



Patrick Prindeville
Executive Director
Labor Relations

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October 14, 2020

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

Re: COVID-19 Unpaid Leave

Dear Gladys,

For associates who have exhausted 26 weeks of any of the leaves available pursuant to the March 16, 2020 COVID-19 Leave Agreement (the "COVID Leave Agreement") the Company will provide up to an additional 26 weeks of such leave without pay (terminating sooner if/when the associate is no longer eligible for such leave under the eligibility terms set out in the COVID Leave Agreement). Associates who have already exhausted the 26 week paid leave period and have not returned to work will have the time since expiration count toward this 26 week unpaid period, except to the extent the individual was on paid time off such as vacation, or on disability.

The associate will remain on active benefits and continue to accrue service credit during such leave. While on the unpaid portion of such leave except to the extent the associate receives any other payments from Verizon (e.g., vacation, disability benefit payments), the associate's typical payroll deductions (e.g., employee medical contributions, union dues) will build up and be paid in arrears upon the associate's return to paid status.

The Company will determine administrative practices to validate qualification for these leaves of absence which may include periodic re-qualification.

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 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: