Executive Director Labor Relations

CONCUR:

Nick Hawkins
Assistant to the Vice President
Communications Workers of America

MEMORANDUM OF AGREEMENT

This agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the understanding reached by the parties in connection with a voluntary offer to move Wire Technicians located in Kentucky in Technical Field Services (TFS) to Wire Technician vacancies in any location within Internet & Entertainment Field Services (IEFS).

The Wire Technicians on the attached list will be given the opportunity to move during the 2nd Quarter 2017 to IEFS in his/her current title to Wire Technician vacancies within IEFS.

Selection

All Wire Technicians in TFS in Kentucky will have the opportunity to move to an available vacancy in IEFS, and the offers will be made in seniority order among these technicians who volunteer to move.

Wages

If the move requires a change across Wage Zones, such a move will be subject to the provisions of BST Article 2.07, Transfers Without Change in Wage Scale to Exchanges/WRAs Having Lower/Higher Wage Zones/Wage Areas of the Working Agreement.

Vacation and Personal Days Off

Time off chosen and/or designated for the current calendar year shall be treated as if these employees were entering a work group at the instance of the Company, i.e., employees shall retain their vacations and Personal Days Off as scheduled.

Employees That Elect to Move

Any employee that elects to move under this Memorandum of Agreement (MOA) will be paid a lump sum based on their Net Credited Service Date as follows:

- 1 Year Completed NCS - \$3,800.00
- 2 Years Completed NCS - \$4,700.00
- 3 Years Completed NCS or more - \$5,500.00

The lump sum payment, minus applicable withholdings, will be paid as soon as practicable after the employee provides proof of residency in the new location.

Employees That Elect Not to Move

Any employee that elects not to move under this MOA will be surplus during the 2nd Quarter 2017 and will be treated under the provisions of the Network Addendum – U-verse Field Operations Section 6 – Force Adjustment.

Other

Wire Technicians covered by this MOA will have until May 30, 2017 to volunteer to move to an opening in IEFS.

The Memorandum of Agreement will be effective with the signing of this Agreement and will terminate with the movement or surplus of the employees.

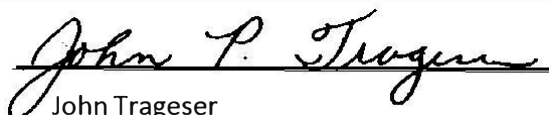
For the Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 4/25/2017

For the Company:



John Trageser
Assistant Vice President – Labor Relations
AT&T Services, Inc.

Date: 4/25/2017

MEMORANDUM OF AGREEMENT

This agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the understanding reached by the parties in connection with a voluntary offer to move for Wire Technicians in Table 1 locations to Wire Technician vacancies in Table 2 Locations

Table 1 - From Locations

Orlando, FL
Raleigh, NC
West Palm, FL
Nashville, TN
Louisville, KY

Table 2 - To Locations

Aiken, SC
Savannah, GA
Huntsville, AL
Montgomery, AL
Birmingham, AL
Columbus, GA
Baton Rouge, LA
Monroe, LA
Shreveport, LA

The Wire Technicians working in one of the Table 1 locations will be given the opportunity to move and report to one of the locations listed in Table 2 effective July 22, 2018.

Selection

Job offers for this voluntary move will be made in seniority order among these technicians who volunteer to move.

Wages

If the move requires a change across Wage Zones, such a move will be subject to the provisions of BST Article 2.07, Transfers Without Change in Wage Scale to Exchanges/WRAs Having Lower/Higher Wage Zones/Wage Areas of the Working Agreement.

Vacation and Personal Days Off

Time off chosen and/or designated for the current calendar year shall be treated as if these employees were entering a work group at the instance of the Company, i.e., employees shall retain their vacations and Personal Days Off as scheduled.

Employees That Elect to Move

Any employee that elects to move under this Memorandum of Agreement (MOA) will be paid a \$5,000.00 lump sum.

The lump sum payment, grossed up, will be paid \$1,000.00 upon acceptance of the job offer, the remaining \$4,000.00 after the employee provides proof of residency and the employee must reimburse the full amount to the Company if they leave the new location within 6 months of the report date. Acceptable proof of residency consists of any of the following documents: rental/lease agreement, mortgage statement, home purchase contract, utility statement or property tax statement.

Other

Wire Technicians covered by this MOA will have until June 25, 2018 to volunteer to move to an opening in IEFS.

The Memorandum of Agreement will be effective with the signing of this Agreement and will terminate after the movement of the employees and the lump sum payments.

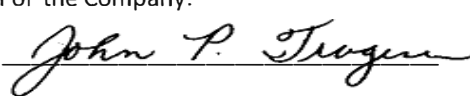
For the Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 6/18/2018

For the Company:



John Trageser
Assistant Vice President – Labor Relations
AT&T Services, Inc.

Date: 6/18/2018

MEMORANDUM OF AGREEMENT

This agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the understanding reached by the parties in connection with a voluntary offer to move for Wire Technicians in Table 1 locations to Wire Technician vacancies in Table 2 locations (See attached).

The Wire Technicians working in one of the Table 1 locations will be given the opportunity to move and report to one of the locations listed in Table 2 effective September 16, 2018.

Selection

Job offers for this voluntary move will be made in seniority order among these technicians who volunteer to move.

Wages

If the move requires a change across Wage Zones, such a move will be subject to the provisions of BST Article 2.07, Transfers Without Change in Wage Scale to Exchanges/WRAs Having Lower/Higher Wage Zones/Wage Areas of the Working Agreement.

Vacation and Personal Days Off

Time off chosen and/or designated for the current calendar year shall be treated as if these employees were entering a work group at the instance of the Company, i.e., employees shall retain their vacations and Personal Days Off as scheduled.

Employees That Elect to Move

Any employee that elects to move under this Memorandum of Agreement (MOA) will be paid a \$5,000.00 lump sum.

The lump sum payment, grossed up, will be paid \$1,000.00 upon acceptance of the job offer, the remaining \$4,000.00 after the employee provides proof of residency and the employee must reimburse the full amount to the Company if they leave the new location within 6 months of the report date. Acceptable proof of residency consists of any of the following documents: rental/lease agreement, mortgage statement, home purchase contract, utility statement or property tax statement.

Other

Wire Technicians covered by this MOA will have until August 22, 2018 to volunteer to move to an opening in IEFS.

The Memorandum of Agreement will be effective with the signing of this Agreement and will terminate after the movement of the employees and the lump sum payments. The parties have been able amicably to reach this agreement to resolve this particular force imbalance in a manner that satisfies the interest of the Company, the Union and the bargaining unit employees. This does not constitute an agreement on how to handle future force imbalances nor constitute a past practice or evidence of such a practice.

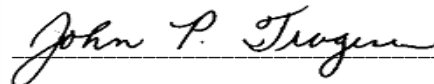
For the Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 8/13/2018

For the Company:



John Trageser
Assistant Vice President – Labor Relations
AT&T Services, Inc.

Date: 8/13/2018

Table 1 – Move From Locations

<i>Market/Area</i>	<i>Address</i>	<i>City</i>	<i>State</i>	<i>Max # Allowed</i>
Charlotte				20
	11200 Carmel Commons Boulevard	Charlotte	NC	1
	13719 Erwin Road	Charlotte	NC	3
	208 N. Caldwell Street	Charlotte	NC	1
	4641 South Boulevard	Charlotte	NC	1
	5228 Central Avenue	Charlotte	NC	4
	6305 Carmel Road	Charlotte	NC	1
	6500 Rozzelles Ferry Road	Charlotte	NC	4
	8430 N. Tryon Street	Charlotte	NC	1
	9139 Research Drive @ C.O.	Charlotte	NC	4
Gastonia				8
	1750 Jenkins Dairy Road 274	Gastonia	NC	2
	220 S South Street	Gastonia	NC	6
Lenoir				3
	510 Nuway Circle	Lenoir	NC	3
Lincolnton				6
	237 Sigmon Road	Lincolnton	NC	6
Morganton				3
	114 Stephens Road	Morganton	NC	3
Morrisville				18
	140 Southcenter Court @ Ste 500	Morrisville	NC	18
Raleigh				42
	1150 Nowell Road	Raleigh	NC	12
	146 Rupert Road	Raleigh	NC	5
	2809 Industrial Drive	Raleigh	NC	2
	404 Hubert Street	Raleigh	NC	10
	8811 Westgate Park Drive	Raleigh	NC	3
	9542 Industry Drive	Raleigh	NC	10
Wilmington				4
	1507 Greenfield Street	Wilmington	NC	4
Jacksonville				4
	11700 Philips Highway	Jacksonville	FL	
	1844 Cassat Avenue	Jacksonville	FL	
	735 Mill Creek Road	Jacksonville	FL	
	740 Greeland Avenue	Jacksonville	FL	
	7553 Atlantic Boulevard	Jacksonville	FL	
	9209 Haydon Road @ Workcenter	Jacksonville	FL	
	1824 3 rd Street N.	Jacksonville Beach	FL	
	98 Penman Road S.	Jacksonville Beach	FL	
	582 SE Cord 252	Lake City	FL	
	74 College Drive @ Workcenter	Orange Park	FL	
	167 Comfort Road	Palatka	FL	
	350 Cumberland Industrial Court	St. Augustine	FL	
Orlando				40
	517 Hughlett Avenue	Cocoa	FL	1
	490 Old Daytona Road	Deland	FL	3
	500 Technology Park	Lake Mary	FL	3
	7747 Ellis Road	Melbourne	FL	4
	12150 Research Parkway	Orlando	FL	4
	1227 S. Division Avenue	Orlando	FL	3
	1501 S. Semoran Boulevard	Orlando	FL	6
	5100 Steyr Street	Orlando	FL	1
	520 Kerry Drive	Orlando	FL	6
	6621 S. Orange Avenue	Orlando	FL	1
	4640 Lipscomb Street NE	Palm Bay	FL	1
	315 Old Moody Boulevard	Palm Coast	FL	3
	2400 S Ridgewood Avenue	South Daytona	FL	3
	700 N Dixie Avenue	Titusville	FL	1

Table 1 – Move From Locations - Continued

<i>Market/Area</i>	<i>Address</i>	<i>City</i>	<i>State</i>	<i>Max # Allowed</i>
West Palm				25
	3402 Enterprise Road	Ft. Pierce	FL	3
	1541 N. Old Dixie Highway	Jupiter	FL	1
	120 N. K Street	Lake Worth	FL	2
	3200 Broadway	Riviera Beach	FL	2
	3681 Dr. Martin Luther King Jr.	Riviera Beach	FL	2
	329 NW Dixie Highway	Stuart	FL	1
	3600 Aviation Boulevard	Vero Beach	FL	4
	6628 Lakeside Road	West Palm Beach	FL	7
	6037 W. Atlantic Avenue @ Workcenter	Delray Beach	FL	3
Miami				50
	3499 NW 53 rd Street	Fort Lauderdale	FL	2
	201 SW 14 th Street	Fort Lauderdale	FL	6
	12800 SW 56 th Street	Miami	FL	15
	6100 SW 57 th Avenue	Miami	FL	2
	9090 NW 41 st Street	Miami	FL	2
	2010 SW 17 th Avenue	Miami	FL	2
	19251 W. Dixie Highway	Miami	FL	2
	2105 W. Flagler Street	Miami	FL	2
	19051 NE 3 rd Court	Miami	FL	5
	13450 SW 126 th Street	Miami	FL	2
	8451 NE 1 st Avenue	Miami	FL	10

Table 2 – Move To Locations

<i>Market/Area</i>	<i>Address</i>	<i>City</i>	<i>State</i>	<i>Current Vacancies</i>
Alabama				
Birmingham	804 Labarge Drive	Bessemer	AL	5
Birmingham	1884 Data Drive	Hoover	AL	5
Huntsville	79 Old Trinity Lane	Decatur	AL	4
Huntsville	4905 Gilmer Drive, NW	Huntsville	AL	8
Mobile	2001 Main Street	Daphne	AL	1
Mobile	301 Schillinger Road N.	Mobile	AL	1
Mobile	1937 Wolf Ridge Road	Mobile	AL	1
Mobile	3949 Demetropolis Road	Mobile	AL	1
Montgomery	10494 Highway 80 E.	Montgomery	AL	2
Georgia				
Savannah	12032 Middleground Road	Savannah	GA	1
Tallahassee	3741 Coleman Road N.	Valdosta	GA	4
Louisiana				
Baton Rouge	3333 Evangeline Street	Baton Rouge	LA	2
Baton Rouge	5550 S Sherwood Forest Boulevard	Baton Rouge	LA	2
Baton Rouge	301 Sandra Drive	Berwick	LA	3
Baton Rouge	Rear 12122 Woodville Street	Clinton	LA	2
Baton Rouge	101 Benton Street	Denham Springs	LA	1
Baton Rouge	24310 Sebastian Street	Plaquemine	LA	2
Lafayette	300 Cobb Avenue	New Iberia	LA	4
Monroe	1850 Old Natchitoches Road	West Monroe	LA	2
New Orleans	1010 Hancock Street	Gretna	LA	3
New Orleans	204 Gerald T. Peltier Drive	Thibodaux	LA	2
Shreveport	7201 S Vincent Street	Shreveport	LA	6
Mississippi				
Jackson	512 Brookman Drive	Brookhaven	MS	2
Jackson	370 Church Road	Madison	MS	4
South Carolina				
Aiken	324 Marlboro Street NE	Aiken	SC	2
Charleston	400 N. Pine Street	Summerville	SC	2



Diane Bradley
Assistant Vice President
Labor Relations
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Bedminster, NJ 07921
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July 24, 2017

Mr. Richard Honeycutt
Vice President – District 3
Communications Workers of America
3516 Covington Highway
Decatur, GA 30032

This letter confirms the terms under which AT&T (the Company) has agreed to continue funding tuition aid following the exhaustion of the negotiated funding for the PARTNERSHIP program under Article 24 of the BellSouth Telecommunications, LLC (BST) Working Agreement; Article 24 of the AT&T Billing Southeast, LLC (Billing) Working Agreement; and Article 21 of the BellSouth Telecommunications, LLC for Utility Operations (UO) Working Agreement.

Beginning September 1, 2017, for employees in those three bargaining units, the Company will provide tuition aid through the *AT&T Non-Management Tuition Assistance Plan - Legacy AT&T, AT&T East, AT&T Midwest, AT&T Southwest and AT&T West CWA and IBEW Represented Employees and ALASCOM, Inc. Represented Employees* (referred to below as “AT&T Non-Management TAP”). On September 1, 2017, funding will be suspended for both the *AT&T Tuition Aid Policy for Represented Employees – AT&T Southeast (excluding PARTNERSHIP Participants)* and the *AT&T Tuition Aid Policy for Represented Employees - AT&T Southeast / PARTNERSHIP Job Bank*. From that point forward through the end of the 2015 Working Agreements, bargaining unit employees will no longer receive tuition funding through, nor under the terms of, either of those two plans. This agreement expires effective with agreement on a successor PARTNERSHIP program to replace the program specified in Article 24 of the current working agreement, and any changes thereto will be the result of good faith bargaining for the new working agreement.

An employee who as of June 30, 2017 is actively participating in an undergraduate or graduate degree program from an accredited institution that is not on the approved list in the AT&T Non-Management TAP, will be grandfathered for courses in that degree program which begin prior to September 1, 2019 as long as he or she makes consistent progress toward the degree. Consistent progress is defined as completion of one course during each calendar year.


The implementation of the AT&T Non-Management TAP will control all matters concerning tuition assistance. The Company retains the right to modify the list of approved degree programs. The AT&T Non-Management TAP will govern in any instance in which the collective bargaining agreements’ language or PARTNERSHIP Board decisions conflict with the AT&T Non-Management TAP. Notwithstanding any potential conflicts with the AT&T Non-Management TAP, however, the following provisions of the PARTNERSHIP Job Bank will continue (not applicable for UO):

- Job Bank participants are retained on the company payroll while receiving their termination allowance and accruing seniority (24.05D1).
- Eligibility conditions and weeks of eligibility (24.05D2 chart).
- Eligibility for selection into regular jobs.
- Temporary job placement (24.05D3b); Job Bank participants will continue to be paid travel and living expenses in accordance with the agreement for temporary transfers outside their exchange/WRA, however, no Career Transitions Counseling, Internal Job/Career Development Plan or Outplacement Services will be available.
- Continuation of Benefits (as described in Article 19), with termination allowance received in bi-weekly payments (24.05D4a).
- Continued union membership (24.05D4b).
- Priority consideration for equal or lower level vacancies within their home state within their current bargaining unit, excluding relocation expenses (24.05D4d).
- Any residual termination allowance due will be calculated in accordance with 24.05D5b. Each day in a work assignment, in which an employee performs actual work, will be paid wages in accordance with the applicable Working Agreement. Such work assignment and the wages earned will not reduce any residual termination allowance otherwise owed under 24.05D5b.
- Participants selected for a vacancy will be paid a lump sum in lieu of any general wage increase or progression increase that occurred while in the Job Bank. Any future termination allowance will be adjusted by this lump sum amount (24.05D5c).

PARTNERSHIP Field Representatives may continue to attend surplus meetings. Regular time spent in the meetings will be paid. No time or expenses will be paid for travel to attend the meetings.

All other provisions of Article 24 of the BST and Billing contracts and Article 21 of the UO contract will be suspended for the life of the Agreements.

Regards,



Concurred:



Diane Bradley
VP Labor Relations

Date 07/28/17



Richard Honeycutt
VP CWA, District 3

Date 7/27/2017

BellSouth Telecommunications, LLC ("BST") and Communications Workers of America ("CWA") agree to resolve their dispute over scheduling rules under Article 3 of the BST Working Agreement that apply to outside core field technicians working in the Technical Field Services organization ("TFS") but does not apply to technicians in Business Services.

In settlement of this dispute:

CWA agrees it will withdraw all grievances and NLRB charges challenging the scheduling practices and their consequences, including but not limited to NLRB Charge Nos. 10-CA-197376 and 10-CA-202283.

BST agrees that effective September 1, 2017, it will implement the following scheduling rules for the technicians identified above:

1. Employees will not be scheduled to work back to back Sundays
2. Employees will not be scheduled to work back to back Saturdays
3. Employees will not be scheduled to work Sunday and Saturday in the same week
4. Employees scheduled to work on Sunday will be scheduled off the following Friday
5. Employees who have a contractual day off "VP, DP, HO" on Monday, will not be scheduled to work the preceding Sunday
6. Employees who have a contractual day off "VP, DP, HO" on Friday, will not be scheduled to work the following Saturday
7. Employees who have four (4) contractual days off "VP, DP, HO" during a holiday week, will not be scheduled to work the holiday
8. Employees who have five (5) contractual days off through a combination of "VP, DP, HO, or Company Recognized Holiday", will not be scheduled to work the weekend before or after the five (5) days off
9. Saturdays schedules are rotated evenly amongst all employees in the work group
10. Sundays schedules are rotated evenly amongst all employees in the work group
11. Employees on an approved leave of absence "STD, Military Leave, Maternity/Paternity Leave" are not required to catch up on Saturday/Sunday rotation once they return to work
12. Employees scheduled to work on Sunday are selected from the employees who were scheduled to work the preceding Saturday (Sunday picked from Saturday)
13. Employees are allowed one special request per quarter for a Monday through Saturday, e.g., blocking a weekend, or requesting to work a Saturday and be scheduled off another day during the week. Sundays and Holidays are excluded from Special request due to the way the

“premium time” language operates. Nevertheless, the field manager has the ability to input a special request for ANY circumstances via the EASE RSC tool.

The Union is aware that the Company reserves the right to make changes to the officially posted weekly work schedules, in accordance with the limitations set forth in the collective bargaining agreement. Additionally, the Union is aware that in order to meet the needs of the business, the Company reserves the right to schedule in accordance with the limitations contained within the collective bargaining agreement, even if such schedule conflicts with 13 rules listed above. There may also be similar occasions where it is impossible to comply with every rule. For example, if business needs require more than half of technicians to work Saturdays, it will be impossible to comply with a rule that technicians cannot be scheduled to work back-to-back Saturdays.

Finally, BST will make good faith efforts to comply with these rules, but in the event of an error, the employees must work the posted schedules; employees may not refuse to work posted schedules on the grounds that the Company has allegedly violated this Agreement. CWA does not waive its right to grieve on behalf of someone who is scheduled in violation of this Agreement and seek an appropriate remedy.

For the Union:



Nick Hawkins
Assistant to the Vice President
Communications Workers of America District 3

For the Company:



John Trageser
Assistant Vice President, Labor Relations

Date: July 20, 2017

Date: July 20, 2017

Memorandum of Agreement

Regarding the Warehouse Assistant title and staffing levels as outlined in the DTV Transition Agreement dated September 27, 2016, the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (the Company) agree:

The addition of warehouses and the volume of work has created a situation where an increase in headcount is needed in the Warehouse Assistant title. The staffing level cap for the Warehouse Assistant title will increase to 40.

For the Union:



Nick Hawkins

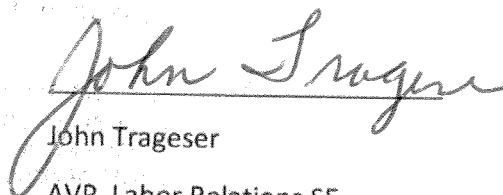
Assistant to the Vice President

CWA District 3

7/26/2017

Date

For the Company:



John Trageser

AVP, Labor Relations SE

AT&T

7/26/2017

Date