

# 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 Communications Workers of America hereby agree to the following in resolution of all matters subject to collective bargaining for an extension of the Collective Bargaining Agreement effective from 8/2/2015 through 8/5/2023 covering Field Engineer/Cell, Field Engineer/Switch and Inventory Specialists as defined by the recognition language in Article 2, Recognition.

## **I. NEW TERM OF LABOR AGREEMENT**

By way of the extension, the Agreement shall be effective through August 1, 2026. Upon ratification of this extension, the Parties shall affirm their understanding that the terms set forth herein have been successfully incorporated into the Agreement by way of affixing their signatures to said Agreement.

## **II. ARTICLE 9: WAGES: SECTION 1, SECTION 2 AND SECTION 4**

Amend Article 9, Wages by incorporating the language in bold font and eliminating struck through language.

1. Effective August 2, 2015, June 19, 2016, June 25, 2017, June 24, 2018, June 23, 2019, June 21, 2020, June 20, 2021, June 19, 2022, **and June 18, 2023, the first Sunday of the payroll cycle after the second anniversary of ratification (2024) of the 2022 contract extension, the first Sunday of the payroll cycle after the third anniversary of ratification (2025) of the 2022 contract extension, and on July 26, 2026** 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.~~

**A one-time, single Ratification Bonus payment of \$750 will be paid to employees within thirty (30) days after ratification of this contract extension to employees on payroll as of the ratification date. Ratification Bonus payments will be subject to all applicable federal, state and local tax withholdings. Ratification Bonus payments will not be included in wages for computations of overtime, benefits or for any other purpose.**

4.

Switch Step	6/21/2020	6/20/2021	6/19/2022	First Sunday of payroll cycle after ratification	6/18/2023	First Sunday of payroll cycle after second anniversary of	First Sunday of payroll cycle after third anniversary of	7/26/2026

						ratification (2024)	ratification (2025)	
0	\$67,924	\$69,792	\$71,537	<b>\$72,610</b>	<b>\$75,515</b>	<b>\$77,780</b>	<b>\$80,113</b>	<b>\$82,517</b>
1	\$72,328	\$74,317	\$76,175	<b>\$77,317</b>	<b>\$80,410</b>	<b>\$82,822</b>	<b>\$85,307</b>	<b>\$87,866</b>
2	\$76,966	\$79,082	\$81,059	<b>\$82,275</b>	<b>\$85,566</b>	<b>\$88,133</b>	<b>\$90,777</b>	<b>\$93,501</b>
3	\$81,840	\$84,090	\$86,193	<b>\$87,485</b>	<b>\$90,985</b>	<b>\$93,714</b>	<b>\$96,526</b>	<b>\$99,422</b>
4	\$87,029	\$89,422	\$91,658	<b>\$93,033</b>	<b>\$96,754</b>	<b>\$99,656</b>	<b>\$102,646</b>	<b>\$105,726</b>
5	\$92,611	\$95,158	\$97,537	<b>\$99,000</b>	<b>\$102,960</b>	<b>\$106,049</b>	<b>\$109,231</b>	<b>\$112,507</b>
Top	\$104,774	\$107,655	\$110,346	<b>\$112,002</b>	<b>\$116,482</b>	<b>\$119,976</b>	<b>\$123,575</b>	<b>\$127,283</b>
Cell/Plant Step	6/21/2020	6/20/2021	6/19/2022	First Sunday of payroll cycle after ratification	6/18/2023	First Sunday of payroll cycle after second anniversary of ratification (2024)	First Sunday of payroll cycle after third anniversary of ratification (2025)	7/26/2026
0	\$62,422	\$64,139	\$65,742	<b>\$66,728</b>	<b>\$69,397</b>	<b>\$71,479</b>	<b>\$73,624</b>	<b>\$75,832</b>
1	\$66,982	\$68,824	\$70,545	<b>\$71,603</b>	<b>\$74,467</b>	<b>\$76,701</b>	<b>\$79,002</b>	<b>\$81,372</b>
2	\$71,935	\$73,913	\$75,761	<b>\$76,898</b>	<b>\$79,974</b>	<b>\$82,373</b>	<b>\$84,844</b>	<b>\$87,389</b>
3	\$77,202	\$79,325	\$81,308	<b>\$82,527</b>	<b>\$85,828</b>	<b>\$88,403</b>	<b>\$91,055</b>	<b>\$93,787</b>
4	\$82,626	\$84,898	\$87,020	<b>\$88,326</b>	<b>\$91,859</b>	<b>\$94,614</b>	<b>\$97,453</b>	<b>\$100,376</b>
5	\$88,757	\$91,198	\$93,478	<b>\$94,880</b>	<b>\$98,675</b>	<b>\$101,636</b>	<b>\$104,685</b>	<b>\$107,825</b>
Top	\$99,966	\$102,715	\$105,283	<b>\$106,862</b>	<b>\$111,136</b>	<b>\$114,470</b>	<b>\$117,904</b>	<b>\$121,442</b>
Inventory Step	6/21/2020	6/20/2021	6/19/2022	First Sunday of payroll cycle after ratification	6/18/2023	First Sunday of payroll cycle after second anniversary of ratification (2024)	First Sunday of payroll cycle after third anniversary of ratification (2025)	7/26/2026
0	\$48,114	\$49,438	\$50,673	<b>\$51,434</b>	<b>\$53,491</b>	<b>\$55,096</b>	<b>\$56,749</b>	<b>\$58,451</b>
1	\$52,909	\$54,364	\$55,723	<b>\$56,559</b>	<b>\$58,821</b>	<b>\$60,586</b>	<b>\$62,404</b>	<b>\$64,276</b>
2	\$56,841	\$58,404	\$59,864	<b>\$60,762</b>	<b>\$63,192</b>	<b>\$65,088</b>	<b>\$67,041</b>	<b>\$69,052</b>
3	\$59,906	\$61,553	\$63,092	<b>\$64,038</b>	<b>\$66,600</b>	<b>\$68,598</b>	<b>\$70,656</b>	<b>\$72,776</b>
4	\$67,029	\$68,873	\$70,594	<b>\$71,653</b>	<b>\$74,519</b>	<b>\$76,755</b>	<b>\$79,058</b>	<b>\$81,429</b>
Top	\$68,814	\$70,707	\$72,474	<b>\$73,561</b>	<b>\$76,504</b>	<b>\$78,799</b>	<b>\$81,163</b>	<b>\$83,598</b>

### III. ARTICLE 12: STANDBY, SECTION 2

Amend Article 12, Standby by incorporating the language in bold font and eliminating struck through language.

2. The employee on standby assignment will be paid a flat rate of ~~Two Hundred Fifty (\$250)~~ **Three Hundred (\$300)** 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.

#### **IV. WORK AT HOME SIDE LETTER**

Insert the below side letter regarding work at home for employees in the FAST group.

**The Company will continue work at home arrangement for the life of this contract extension for employees in the FAST group with the additional terms and conditions listed below:**

- 1. Employees must maintain an adequate space necessary to perform their work including, but not limited to, maintaining the confidentiality of Verizon information, broadband capability sufficient to reliably access Verizon systems and perform work assignments and a quiet and safe work environment.**
- 2. Employees may be required to report to their normal reporting location or other Company or non-Company locations for purposes such as, but not limited to, meetings, kick-offs, team-building exercises, medical and testing visits, training sessions, certifications, to pick up work-related materials, or where the employee's work assignment requires it. There must be a non-discriminatory reason to require the employee to report to their normal reporting location or other Company or non-Company locations, and requiring employees to report to such locations under this paragraph shall not be used as a form of discipline or for punitive reasons. Employees will be given at least 48 hours' notice of the need to be present at their normal reporting location or other Company or non-Company locations for these purposes. Employees may also be required to report to their normal reporting location or other Company or non-Company locations for investigatory interviews or disciplinary discussions and will be given notice of the need to be present at such locations no later than noon the day before.**
- 3. The Company will provide employees with a one-time reimbursement of up to three hundred dollars (\$300) for a work desk and/or an ergonomically appropriate chair.**
- 4. The Company will bear the cost of providing a Verizon computer. Employees and/or other bargaining unit employees will be responsible for installing and maintaining all Company property referenced above provided to them in order to perform work at home. All equipment and items provided must only be used for Verizon business purposes. To the extent an employee requires an accommodation, the Company will provide equipment and items as required by law. All Verizon equipment and other materials provided to an employee in connection with the work-at-home arrangement, and all equipment, materials, correspondence, records, documents, software, promotional materials, and other Company property, including all copies, summaries, synopses, or portions thereof, which come into the employee's possession whether or not created by the employee, and regardless of whether they were received by the employee at his/her residence, will at all times remain the sole and exclusive property of the Company. At any time that the Company requests, if the employee stops working from home, or upon the termination of an employee's employment, the employee will return to the Company all such Company property, and will not keep any copies of such Company property. Removal and return of Company-provided equipment, and/or related peripherals will be performed by the employee.**
- 5. The Company will provide a Verizon computer and any other equipment necessary for the employee to perform their job. Employees will be responsible for installing and maintaining all Company property referenced above provided to them in order to perform work at home. All equipment and items provided must only be used for Verizon business purposes.**
- 6. The Company may terminate the work-at-home arrangements at any time for an individual employee for material or repeat violation of the terms of this Agreement or material or repeat failure to adequately perform their job for a reason or reasons related to working from home with 7 days' notice to the affected employee. The Company may**



terminate this work-at-home arrangement if it has a demonstrated need to do so for such group(s) so long as the Company notifies the Union and discusses its plans at least 90 days before the planned termination date. The Company will not provide any such notice prior to December 31, 2023.

7. Employees who work at home will receive a monthly work-at-home stipend of \$50 to defray costs related to working from home. These payments will be effective on the first day of the month following the month this Agreement is ratified and the first payment will be payable at a time mutually agreed upon by the Company and the Union and in no event later than 90 days after ratification. Thereafter, these payments will be made monthly to employees on active payroll who are working from home on the date the payments are made. These payments will be subject to all applicable federal, state and local tax withholdings and are not required to be included in wages for computations of overtime, benefits or for any other purpose.
8. Within three months of ratification or at a time mutually agreed upon, the Company will send an e-mail to employees who are working at home that contains a link provided by the Union which will enable employees during paid breaks or outside of working hours employees to access a virtual union bulletin board maintained by the Union. The Company will have access to view the virtual bulletin board and the bulletin board will comply with existing contractual provisions addressing union bulletin boards.

#### **V. NEW HIRES SIDE LETTER**

Insert the below side letter regarding new hires during the term of the agreement.

The Company will hire 6 technicians ("New Hires") during the term of the agreement, contingent upon obtaining sufficient qualified and successfully trained candidates. These New Hires will be subject to existing testing, training and other pre- and post-hire procedures as appropriate. The Company will have no obligation to either maintain any particular headcount or backfill in the event that the New Hires leave employment or transfer from their technician jobs. Individuals who do not successfully complete training will not be counted towards this new hire requirement.

It is understood and agreed that this Memorandum constitutes all changes to the 2015-2023 Collective Bargaining Agreement that the Parties have agreed to for a three year extension and that all other provisions of the 2015-2023 Agreement shall continue without modification except as they may be modified by this Memorandum. It is further agreed that all terms and conditions of the 2015-2023 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 VERIZON WIRELESS:



Brett Ulrich  
Director, Labor Relations

FOR THE UNION  
COMMUNICATIONS WORKERS OF AMERICA:



Wayne Poole  
Staff Representative



Keith Purce

