

**MEMORANDUM OF AGREEMENT**  
**PREMISES TECHNICIANS FILLING NEW CST POSITIONS**

This Memorandum of Agreement is entered into between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, SBC Advanced Solutions, Inc., AT&T DataComm, Inc., AT&T Operations, Inc., AT&T Services, Inc., and SBC Telecom, Inc. (collectively the "Company" or "Management"), and shall be effective when signed by both parties, through June 30, 2015, unless otherwise mutually agreed in writing by the parties.

Due to extraordinary circumstances, the Company will fill certain Customer Services Technician positions in Business Services and Infrastructure Maintenance (BSIM) and Service Delivery and Assurance (SD&A) with Premises Technicians with a job vacancy request (JVR) on file in locations shown in Attachment A to this Agreement, under section 5.a. of Article XIII of the 2013 Labor Agreements. The process of filling the requisitions is outlined below.

1. This Agreement covers only the requisitions for Customer Services Technicians (CST) in BSIM and SD&A shown in Attachment A.
2. Surplus Group 1 Craft employees will receive priority placement using current staffing processes – i.e., under section 3.b.(8) of Article XIII of the 2013 Labor Agreements.
3. Based on section 5.a. of Article XIII of the 2013 Labor Agreements, Premises Technicians (PT) with an active JVR at a location listed in Attachment A will be placed into the position using current staffing criteria.
4. Upon placement of a PT as described above:
  - a) If under section 5.a. of Article XIII of the 2013 Labor Agreements the Group 1 candidate on the requisition list filled by a PT was a BSIM or SD&A CST within the force adjustment area (FAA) of the work location where the requisition was filled, that candidate may elect to swap positions and locations with the newly-promoted PT. An election to swap must be made in writing to the CST's supervisor within 7 days of the report date of the newly-promoted PT. Exceptions to the 7 days will be considered on a case by case basis.
  - b) If under section 5.a. of Article XIII of the 2013 Labor Agreements the Group 1 candidate on the requisition list filled by a PT was a BSIM or SD&A CST outside of the FAA of the work location where the requisition was filled, that candidate may elect to transfer to the same location as the newly-promoted PT. The Company at its discretion may allow the newly-promoted PT to remain at that location or force rearrange the newly-promoted PT within the FAA to another location. An election to transfer by the CST must be made in writing to the CST's supervisor within 7 days of the report date of the newly-promoted PT. Exceptions to the 7 days will be considered on a case by case basis.

- c) If under section 5.a. of Article XIII of the 2013 Labor Agreements the Group 1 Craft candidate on the requisition list filled by a PT is not a CST in the BSIM or SD&A organizations, that candidate may elect to transfer to the same location as the newly-promoted PT. The Company at its discretion may allow the newly-promoted PT to remain at that location or force rearrange the newly-promoted PT within the FAA to another location. An election to transfer by the Group 1 Craft candidate must be made in writing to the Group 1 Craft candidate's supervisor within 7 days of the report date of the newly-promoted PT. Exceptions to the 7 days will be considered on a case by case basis.
  - d) After a Group 1 Craft employee is placed in a location where a newly-promoted PT has also been placed under paragraphs a), b), or c) above, that will end the placement process under this Agreement. If the Group 1 Craft employee does not express an interest as outlined above, this also ends the placement process under this Agreement. If a Group 1 candidate expresses an interest but is not satisfactory in performance or attendance, the next candidate on the list that is satisfactory will be considered for transfer to the newly-promoted PT's location under section 5.a. of Article XIII of the 2013 Labor Agreements.
  - e) The Group 1 Craft employee that initiated the swap or transfer under paragraphs a), b), or c) above will have retreat rights for 14 days from the report date of the swap or transfer. If a retreat is initiated, both employees involved in the swap or transfer will return to the original location prior to the swap or transfer
  - f) A newly-promoted PT will have retreat rights back to their previous PT title and location as a PT for 14 days from the effective date of the promotion.
5. If there are no PTs on the candidate lists from Attachment A, requisitions will be filled using the normal staffing process.
  6. Within 60 days of the effective date of this Agreement CST vacancies in BSIM and SD&A that are created as a result of normal staffing processes will be filled under the terms of this Agreement, e.g., CST transfer to Construction & Engineering.
  7. The Company and the union will appoint one representative each to monitor the processes under this Agreement and to resolve any issues in good faith that may arise and which are not covered in this Agreement.
  8. The parties acknowledge this Agreement is not precedent setting and shall not be admissible in any grievance, arbitration or legal proceeding. Further, nothing in this Agreement, or any placement or bypass relating in any way to this Agreement, shall be subject to arbitration, except that any employee disqualified from a transfer under this Agreement for testing, unsatisfactory attendance or performance may grieve and arbitrate that disqualification under the 2013 Labor Agreements.

FOR THE UNION:

By: Claude Cummings Jr.  
Claude Cummings Jr.  
Vice President, District 6

Dated: 2/10/15

FOR THE COMPANY:

By: Robert G. Zurvec  
Robert G. Zurvec  
Executive Director-Labor Relations

Dated: February 10, 2015

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ATTACHMENT A

BU Name	Job Title	Work Address	City	State	Slots
SD&A-Taylor	CST	2475 E Main St	Batesville	AR	1
IM-Farrell	CST	2725 Shenadoah	Benton	AR	1
SD&A-Taylor	CST	310 E Walnut St	Blytheville	AR	1
SD&A-Taylor	CST	215 S New Orleans Ave	Brinkley	AR	1
SD&A-Taylor	CST	359 Bailey Rd	El Dorado	AR	3
SD&A-Taylor	CST	1332 N Leverett Ave	Fayetteville	AR	1
SD&A-Taylor	CST	600 Dawson Rd	Forrest City	AR	2
IM-Farrell	CST	917 Airport Road	Hot Springs	AR	1
SD&A-Taylor	CST	917 Airport Rd	Hot Springs	AR	2
SD&A-Taylor	CST	318 N Cokley St	Lake Village	AR	1
SD&A-Taylor	CST	122 Pate St	Malvern	AR	1
SD&A-Taylor	CST	121 S Poplar St	Newport	AR	1
IM-Farrell	CST	200 Hillcrest Rd	North Little Rock	AR	1
SD&A-Taylor	CST	200 Hillcrest Rd	North Little Rock	AR	1
SD&A-Taylor	CST	115 S Elm St	Osceola	AR	1
SD&A-Taylor	CST	621 S Oak St	Pine Bluff	AR	2
SD&A-Taylor	CST	117 W Oliver Ave	West Memphis	AR	1
SD&A-Taylor	CST	1911 N 138th St	Kansas City	KS	1
SD&A-Taylor	CST	547 E 19th St	Lawrence	KS	1
SD&A-Taylor	CST	13201 W 103rd St	Lenexa	KS	5
SD&A-Taylor	CST	1401 E 47th St S	Wichita	KS	2
IM-Farrell	CST	1834 S. Longfellow	Wichita	KS	1
IM-Farrell	CST	9816 Reavis Rd	Affton	MO	1
IM-Farrell	CST	1679 Old Lemay Ferry Rd	Arnold	MO	1
IM-Farrell	CST	111 New Ballwin Rd	Baldwin	MO	1
SD&A-Taylor	CST	2200 themis St	Cape Girardeau	MO	1
SD&A-Taylor	CST	604 Highland Ave	Caruthersville	MO	1
SD&A-Taylor	CST	6912 N Oak Trfy	Gladstone	MO	2
SD&A-Taylor	CST	2932 High Ridge Blvd	High Ridge	MO	1
SD&A-Taylor	CST	521 W Railroad St	Independence	MO	1
IM-Farrell	CST	4600 S Kendall Ave	Independence	MO	13
IM-Farrell	CST	3901 Montgall Ave	Kansas City	MO	1
SD&A-Taylor	CST	3901 Montgall Ave	Kansas City	MO	1
SD&A-Taylor	CST	5903 E Red Bridge Rd	Kansas City	MO	3
IM-Farrell	CST	250 E. Madison	Kirkwood	MO	2
SD&A-Taylor	CST	495 Davis Blvd	Sikeston	MO	2
SD&A-Taylor	CST	201 S Ingram Mill Rd	Springfield	MO	1
IM-Farrell	CST	620 N Fremont Ave	Springfield	MO	1
IM-Farrell	CST	5344 N Euclid Ave	St Louis	MO	1
IM-Farrell	CST	313 Franklin Ave	Union	MO	1
SD&A-Taylor	CST	230 E 9th St	Ada	OK	2
SD&A-Taylor	CST	230 W Oklahoma Ave	Anadarko	OK	1

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BU Name	Job Title	Work Address	City	State	Slots
SD&A-Taylor	CST	200 S Pennsylvania Ave	Atoka	OK	2
SD&A-Taylor	CST	3116 Tuxedo Blvd	Bartlesville	OK	2
SD&A-Taylor	CST	2207 N Rockwell Ave	Bethany	OK	1
SD&A-Taylor	CST	120 E 9th St	Chandler	OK	1
SD&A-Taylor	CST	421 S Missouri Ave	Claremore	OK	1
IM-Farrell	CST	421 S. Missouri	Claremore	OK	4
SD&A-Taylor	CST	1212 W Broadway St	Collinsville	OK	1
SD&A-Taylor	CST	101 N Seay Ave	Cushing	OK	1
SD&A-Taylor	CST	110 E 1St St	Grove	OK	1
IM-Farrell	CST	319 W Harrison Ave	Guthrie	OK	1
SD&A-Taylor	CST	319 W Harrison Ave	Guthrie	OK	1
SD&A-Taylor	CST	215 E Kirk St	Hugo	OK	2
SD&A-Taylor	CST	6725 Nw Atlanta Ave	Lawton	OK	2
SD&A-Taylor	CST	1580 E Electric Ave	Mcalester	OK	3
SD&A-Taylor	CST	403 N Cherokee St	Muskogee	OK	2
IM-Farrell	CST	2002 Nichols Dr	Nicoma Park	OK	1
SD&A-Taylor	CST	431 W Hughbert St	Norman	OK	2
IM-Farrell	CST	431 W. Hughbert	Norman	OK	1
IM-Farrell	CST	431 W Hughbert St	Norman	OK	1
SD&A-Taylor	CST	3730 N Stiles Ave	Oklahoma City	OK	3
IM-Farrell	CST	607 N. Miller	Oklahoma City	OK	1
IM-Farrell	CST	715 S.E. 59th	Oklahoma City	OK	9
SD&A-Taylor	CST	715 SE 59th St	Oklahoma City	OK	1
SD&A-Taylor	CST	9204 N Eastern Ave	Oklahoma City	OK	1
SD&A-Taylor	CST	212 W 7th St	Okmulgee	OK	1
SD&A-Taylor	CST	1 S Main St	Owasso	OK	1
IM-Farrell	CST	1 S. Main	Owasso	OK	1
SD&A-Taylor	CST	300 S Walnut St	Pauls Valley	OK	1
SD&A-Taylor	CST	20 S Vann St	Pryor	OK	1
SD&A-Taylor	CST	118 N Main St	Sapulpa	OK	2
IM-Farrell	CST	118 N. Main	Sapulpa	OK	1
SD&A-Taylor	CST	996 S College Ave	Tahlequah	OK	2
IM-Farrell	CST	1122 E 2Nd St	Tulsa	OK	2
SD&A-Taylor	CST	3322 E 28th St	Tulsa	OK	2
IM-Farrell	CST	8180 S. Harvard	Tulsa	OK	8
SD&A-Taylor	CST	123 S Scraper St	Vinita	OK	1
SD&A-Taylor	CST	201 W Tom Stafford St	Weatherford	OK	1
SD&A-Taylor	CST	64 N Reynolds St	Alice	TX	1
SD&A-Taylor	CST	302 N 6th St	Alpine	TX	1
IM-Farrell	CST	1015 Harrison Ave	Arlington	TX	2
IM-Farrell	CST	11220 Joseph Clayton Dr	Austin	TX	6
IM-Farrell	CST	12213 Roxie Dr	Austin	TX	6

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BU Name	Job Title	Work Address	City	State	Slots
IM-Farrell	CST	3615 Silver Dollar Circle	Austin	TX	5
IM-Farrell	CST	819 W North Loop Blvd	Austin	TX	2
SD&A-Taylor	CST	2309 Avenue H	Bay City	TX	1
SD&A-Taylor	CST	801 Runnels St	Big Spring	TX	2
SD&A-Taylor	CST	530 Deahl St	Borger	TX	1
IM-Farrell	CST	604 Galveston Rd	Brownsville	TX	1
IM-Farrell	CST	206 W Renfro St @ Wcr	Burleson	TX	1
IM-Farrell	CST	3215 Kellway	Carrollton	TX	2
SD&A-Taylor	CST	311 Ave B Nw	Childress	TX	1
SD&A-Taylor	CST	209 E Crockett St	Cleveland	TX	1
IM-Farrell	CST	411 Lantana St	Corpus Christi	TX	5
SD&A-Taylor	CST	411 Lantana St	Corpus Christi	TX	3
IM-Farrell	CST	6901 Yortown Blvd	Corpus Christi	TX	7
SD&A-Taylor	CST	500 S Alford St	Crane	TX	1
SD&A-Taylor	CST	123 E. Nueces St.	Crystal City	TX	4
SD&A-Taylor	CST	405 Terrell	Cuero	TX	1
IM-Farrell	CST	180 Pleasant Dr	Dallas	TX	2
IM-Farrell	CST	2910 Lombardy Ln	Dallas	TX	1
IM-Farrell	CST	3901 Bryan St	Dallas	TX	2
IM-Farrell	CST	6758 Twin Hills	Dallas	TX	3
SD&A-Taylor	CST	211 S Upson Dr	Devine	TX	2
SD&A-Taylor	CST	416 N. Monroe St.	Eagle Pass	TX	3
IM-Farrell	CST	1811 E Freddy Gonzalez Dr	Edinburg	TX	3
SD&A-Taylor	CST	1811 E. Freddy Gonzalez Dr.	Edinburg	TX	3
IM-Farrell	CST	2335 Jett St	Farmers Branch	TX	1
SD&A-Taylor	CST	201 N Valentine St	Fort Stockton	TX	2
IM-Farrell	CST	106 W Edgewood St	Friendswood	TX	1
SD&A-Taylor	CST	234 E Franklin	Goliad	TX	1
IM-Farrell	CST	601 W Dickey Rd	Grand Prairie	TX	1
SD&A-Taylor	CST	1401 Oklahoma St.	Harlingen	TX	3
SD&A-Taylor	CST	342 Miles St	Hereford	TX	1
SD&A-Taylor	CST	1701 Avenue N	Hondo	TX	1
SD&A-Taylor	CST	11007 Forbes	Houston	TX	2
IM-Farrell	CST	11510 Cullen Blvd	Houston	TX	1
SD&A-Taylor	CST	11510 Cullen Blvd	Houston	TX	1
IM-Farrell	CST	11930 Airline Dr	Houston	TX	1
SD&A-Taylor	CST	1210 Blue Bell Rd	Houston	TX	4
SD&A-Taylor	CST	13718 Laredo St	Houston	TX	2
IM-Farrell	CST	1433 Dian Street	Houston	TX	1
IM-Farrell	CST	2101 S Dairy Ashford Rd	Houston	TX	1
IM-Farrell	CST	5818 Eskridge St	Houston	TX	3
IM-Farrell	CST	7347 Joplin St	Houston	TX	27

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BU Name	Job Title	Work Address	City	State	Slots
IM-Farrell	CST	8803 Brae Acres Rd	Houston	TX	2
IM-Farrell	CST	9000 Park West Dr	Houston	TX	1
IM-Farrell	CST	11930 Airline Dr	Houston	TX	1
SD&A-Taylor	CST	123 S 2Nd St	Kenedy	TX	1
SD&A-Taylor	CST	201 W Campbell St	Kermit	TX	2
SD&A-Taylor	CST	330 E King Ave	Kingsville	TX	3
SD&A-Taylor	CST	112 W Way St	Lake Jackson	TX	1
IM-Farrell	CST	3136 Daniieldale Rd	Lancaster	TX	2
SD&A-Taylor	CST	1005 E. Kearney St.	Laredo	TX	2
IM-Farrell	CST	904 Lacy Dr	Leander	TX	6
SD&A-Taylor	CST	623 Emerson Avenue	Mccamey	TX	1
SD&A-Taylor	CST	705 E Virginia St	Mckinney	TX	1
IM-Farrell	CST	1306 N Loop 250 W	Midland	TX	1
SD&A-Taylor	CST	1306 N Loop 250 W	Midland	TX	6
SD&A-Taylor	CST	110 S Allen Ave	Monahans	TX	2
SD&A-Taylor	CST	605 E Yukon Rd	Odessa	TX	6
SD&A-Taylor	CST	304 N Houston St	Pampa	TX	2
SD&A-Taylor	CST	116 S Ash St	Pearsall	TX	1
IM-Farrell	CST	35439 Fm 1774	Pinehurst	TX	2
SD&A-Taylor	CST	215 N Pearl St	Rockport	TX	1
IM-Farrell	CST	1818 S Woody Rd	Rockwall	TX	2
IM-Farrell	CST	2000 Industrial	Rockwall	TX	5
IM-Farrell	CST	3115 Avenue J	Rosenberg	TX	1
IM-Farrell	CST	4119 Broadway	San Antonio	TX	2
IM-Farrell	CST	6445 Hausman Rd	San Antonio	TX	1
IM-Farrell	CST	8020 Alamo Downs Pkwy-Ste 101	San Antonio	TX	1
SD&A-Taylor	CST	307 Sw 3rd St	Seminole	TX	1
SD&A-Taylor	CST	1801 27th St	Snyder	TX	2
IM-Farrell	CST	1935 Old Holzworth Rd	Spring	TX	7
SD&A-Taylor	CST	311 E Hamilton St	Stamford	TX	1
SD&A-Taylor	CST	211 E 4th St	Sweetwater	TX	1
SD&A-Taylor	CST	2901 Gholson Rd	Waco	TX	1
SD&A-Taylor	CST	901 Hidalgo Blvd	Zapata	TX	1
Total					336