

CWA District 1 NY/NE

Summary of Tentative Agreement

Verizon Wireless Network

July 7, 2022



CWA is pleased to announce that we have reached a Tentative Agreement on a three year extension of the current contract, which was set to expire in August of 2023. This contract extension, outlined below, preserves all of the protections of the 2016 contract and the 2018 MOU.

Highlights of Tentative Agreement

1. Duration of Extension

The terms of the contract will become effective upon ratification and will remain in effect until 11:59 pm on August 1, 2026.

2. Ratification Bonus

A bonus of \$750 for full-time employees and \$375 for part-time employees will be made to employees' within 30-days of ratification.

3. General Wage Increases

The increases listed below will be applied to all steps of the basic wage schedules on the date indicated:

- 1.50 % (in addition to the 2.5% increase effective June 19, 2022) effective First Sunday after ratification
- 1.50% (in addition to 2.5% already effective June 18, 2023)
- 3.0 % effective First Sunday following the second anniversary of ratification (2024)
- 3.0% effective First Sunday following the third anniversary of ratification (2025)
- 3.0% effective July 26, 2026

This is an 18.23% compounded wage increase from 2022-2026.

4. Article 12 Stand By

Will be increased from \$250 to **\$300**.

5. Jobs

A minimum of 6 technicians will be hired in New York.

6. Work At Home Agreement

The Company will continue work-at-home arrangements for the life of this contract extension for employees in the FAST group. Additional terms and conditions are:

- A. 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.
- B. 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 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.
- C. The Company will provide employees with a one-time reimbursement of up to three hundred dollars (\$300) for a work desk and/or ergonomically appropriate chair.
- D. 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 the 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 copies of such Company property. Removal and return of Company-provided equipment and/or related peripherals will be performed by the employee.

- E. 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.
- F. 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 plan at least 90 days before the planned termination date. The Company will not provide any such notice prior to December 31, 2023.
- G. Associates 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 associates 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.
- H. Within three months of ratification or at a time mutually agreed upon, the Company will send an email to associates who are working at home that contains a link provided by the Union which will enable associates 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.