

**Effects Bargaining Report**  
**COVID-19 Vaccine Mandate- Verizon**  
**November 4, 2021**

On October 14, 2021, Verizon notified CWA of its intent to mandate the COVID-19 vaccine for the unionized workforce unless an individual has a medical or religious exemption. The Company cited safety of employees and customers and the need to comply with federal, state, local and customer requirements as its reason.

CWA requested to bargain over the effects that a mandate may have on our members.

CWA Districts 1 and 2-13, as well as IBEW New York and New Jersey, met with Verizon on October 28th and November 3<sup>rd</sup> to open these discussions.

In both meetings, we requested information related to the mandate, including to whom the mandate will apply, the processes for submitting proof of vaccination, and the process for requesting an accommodation for medical, religious or other legally recognized basis.

The Union is evaluating the information provided before making any proposals.

We will continue to meet with Verizon and will keep you posted regarding any developments.