

MEMORANDUM OF AGREEMENT

between

CELLCO PARTNERSHIP d/b/a VERIZON WIRELESS

and

COMMUNICATIONS WORKERS OF AMERICA

NEW YORK, NY

FIELD ENGINEER/CELL, FIELD ENGINEER/SWITCH, INVENTORY SPECIALIST

The below signed parties on behalf of Cellco Partnership d/b/a Verizon Wireless and the Communication Workers of America hereby agree to the following in resolution of all matters subject to collective bargaining and for a four year Successor Agreement to the Parties' 2011 - 2015 Collective Bargaining Agreement covering Field Engineer/Cell, Field Engineer/Switch and Inventory Specialists.

I. TERM OF LABOR AGREEMENT

The term of the Successor Agreement shall be August 2, 2015 through August 3, 2019 and Article 41, Duration of the Collective Bargaining Agreement shall be modified to reflect this term. Upon ratification, the Parties shall affirm their understanding that the terms set forth herein have been successfully incorporated into the Successor Agreement by way of affixing their signatures to said Agreement.

II. ARTICLE 22 – COMPANY POLICIES

Amend as shown adding language in bold font.

“ARTICLE 22

COMPANY POLICIES

Employees in the bargaining unit shall be subject to the following Employer policies: Military Leave, Death in the Immediate Family, Rest and Recuperation, Expenses, Travel, Safety, Vehicle, Absence, FMLA, ~~Code of Business Conduct~~, Employee Tuition Reimbursement, Severance and Adoption.

Effective the date of ratification of the Successor Agreement to the parties 2011-2015 Collective Bargaining Agreement, bargaining unit employees shall be eligible to participate in the Parental Leave Policy as it is applied to Similarly Situated Employees.

Effective the date of ratification of the Successor Agreement to the parties 2011-2015 Collective Bargaining Agreement, the Code of Business Conduct which was revised in 2015 shall apply to employees in the Bargaining Unit. The Employer may make modifications to the Code of Business Conduct at any time, provided such revisions match those applicable to Similarly Situated Employees and in accordance with the obligations contained below. The Employer shall provide the Union with thirty (30) calendar days advance written notice of any changes to the Code of Business Conduct. Should the Employer propose to make any significant or material changes to the Code of Business Conduct, if the Union requests to bargain, the parties will negotiate in good faith over the proposed changes.

III. ARTICLE 9: WAGES

III. ARTICLE 9: WAGES

Amend as shown eliminating language in strike through and adding language in bold font:

“ARTICLE 9

WAGES

1. Effective ~~August 7, 2011, August 7, 2012, August 7, 2013 and August 7, 2014,~~ **August 2, 2015, the first Sunday of the first payroll cycle following ratification of the Successor Agreement to the parties 2011 – 2015 Collective Bargaining Agreement, the first Sunday following the first anniversary of the first wage increase, the first Sunday following the second anniversary of the first wage increase, and the first Sunday following the third anniversary of the first wage increase [dates will be inserted after ratification is completed]** each employee employed in a bargaining unit position as such shall be advanced to the next step of Wage table 1 for the appropriate occupational classification.
2. Effective within 30 days following ratification of this contract, each employee in the bargaining unit shall receive a lump sum payment of **\$1,250**, less all federal, state, and local income tax withholdings, social security withholding, state disability deductions, Verizon Wireless Savings and Retirement Plan deductions or other legally required withholdings.
3. Any employee hired into the bargaining unit during the term of this Agreement shall be assigned by the Employer, in its discretion, to an annual salary listed on one of the steps of Wage Table 1 corresponding to the date of hire for the appropriate occupational classification.

Wage Table 1

Switch Step	8/7/2011	First Sunday after Ratification	12/23/2012	8/7/2013	8/7/2014
0	\$52,881	\$55,287	\$56,177	\$57,722	\$59,454
1	\$56,309	\$58,871	\$59,819	\$61,464	\$63,308
2	\$59,920	\$62,647	\$63,655	\$65,406	\$67,368
3	\$63,714	\$66,613	\$67,686	\$69,547	\$71,634
4	\$67,754	\$70,837	\$71,978	\$73,957	\$76,176
5	\$72,100	\$75,381	\$76,595	\$78,701	\$81,062
Top	\$81,569	\$85,281	\$86,654	\$89,037	\$91,708

Cell/Plant Step	8/7/2011	First Sunday after Ratification	12/23/2012	8/7/2013	8/7/2014
0	\$48,597	\$50,808	\$51,626	\$53,046	\$54,638
1	\$52,147	\$54,520	\$55,398	\$56,921	\$58,629
2	\$56,003	\$58,551	\$59,494	\$61,130	\$62,964
3	\$60,103	\$62,838	\$63,850	\$65,606	\$67,574
4	\$64,326	\$67,253	\$68,336	\$70,215	\$72,322
5	\$69,100	\$72,244	\$73,408	\$75,426	\$77,689
Top	\$77,825	\$81,367	\$82,676	\$84,950	\$87,499

Inventory Step	8/7/2011	First Sunday after Ratification	12/23/2012	8/7/2013	8/7/2014
0	\$37,458	\$39,163	\$39,793	\$40,887	\$42,114
1	\$41,191	\$43,065	\$43,759	\$44,962	\$46,311
2	\$44,252	\$46,266	\$47,011	\$48,303	\$49,752
3	\$46,638	\$48,760	\$49,545	\$50,908	\$52,435
4	\$52,184	\$54,559	\$55,437	\$56,962	\$58,670
Top	\$53,574	\$56,012	\$56,914	\$58,479	\$60,233

Switch Step	8/7/2014	First Sunday of first payroll cycle following ratification	First Sunday following the <u>first</u> anniversary of the first wage increase	First Sunday following the <u>second</u> anniversary of the first wage increase	First Sunday following the <u>third</u> anniversary of the first wage increase
0	\$59,454	\$61,238	\$62,769	\$64,338	\$65,946
1	\$63,308	\$65,207	\$66,837	\$68,508	\$70,221
2	\$67,368	\$69,389	\$71,124	\$72,902	\$74,724
3	\$71,634	\$73,783	\$75,628	\$77,518	\$79,456
4	\$76,176	\$78,461	\$80,423	\$82,433	\$84,494
5	\$81,062	\$83,494	\$85,581	\$87,721	\$89,914
Top	\$91,708	\$94,459	\$96,821	\$99,241	\$101,722

Cell/Plant Step	8/7/2014	First Sunday of first payroll cycle following ratification	First Sunday following the <u>first</u> anniversary of the first wage increase	First Sunday following the <u>second</u> anniversary of the first wage increase	First Sunday following the <u>third</u> anniversary of the first wage increase
0	\$54,638	\$56,277	\$57,684	\$59,126	\$60,604
1	\$58,629	\$60,388	\$61,898	\$63,445	\$65,031
2	\$62,964	\$64,853	\$66,474	\$68,136	\$69,840
3	\$67,574	\$69,601	\$71,341	\$73,125	\$74,953
4	\$72,322	\$74,492	\$76,354	\$78,263	\$80,219
5	\$77,689	\$80,020	\$82,020	\$84,071	\$86,172
Top	\$87,499	\$90,124	\$92,377	\$94,686	\$97,054

Inventory Step	8/7/2014	First Sunday of first payroll cycle following ratification	First Sunday following the <u>first</u> anniversary of the first wage increase	First Sunday following the <u>second</u> anniversary of the first wage increase	First Sunday following the <u>third</u> anniversary of the first wage increase
0	\$42,114	\$43,377	\$44,462	\$45,573	\$46,713
1	\$46,311	\$47,700	\$48,893	\$50,115	\$51,368
2	\$49,752	\$51,245	\$52,526	\$53,839	\$55,185
3	\$52,435	\$54,008	\$55,358	\$56,742	\$58,161
4	\$58,670	\$60,430	\$61,941	\$63,489	\$65,077
Top	\$60,233	\$62,040	\$63,591	\$65,181	\$66,810

IV. ARTICLE 12 - STAND BY

Amend by removing the struck through language and inserting the language in bold:

"ARTICLE 12

STANDBY

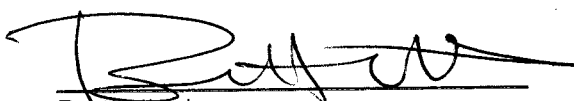
1. Qualified employees may be assigned on a rotational basis to a standby assignment. This assignment will begin on Friday at 5:00 p.m. and continue for seven (7) consecutive days ending on the following Friday at 5:00 p.m. During this assignment, the employee will be available for call outs for all hours outside of his/her regular work schedule.

2. The employee on standby assignment will be paid a flat rate of Two Hundred Ten (~~\$210~~) **Fifty (\$250)** dollars per week of standby duty. This payment shall be in addition to any call out pay that may be due under ARTICLE 11, Call Out Pay. In the event that similarly situated employees receive an increase in call out pay during the term of this Agreement, the increase shall apply to bargaining unit members on the same terms."

It is understood and agreed that this Memorandum constitutes all changes to the 2011-2015 Collective Bargaining Agreement that the Parties have agreed to for a four year Agreement and that all other provisions of the 2011-2015 Agreement shall continue without modification in the Successor Agreement except as they may be modified by this Memorandum. It is further agreed that all terms and conditions of the 2011-2015 Agreement will stay in full force and effect until the terms of this Memorandum of Agreement are voted upon by the membership of Communications Workers of America, and, if ratified, will take effect immediately upon execution of the revised Collective Bargaining Agreement.

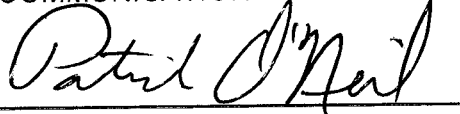
The below named members of the Union bargaining agree to recommend, without exception, the terms of the Collective Bargaining Agreement to the membership for ratification:

FOR THE VERIZON WIRELESS:



Brett Ulrich
Director, Labor Relations

FOR THE UNION
COMMUNICATION WORKERS OF AMERICA:



Patrick O'Neil
Staff Representative

COMMUNICATION WORKERS OF AMERICA LOCAL 1101

Michael Baxter
Vice President