



Patrick Prindeville  
Executive Director  
Labor Relations

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October 27, 2020

Ms. Gladys M. Finnigan  
Assistant to the Vice President  
Communications Workers of America  
AFL-CIO, District One  
80 Pine Street, 37<sup>th</sup> Floor  
New York, NY 10005

Re: COVID-19 Home Garaging – Fourth Renewal

Dear Gladys,

As a result of the current COVID-19 outbreak, through November 30, 2020 certain Associates designated by management by title, location and work group shall home garage their Company-provided vehicle. The wages, benefits and other terms and conditions of employment of each Associate designated to home garage will continue to be governed by the applicable collective bargaining agreement.

Each Associate designated to home garage will begin their work tour when they dispatch from their home and will end their work tour when they close the last job of the day from their home. While home garaging, the Associate must comply with all Company rules and policies.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, and the underlying facts related to this agreement, shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Patrick J. Prindeville  
Executive Director - Labor Relations

Agreed for the Union:

Gladys M. Finnigan – Assistant to the Vice President  
Communications Workers of America

Date: