

**OUTSIDE THE
CWA DISTRICT 4
2015 CBA**

Memorandums & Letters Outside The Contract

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Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: 2015 Collective Bargaining Understandings

Dear Mr. Schaeff:

This letter confirms understandings reached by the Company and the Union during the course of the 2015 Collective Bargaining discussions:

1. All costs and expenses as described in Article 7 associated with payroll deductions for the Committee on Political Education (COPE) will be incorporated into the total 2015 collective bargaining economic settlement package to cover reimbursement to the Company for the 2015 Collective Bargaining Agreement time period. The parties agree that past obligations have been satisfied.
2. The Company will comply with all federal and state laws regarding employees' inspection of personnel records, including the review of documentation concerning discipline that is to be included in the personnel file. Upon written request by the Local President, the Company will provide the Union with all information and documentation as required under the National Labor Relations Act for grievances and all other matters. If there is any dispute regarding the requested information, the matter will be decided by the National Labor Relations Board (NLRB).

For employee-specific confidential information requests and documentation not provided for under the NLRA, a written authorization will be required from the employee before such information will be provided to the Union.

3. The existing Michigan practice pertaining to adherence to Michigan Complied Law (MCL) Sec. 247.184a, and the Letter of Agreement in Michigan from 1992 bargaining pertaining to the same which provides for a second person alert surveillance while performing manhole work, will continue for the term of the 2015 Collective Bargaining Agreement. This applies to employees working in Michigan only.
4. Absence for union business, covered under Article 10.08, shall be counted as "hours worked" for purposes of calculating eligibility for Family/Medical Care Leaves.

5. The "Temporary Assignment" Differential (Article 19.07) will be included in the calculation of overtime when working in the assignment.
6. The conditions of the Memorandums of Agreement Concerning Breakthrough Leadership Force Transition, Recognition Agreement; dated July 25, 1993 (Recognition Agreements), have been completed with the exception of that treatment to be afforded to four remaining non-management, non-union represented employees listed on Attachment 1 hereto ("Opt-out NMNUs").

The Company and the Union agree that the Union is recognized as the bargaining agent for those employees covered by the Recognition Agreements in the states of Ohio, Michigan, Wisconsin and Indiana (excluding Lake and Porter counties), except for the Opt-out, NMNUs and those who work in the Labor Relations, Human Resources or Legal organizations.

These exceptions shall apply to the scope of the Union's representation, whether or not such individuals could lawfully be represented by the Union or are subject to the Fair Labor Standards Act.

The Opt-out NMNUs will, however, remain excluded from union representation and the collective bargaining agreements, if they so desire, for as long as they continue to perform their initial job assignments. Any subsequent employee-initiated change of job within the bargaining unit will terminate this exclusion for the employee involved, who will then become union represented and subject to the terms and conditions of the applicable collective bargaining agreement. Replacements for employees so excluded will be subject to union representation and to the terms and conditions of the applicable collective bargaining agreement.

7. This confirms understandings reached by the Company and the Union during the course of 2012 Collective Bargaining discussions concerning conditional pay for disability claims under the AT&T Midwest Disability Benefits Program.

Effective January 1, 2013, the Company will reduce the amount of conditional pay granted to employees who are absent from work and seeking benefits under the AT&T Midwest Disability Benefits Program to 10 days.

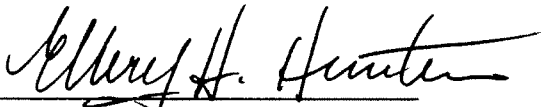
Conditional pay under the AT&T Disability Income Program shall be the same as the AT&T Midwest Disability Benefits Program.

8. The Appendix B Wage Schedule Index, Wage Schedules and Job Titles will continue to be available online at the Midwest Labor Relations website. The Company agrees to ship the appropriate number of contract books to one Union location in each of the States covered by the 2015 Collective Bargaining Agreement, as designated by the Union, for distribution to Union members.

9. The Company will identify a single point of contact in its Labor Relations Organization to whom the Union may bring questions concerning service recognition arising out of the SBC/AT&T merger.
10. The Company agrees to create a local exception process to allow local management to override vacation limits in Home Solutions Call Centers for appropriate circumstances.

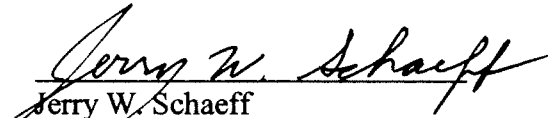
Please confirm your understanding of these arrangements by signing a copy of this letter and returning it to me.

Sincerely,



Ellery H. Hunter
Director Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015

Date

LAST_NAME	FIRST_NAME	JOB TITLE
KOBAIA	CATHERINE	TECHNICAL SPECIALIST/N (CLA) [CWA04]
HEIN	CANDACE	SERVICE REPRESENTATIVE/N (SRL) [CWA04]
KOPENSKI	MARY	SERVICE REPRESENTATIVE/N (SRL) [CWA04]
ROSIK	SHARON	TECHNICAL SPECIALIST/N (CLA) [CWA04]



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Director
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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Card Check Revision

Dear Mr. Schaeff:

This will confirm our understanding that while the Parties reached tentative agreement on Memorandum of Agreement A33 Card Check Neutrality, the Parties have further agreed to add AT&T Global Com. Services, Inc. to paragraph 2(b) of that Memorandum if that entity is included in the same paragraph of the Card Check Neutrality agreement reached during negotiations between AT&T Corp. and the Communications Workers of America, AFL-CIO.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President

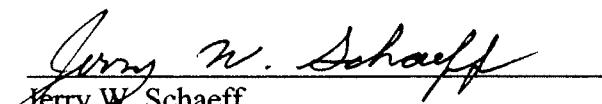
MEMORANDUM OF AGREEMENT

CARRY OVER VACATION

The Company and the Union agree to eliminate the “matching” requirement for Carry Over Vacation, Article 23.12, Paragraphs (C) and (D), with respect to the first week of vacation that is carried over from one vacation year to the next. This Memorandum of Agreement will expire on December 30, 2017.

AGREED:

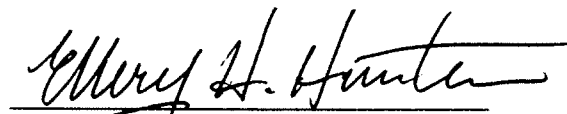
FOR THE UNION:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:



Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date



Ellery H. Hunter
Director
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Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road, Room 700
Cleveland, OH 44116

RE: Common Attendance Guidelines

Dear Mr. Schaeff:

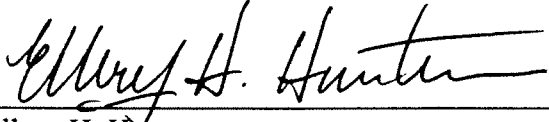
This Letter confirms the understandings reached between the Company and the Union during the course of 2015 collective bargaining discussions concerning common attendance guidelines for all employees covered by the 2015 Collective Bargaining Agreement between the Parties ("CBA").

The Parties agree that for the term of the CBA, and with the exception of the caveats enumerated below, the provisions on attendance contained in the April 2014 AT&T Network Operations – Midwest Manager's Guide to Corrective Action ("MGCA") will apply to all employees covered by the CBA. A copy of the MGCA with the attendance section highlighted is attached. Following are exceptions to this agreement:

1. The first sentence of the section "Overview" on page 1 of the MGCA will not apply to Market Business Units ("MBU's") other than those in the Network Operations organizations;
2. References to the Network MBU's will be ignored and it is understood that the substance of these guidelines will apply to the various MBU's;
3. References to "Webadd" are to a Network-specific system and may be disregarded by MBU's that do not use this system;
4. MBUs are not restricted by this Letter in their handling of dependability issues; and
5. The Parties agree that the phrase "in no less than fifteen minute increments" will be deleted when the Company moves to payment by the minute.

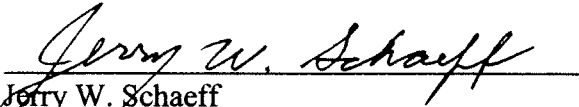
This Letter of Understanding will remain in effect through the term of the 2015 Collective Bargaining Agreement between the Parties.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President



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20525 Center Ridge Road, Room 700
Cleveland, OH 44116

RE: Company Wellness

Dear Mr. Schaeff:

Effective as soon as administratively feasible on or after January 1, 2016, bargained AT&T Midwest Employees under the AT&T Midwest Bargained Employee Medical Program shall be eligible to participate in the AT&T Your Health Matters Program as provided below.

The Your Health Matters Program includes Disease Management and Wellness programs as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that would be made available to bargained Employees under Your Health Matters:

Wellness Programs

- Easy Start
- Heart Health
- Diabetes Management
- Healthy Kids
- Exercise
- Nutrition
- Tobacco Cessation
- Stress Management
- Weight Management
- Healthy Aging
- Cancer Prevention

Disease Management

- Asthma
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease

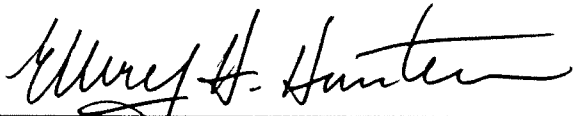
Health Questionnaire and Portal

The Your Health Matters program will apply only to those Employees who elect coverage under the company self-funded medical program under the AT&T Midwest Bargained Employee Medical Program.

The Company retains the unilateral right to change, modify, amend or discontinue the benefits under Your Health Matters.

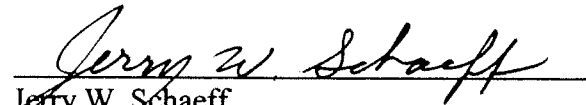
This letter will remain in effect through the term of the 2015 Collective Bargaining Agreement.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
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RE: CVS Retail Option

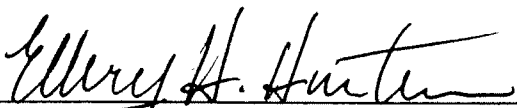
Dear Mr. Schaeff:

AT&T has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit AT&T employees to pick up 90 day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy.

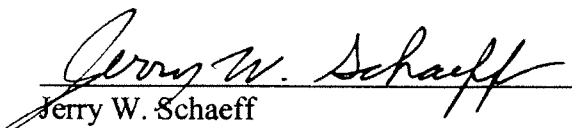
This arrangement is available at CVS branded pharmacies only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, AT&T will continue to have this arrangement available to bargained employees. This arrangement is solely at AT&T's discretion and can be terminated or modified at any point during the term of the contract.

Sincerely,


Ellery H. Hunter
Director – Labor Relations

Acknowledged:


Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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RE: Detailed Network Employees

Dear Mr. Schaeff:

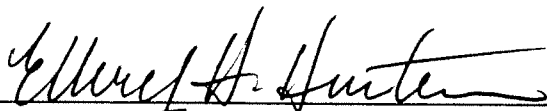
This letter confirms the understandings reached by the Company and the Union during the course of 2015 collective bargaining discussions concerning Network employees on detail assignments under Article 25 of the 2015 Collective Bargaining Agreement between the Parties (“CBA”).

The Parties agree that when an employee is detailed to a job assignment for more than three weeks and elects to return home on their unscheduled weekend they may elect a four day schedule consisting of ten hours each day in order to have more time to travel home.

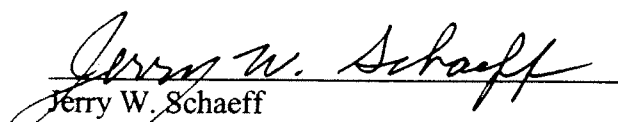
An employee wishing to elect such a tour must advise the supervising manager at the detail location of their election at least seven (7) days in advance of the first day of the tour. Administration of such four day schedules will be consistent with four day tours provided in the Memorandum of Agreement – Four Day Tour, Appendix A3 of the CBA.

This Letter of Understanding will remain in effect through the term of the 2015 Collective Bargaining Agreement between the Parties.

Sincerely,


Ellery H. Hunter
Director – Labor Relations

Acknowledged:


Jerry W. Schaeff
CWA Assistant to the Vice-President

MEMORANDUM OF AGREEMENT

EXCISE TAX

This Memorandum of Agreement (“Memorandum”) covers the agreement reached between AT&T Midwest (“Company”) and the Communications Workers of America, AFL-CIO (“Union”) during negotiations for the 2015 Collective Bargaining Agreement (“CBA”) between the Company and the Union (“Parties”) concerning how they have agreed to account for risk of application of the excise tax on high-cost employer-sponsored health coverage (“Excise Tax”) pursuant to the Patient Protection and Affordable Care Act (“PPACA”). To account for such risk, the Parties hereby agree as follows.

1. In the event the Company determines, using the “look forward” approach, that at any time during plan year 2018, the aggregate cost of the applicable employer-sponsored coverage provided under AT&T medical plans or programs for employees and eligible retired employees covered by the CBA (“employees”) will, exceed the threshold(s) that would trigger the Excise Tax, then the Parties will reopen negotiations solely with respect to such applicable employer-sponsored coverage to discuss contributions, plan designs, program changes, or other factors to avoid imposition of the Excise Tax. The Company must inform the Union as soon as practicable no later than March 1, 2017 of such determination and negotiations will begin on or about March 16, 2017. Both Parties agree to work together in good faith to address the issues and avoid the Excise Tax at any time during the 2018 plan year while maintaining the most recent estimate of employee costs with respect to the applicable employer-sponsored coverage for the 2018 plan design as reflected by Attachment A to Article 16. The Parties will determine how the reallocation, if any, from the modifications to contributions, plan designs, program changes, or other factors will be applied for maintaining those employee costs. The avoidance of any Excise Tax payments that would have otherwise been applied will not be considered in the calculations.

2. At the same time as the Company notifies the Union of its determination in Section 1 above, the Company shall provide the Union information necessary for consideration of such modifications and for the development of proposals. This information will include, but not be limited to, the most recently available data for 2016 plan and/or program costs, utilization and enrollment. Each party shall share with the other the methodology underlying the respective party’s calculation of plan and program costs for the applicable employer sponsored coverage for employees and the estimate of Excise Tax impact under various assumptions and approaches allowed by regulations. Such calculation will combine costs associated with Option 1 and Option 2 in determining the cost of coverage if allowed by final IRS regulations. Such calculation will not include the cost of dental and vision coverage if those costs are excluded or can be excluded under final Internal Revenue Service (IRS) regulations.

3. If after discussions the Parties are unable to agree on modifications to contributions, plan designs, program changes, and other factors by April 15, 2017, provided any and all information-sharing issues are resolved, including by expedited* arbitration if necessary, the Parties will submit their respective proposals to a mutually agreed upon third party actuarial consultant for a final and binding decision. Such third party actuarial consultant shall have knowledge and understanding of medical plans and plan designs and shall be from one of the

following companies: Towers Watson, Aon Hewitt, Mercer, Cheiron, or Milliman. The third party actuarial consultant's authority shall be to review each proposal and to select the proposal which most equitably achieves the goals of the negotiations, i.e. to avoid application of the Excise Tax at any time during the 2018 plan year while maintaining the most recent estimate of employee costs with respect to the applicable employer sponsored coverage for the 2018 plan design as reflected by Attachment A to Article 16. The third party actuarial consultant shall provide its decision no later than May 15, 2017 for implementation and inclusion in the subsequent year's program design changes. The third party decision shall not exceed its authority set forth above. The Parties will split the cost of the third party's fees 50%/50%. The third party actuarial consultant's decision is subject to the same limited review as any other arbitration award under Section 301 of the Labor Management Relations Act.

4. Any changes agreed upon by the parties or determined by the third party actuarial consultant shall only become effective January 1, 2018 if the excise tax becomes effective for the plan in 2018.

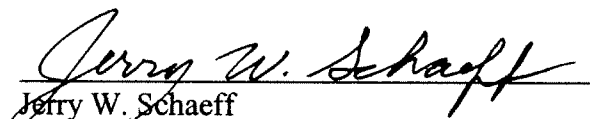
5. The parties shall meet at least one time each year commencing in September 2016 to review and discuss the estimated plan costs using the most recent cost data. Discussion shall include current plan costs, past projections of costs and any corrections that may better assist in efforts to derive or estimate projections.

6. The provisions of this MOA shall not apply to any plan year other than 2018.

Either party's failure to abide by the terms of this Memorandum of Agreement shall be subject to the grievance and expedited arbitration procedures under Article 12 of the CBA except for the manner of performing the Excise Tax calculations and the reallocation, if any, specified in Paragraphs 1 and 2, and Paragraph 3 and its outcome.

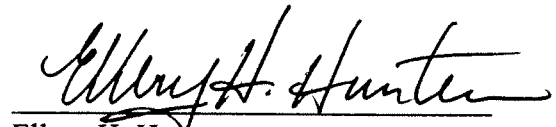
AGREED:

FOR THE UNION:


Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:


Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date

* Expedited arbitration may not change or jeopardize the timeline provided in this MOA. Both parties agree to work in good faith to ensure a timely decision may be issued to allow for the timely completion of the third party actuarial process in paragraph 3.

MEMORANDUM OF AGREEMENT

INTRANET ACCESS

The AT&T Intranet system provides employees with access to information regarding Benefits, AT&T Corporate Policies, Employee Development, etc.

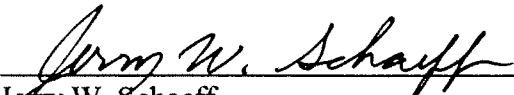
The Company agrees to allow the Union read-only access to the Company's Intranet system from non-Company, Union locations. All AT&T system security guidelines must be followed in order to protect AT&T's corporate information.

Specifically, the Company will provide each Union local with one (1) SecurID. All computer hardware, computer software and any other equipment necessary to enable the access will be at the Union's expense.

This Memorandum of Agreement will remain in effect through the terms of the 2015 Collective Bargaining Agreement between the parties.

AGREED:

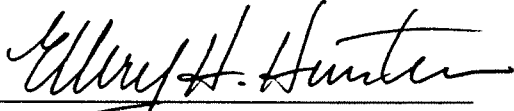
FOR THE UNION:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:



Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Leveraged Title

Dear Mr. Schaeff:

In response to discussions between the Company and the Union during 2015 collective bargaining negotiations relative to the Leveraged Title Memorandum of Agreement, the Company agrees to meet with the Union and bargain to agreement prior to establishing and implementing Leveraged Titles with the same or similar job duties as job titles other than Service Representative. As part of those negotiations, the Company will meet with a representative designated by CWA District 4 to review the target incentive compensation plan and review the appropriate wage schedule.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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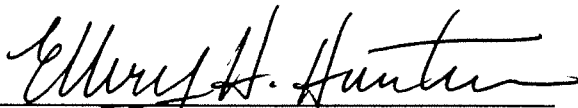
RE: Mobility Retail

Dear Mr. Schaeff:

The Company agrees that a job offer for a represented position within Mobility Retail Sales and Service will not be considered a valid job offer for the purposes of satisfying the guaranteed job offer requirement provided for under the terms of the Memorandum of Agreement ("MOA") A19 Employment Security Commitment, MOA A20 Extended Employment Opportunity Period or Appendix G MOA Job Offer Guarantee. However, an employee who accepts such a position will be removed from coverage under the applicable MOA referenced above.

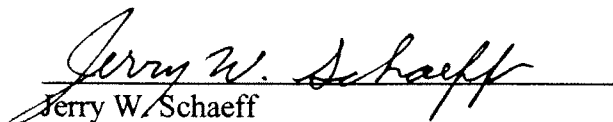
This letter will remain in effect through the term of the 2015 Collective Bargaining Agreement.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
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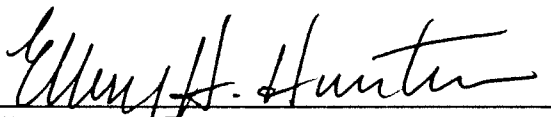
Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
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Cleveland, Ohio 44116

RE: National Transfer Plan Revision

Dear Mr. Schaeff:

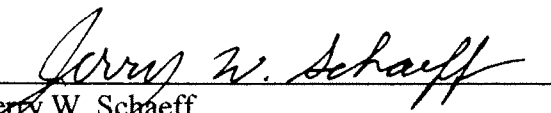
This will confirm our understanding that while the Parties reached tentative agreement on Memorandum of Agreement A32 National Transfer Plan, the Parties have further agreed to make any changes to that Memorandum agreed to by the parties during negotiations between AT&T Corp. and the Communications Workers of America, AFL-CIO.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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Room 700
Cleveland, Ohio 44116

RE: Outside Technical Job Opt Out

Dear: Mr. Schaeff:

This letter confirms the agreement reached regarding surplus employees' ability to be excluded/Opt out of "outside technical jobs." The Company and the Union agree to the following:

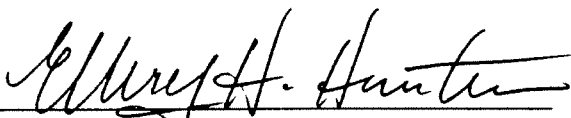
- Surplus Employees will have the option to be excluded from job offers for the following job titles ("Outside Technical Jobs"):

Customer Services Specialists
Service Technician
Construction Technician
Communications Technician
Pay Phone Services Associate
Outside Plant Technician

- Surplus Employees electing to opt out of Outside Technical Jobs must make the election at the time the Surplus Transfer Request form is submitted. Such elections must be in writing.
- When a Surplus Employee is matched to a VSIPP candidate job requiring pole training, he/she will be transferred to the appropriate Market Business Unit. The matched VSIPP candidate will remain in place until the Employee passes pole training.
- Surplus Employees who accept a job requiring pole climbing and fail to pass or complete training will be separated from the Company without Termination Payments or any other Article 26 consideration. VSIPP candidates who were matched to a Surplus Employee who subsequently fails pole training will have his/her acceptance to leave under the provisions of VSIPP cancelled.

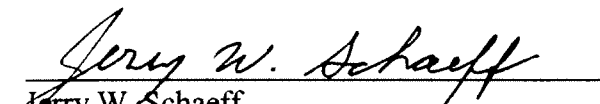
This letter will remain in effect through the expiration of the 2015 Collective Bargaining Agreement unless otherwise agreed by the Parties in writing.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

AT&T Services, Inc.
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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: O/S Technical Associate Hours

Dear Mr. Schaeff:

This letter is to confirm the Agreement reached on April 8, 2012 regarding those Operator Services' employees holding the job title of Technical Associate. Such employees shall work 37½ hours per week for the term of this Agreement.

This Agreement will remain in effect through the term of the 2015 Collective Bargaining Agreement.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: PPO Administrator

Dear Mr. Schaeff:

This letter confirms understandings reached by the Company and the Union during the course of 2015 Collective Bargaining discussions regarding the PPO option of the AT&T Midwest Bargained Employee Medical Program.

While AT&T will have the right to select the most appropriate claims administrator and associated provider network for the medical plan, the Company commits that if it should contemplate such a change for the Midwest Region, the following guidelines will be included and met prior to implementation of any new PPO network administrator.

Alternate provider networks will be evaluated relative to the incumbent network, and the criteria for an alternate provider network will include minimum provider panel overlap of 90% for primary care physicians (PCPs) and Specialists. Provider panel overlap is defined as the percentage of PCPs and Specialists in the incumbent provider network that are also in the alternate provider network. The network area for comparison is Illinois, Indiana, Wisconsin, Ohio and Michigan.

Please confirm your understanding of these discussions by signing and returning a copy of this letter to me.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President

MEMORANDUM OF AGREEMENT

JOB DUTIES

(PREMISES TECHNICIAN)

Installation

1. The Premises Technician will perform all work at the customer premises up to and including the Network Interface (NID) or equivalent, except as specifically reserved for the Core technician below. This work will include but is not limited to all inside wiring, CPE equipment – including VoIP, testing, sales, customer instruction on equipment, etc., for all services regardless of the materials (e.g., copper, fiber, etc.), technology or equipment involved.
2. The Premises Technician will perform all work from and including the Serving Terminal up to and including the customer premises for IP enabled products and services.
3. The Premises Technician may also perform pair changes when installing IP enabled products and services.
4. The Premises Technician will perform all necessary field connections when installing IP enabled products and services including fiber cross-connects and fiber drops.
5. The Premises Technician may place bridge tap cancellation devices, excluding splicing them into cable pairs.
6. The Premises Technician may also perform all work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises to perform the work as stated above.

Maintenance

1. The Premises Technician will provide maintenance support for all work associated with their responsibilities under the installation portion of their job. In addition, they will be responsible for cross connection work at the SAI (serving area interface) including the VRAD or equivalent.
2. Any trouble condition from the SAI or equivalent to the Serving Terminal is the responsibility of the Core Technician and not the Premises Technician.
3. The Premises Technician may also perform all work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises to perform the work as stated above.

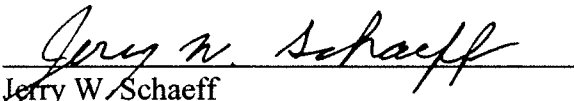
The Core Technician will continue to perform the following:

1. Installation and maintenance work for TDM enabled voice service (POTS), including station and inside wire installation and maintenance of POTS service.
2. Initial installation work for ATM enabled DSL service, excluding any or all vertical or enhanced products or services at the customer premises.
3. ATM enabled DSL service repair or maintenance outside the customer premises.
4. The Premises Technician may, however, perform any of this work from the serving terminal up to and including the customer premises if he/she has already been dispatched to the premises for work not covered by items 1- 3 immediately above.
5. Core Technicians will perform fusion fiber splicing.

This Memorandum of Agreement will remain in effect through the term of the 2015 Collective Bargaining Agreement between the Parties.

AGREED:

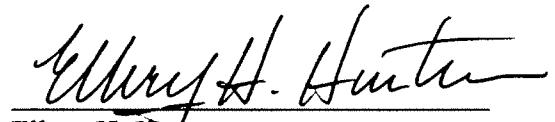
FOR THE UNION:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:



Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Recall Procedures

Dear Mr. Schaeff:

This letter outlines certain procedures to be used upon recall of former employees pursuant to Articles 26.46 through 26.52 of the 2015 Collective Bargaining Agreement (“CBA”) between the Union and AT&T Midwest.

Former employees being recalled under these Articles will be required to submit to all Staffing drug screenings applicable to employees seeking initial offers of employment. Former employees who fail to meet the drug screen standards expected of a new hire shall forfeit reemployment rights unless they were laid off less than six (6) months prior to the drug screen.

Former employees being recalled under these Articles to a position which requires a driver’s license must possess a valid driver’s license at the time of recall. Failure to meet this requirement will not result in the former employee being removed from the recall list, but will entitle the Company to consider the next appropriate candidate.

This Agreement will remain in effect through the term of the 2015 Collective Bargaining Agreement.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Single Bargaining Unit

Dear Mr. Schaeff:

As we have discussed, this Letter of Agreement is in conjunction with the 2015 Core Collective Bargaining Agreement (the "Core Agreement") between AT&T Midwest ("Company") with District 4 of the Communications Workers of America ("Union") and the Memorandums of Agreement contained in Appendix F of the Core Agreement (hereafter "Appendix F") pertaining to employees in the Premises Technician, Dispatcher and TSR II job titles, and Appendix G SBC Global Services Inc. and its respective job titles. The Company and the Union agree that employees in job titles covered by the Core Agreement, Appendix F and Appendix G constitute a single unit for bargaining.

This Letter of Agreement shall be effective as of April 12, 2015 and shall continue for the duration of the Core Agreement.

Please sign below to indicate your acceptance of these provisions.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

Re: Team Lead Quota Relief – Home Solutions Sales and Service
Service Representatives – Sales Consultants

Dear: Mr. Schaeff:

This letter reflects the Agreement between AT&T Midwest and the Communications Workers of America, AFL-CIO during 2015 collective bargaining negotiations regarding quota relief. The Parties agree that employees in Home Solutions centers included on the attached list will have their performance target adjusted after they have been assigned a Team Lead role for eight (8) hours or more in a given month. This modification will take effect sixty (60) days after the ratification of the Collective Bargaining Agreement.

This letter will be in effect for the term of the 2015 Collective Bargaining Agreement.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President

Home Solutions Sales and Service Centers	
Jody Garcia – VP Consumer Sales Center	<p>Consumer Sales Centers – Appleton- 221 W. Washington St. Appleton, WI</p>
Kimberly Gunter – VP Consumer	<p>Consumer Sales Centers – Retention Team Dayton – 300 W. 1st St., Dayton, OH</p> <p>Consumer Sales Centers – Retention Team Cleveland - 45 Erieview Plaza, Cleveland, OH</p> <p>Consumer Sales Centers – Retention Team Columbus – 150 E. Gay St., Columbus, OH</p> <p>Consumer Sales Centers – Retention Team Port Huron - 112 Grand River, Port Huron, MI</p> <p>Consumer Sales Centers – Retention Team Saginaw - 309 S. Washington St., Saginaw, MI</p> <p>Consumer Sales Centers – Retention Team Kalamazoo – 133 W. Lovell St., Kalamazoo, MI</p> <p>Consumer Sales Centers – Retention Indianapolis- 240 N. Meridian, Indianapolis, IN</p>



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Union Deduction From Wages Monthly Report

Dear Mr. Schaeff:

This will confirm our understanding that while the Parties reached a tentative agreement on Article 7 Union Deduction From Wages, the Parties have further agreed that the Company will work with the CWA National Secretary-Treasurer's office prior to implementing a modified monthly dues/fees deductions statement or electronic transmission of information to the Union to replace social security numbers with the Payroll Identification Number (Payroll ID) for employees with dues or fees deductions.

Sincerely,

Ellery H. Hunter
Director – Labor Relations

Acknowledged:

Jerry W. Schaeff
CWA Assistant to the Vice-President

MEMORANDUM OF AGREEMENT

VACATION AND HOLIDAY COMMITTEE

The Union has requested that the Company increase the number of employees granted vacations during the work week. It is the intent of both parties that employees' selections will be granted to the extent practicable consistent with force requirements and the needs of the business.

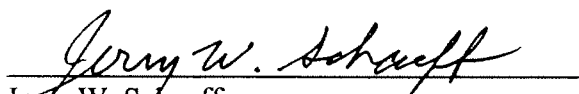
In addition, the Union has requested that the number of holiday shifts scheduled be kept to a minimum in meeting the needs of the business. The Company understands and appreciates the position that the Union has taken with regard to both of these issues.

The Company agrees to establish a joint committee composed of a Director Labor Relations or his/her designee, two (2) CWA International Representatives, two (2) CWA Local Presidents and appropriate Market Business Unit Representatives to address and discuss the Union's and Company's concerns regarding these issues.

This Memorandum of Agreement shall be in effect for the term of the 2015 Collective Bargaining Agreement.

AGREED:

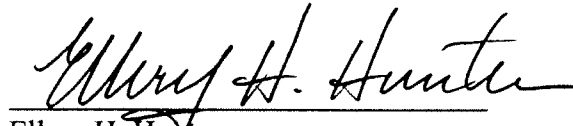
FOR THE UNION:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:



Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date

MEMORANDUM OF AGREEMENT

VIDEO SITE OPERATIONS MANAGERS

This Memorandum of Agreement (“Memorandum”) covers the agreement reached between AT&T Inc. (“Company”) and the Communications Workers of America, AFL-CIO (“Union”) concerning the Company’s recognition of the Union to represent the employees in the job title of Video Site Operations Manager (“VSOM”). The Company and the Union (collectively the “Parties”) hereby agree as follows:

- a. Subject to the provisions which follow, the Parties agree that the employees in the VSOM job title in a Video Hub Office will be hereafter included in the bargaining unit covered by the 2013 National Internet Contract between the Union and SBC Internet Services, Inc. (“NIC Agreement”). Except as provided in paragraph (b) herein, the VSOM’s shall be reclassified under the NIC Agreement as Video Site Operations Technicians (“VSOT”) and shall be paid in accordance with wage schedule 16 and receive the level of benefits applicable to Customer Assistants covered by the Memorandum of Agreement Tier 1 DSL Support – Customer Assistant, all contrary provisions of the NIC Agreement notwithstanding. VSOM’s reclassified as VSOT’s pursuant to this Memorandum will be placed on wage schedule 16 at the lowest step that does not result in a loss of pay, except that those who are paid in excess of the top pay of wage schedule 16 shall not suffer a loss of pay as a result of the reclassification, but will not be eligible for any wage increase until their compensation falls below the top pay of wage schedule 16.
- b. All employees in the VSOM job title as of the effective date of this Memorandum will remain classified as a VSOM and excluded from Union representation under the NIC Agreement, if they so desire, for as long as they continue to remain in the VSOM job title in their present work assignment (i.e., service area). Any subsequent employee initiated change of job to another job title within the bargaining unit covered by the NIC Agreement or employee initiated change of VSOM work assignment will terminate this exclusion for the employee involved, who will then become Union represented, be reclassified as a VSOT, and become subject to the terms of the NIC Agreement. If the Company determines there is a need to replace any VSOM employees so excluded, the replacement will be a VSOT employee, will be part of the bargaining unit covered by the NIC Agreement and will be subject to Union representation and to the terms and conditions of such Agreement. All VSOT employees, including new hires, will receive the wages and benefits provided for reclassified VSOM’s in paragraph (a) above.
- c. The Union promises and agrees that, in connection with any arbitration or legal or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and the Company or any of its subsidiaries or affiliates, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or

argument, and agrees to refrain from presenting this Agreement as evidence in support of any claim, allegation or argument, that the company and/or any of its current or future subsidiaries, and/or their divisions, units, agents or affiliates, are or have been a single employer, joint employers, accretions or alter egos with respect to each or any of them, or that any bargaining unit(s) consisting of employees of any AT&T Company(s) represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition, to the extent that any such claim, allegation or argument is based upon:

- (1) any change on or after the execution date of this Agreement, in the administration and/or control of labor relations by the company or any of its entities, companies, divisions, or subsidiaries; or
- (2) any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units;

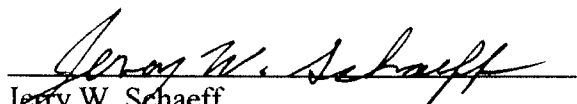
provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers. The provisions of this paragraph shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

- d. Nothing in this Memorandum applies to VSOM employees located in the State of Connecticut.

This Memorandum of Agreement will remain in effect through April 14, 2018.

AGREED:

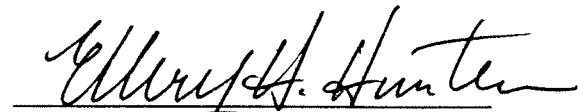
FOR THE UNION:



Jerry W. Schaeff
CWA Assistant to the Vice-President

April 12, 2015
Date

FOR THE COMPANY:



Ellery H. Hunter
Director Labor Relations

April 12, 2015
Date



Ellery H. Hunter
Director
Labor Relations (Midwest)

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April 12, 2015

Mr. Jerry W. Schaeff
Assistant to the Vice-President
Communications Workers of America, AFL-CIO
20525 Center Ridge Road
Room 700
Cleveland, Ohio 44116

RE: Voluntary Extended Absence Program

Dear: Mr. Schaeff:

This letter will confirm the agreement reached regarding a Voluntary Extended Absence Program. Any Market Business Unit may elect to implement the following procedures in the event the Company determines the necessity for adjusting forces on a temporary basis:

1. When the Company anticipates a temporary force surplus condition and plans to implement the provisions of this letter for specified job title(s) in specified work location(s), the Company will so notify the appropriate CWA International Representative and the local union president(s) involved not less than five (5) work days in advance of the Voluntary Extended Absence offer.
2. The Company shall determine the job title(s) and work location(s) in which a temporary force surplus exists, the number of employees in such title(s) and location(s) considered to be surplus, and the period during which the employees will remain on a Voluntary Extended Absence, subject to the provisions of Paragraph 6, below.
3. Beginning with the fifth work day after notice to the Union and continuing for three (3) work days, regular employees who are not already on a Voluntary Extended Absence on the specified job title(s) and in the specified work location(s) will have the opportunity to submit a written application to their supervisors requesting a Voluntary Extended Absence under the terms and conditions set forth below.
4. A copy of the application will be retained by the Supervisor, a copy given to the employee, and a copy sent to the appropriate Human Resources representative. To be valid, the application must be dated and signed by the employee and the immediate supervisor. The application shall be irrevocable after either the employee is notified of the Company's acceptance of their original application or the Company and employee agreed to modified Voluntary Extended Absence dates.

5. After the application period is over, the Company will select those employees in the specified work group(s) who submitted valid applications and grant a Voluntary Extended Absence in seniority order to the extent necessary to relieve the temporary force surplus. An employee shall not be on a Voluntary Extended Absence under this procedure for more than one hundred and twenty (120) calendar days in a calendar year unless unusual conditions warrant, as determined by the Vice President of Labor Relations.
6. The Voluntary Extended Absence granted will be for duration of at least thirty (30) calendar days, and for up to a maximum of one hundred and twenty (120) calendar days. At anytime, employees on Voluntary Extended Absence may be asked to return to work by work location and Market Business Unit prior to their original return to work date for business reasons as determined by the Company, and any such requests shall be made in order of seniority. If practicable, employees will be given one (1) week's advance notice prior to being requested to return to work early. Employees requesting a Voluntary Extended Absence will be required to provide a "can be reached" number in addition to their current address on the application form. Employees must be able to be contacted and should be available to return to work at any time while on the Voluntary Extended Absence. If there are insufficient volunteers to return to work early, the Company may require employees on a Voluntary Extended Absence to return to work by inverse order of seniority within a work location and Market Business Unit.
7. Failure to return to work within five (5) scheduled work days after the original return to work date or the agreed upon early return to work date will constitute job abandonment, and the employee will be considered to have voluntarily terminated their employment with the Company as of their return to work date. Employees who are on a Voluntary Extended Absence will be returned to their former job title and work location. The Company may allow an employee on Voluntary Extended Absence to return to work early should a written request be made by the employee.
8. If there continues to be a temporary surplus condition in a job title and work location, the Company will again invoke the notice and application procedure outlined in Paragraphs 1, 3 and 4 prior to granting a Voluntary Extended Absence to employees in accordance with paragraph 5.
9. Employees on a Voluntary Extended Absence will continue to accrue seniority and continue to receive the same level of Company benefits being provided to Bargaining Unit employees with the exception of disability benefits during the period of their Voluntary Extended Absence. Employees who apply for and are accepted for a Voluntary Extended Absence will remain on the active payroll, but will be in a non-paid status. Employees who participate in this plan for more than 60 days that have benefit plans requiring contributions will receive coupons to pay their premiums. If the premiums are not paid, their coverage for that plan (for example Long Term Care) will be cancelled. They will be able to enroll prospectively upon their return to work. Employees who participate in this plan for less than 60 days, and who are currently enrolled in a benefit plan requiring premiums, will have those premiums deducted upon their return to work.

10. Employees on a Voluntary Extended Absence may elect to be paid for a portion of their unused vacation eligibility after returning to work. Vacation not scheduled maybe taken based on the needs of the business or may be carried over to the following year in accordance with the provisions of Article 23.12 of the 2015 Collective Bargaining Agreement and the Memorandum of Agreement: Carry Over Vacation. The following schedule will apply for employees electing to be paid for unused vacation:

Duration of Voluntary Extended Absence	Pay available in Lieu of Vacation
30 Days	3 Days
31-60 Days	1 Week
61-90 Days	8 Days
91-120 Days	2 Weeks

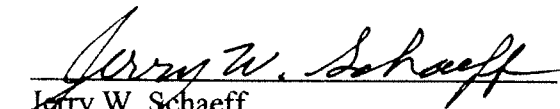
11. The Voluntary Extended absence procedure is a means to relieve temporary force surplus conditions and is not intended to be a substitute for permanent force adjustments. This procedure does not limit in any way the Company's rights to adjust, transfer, or assign the work force, as the needs of the business require, nor does it affect the Union's legal right to engage in effects bargaining in circumstances where such rights arises.
12. Employees on a Voluntary Extended Absence are not eligible to apply for unemployment compensation under this voluntary leave program.

Sincerely,



Ellery H. Hunter
Director – Labor Relations

Acknowledged:



Jerry W. Schaeff
CWA Assistant to the Vice-President