

## MEMORANDUM OF AGREEMENT MILITARY LEAVE OF ABSENCE

This Memorandum of Agreement confirms the parties' understanding regarding the pay and benefits treatment to be afforded employees who are called up for emergency duty associated with disaster relief efforts by a State Government and placed on an SBC Military Leave of Absence (for those not called to Involuntary Active Duty by Presidential Executive Order).

The following provisions will be effective August 29, 2005 for such employees and will supersede any contrary agreements or policies concerning military pay allowances and benefit coverages otherwise applicable to employees on Military Leave of Absence (for those not called to Involuntary Active Duty by Presidential Executive Order).

- o While on this Military Leave of Absence, such employees will receive a pay differential (i.e. the difference between his/her Company wages (including applicable shift differential but excluding overtime pay) and military pay (where military pay is less), for the period of the Leave covered by the State Governmental order, anticipated to be no more than 30 days. If the State Government order is extended or covers a period greater than 30 days, the maximum period during which the military pay differential will be paid will not exceed 90 days from the Leave's inception.
- o Other benefits that are provided to employees on a Military Leave of Absence (for those not called to Involuntary Active Duty by Presidential Executive Order) shall continue unchanged.

Effective date of this Memorandum: August 29, 2005

Termination date of this Memorandum: Cancellation of State Governmental Orders related to the specific disaster relief efforts, upon mutual agreement of the parties or through September 30, 2007, whichever occurs first.

Coverage: Southwestern Bell Yellow Pages, Inc

Communications Workers of America Southwestern Bell Yellow Pages, Inc.

Agreed: Andy Milburn Agreed: Kenneth D. Fobbs  
Andy Milburn Kenneth D. Fobbs  
Vice President, District 6 Vice President-Human Resources

Date: 11-28-05 Date: 10-28-05

COPIED TO: District 6 Local Presidents  
(Yellow Pages only)  
District 6 Staff  
11/28/05