

MEMORANDUM OF UNDERSTANDING
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 (collectively "parties") hereby agree to the following Memorandum of Understanding ("2026 MOU") in resolution of all matters subject to collective bargaining for an extension of the Collective Bargaining Agreement ("CBA"), effective from August 1, 2026 through August 3, 2030, covering Field Engineer/Cell, Field Engineer/Switch and Inventory Specialists as defined by the recognition language in Article 2, Recognition.

1. Term of Labor Agreement

All provisions of the parties' CBA will remain in full force and effect until 11:59 p.m. on August 3, 2030 except as modified below.

2. Article 9: Wages

a. The schedule of wage increases for the term of this 2026 MOU will be as follows:

Date	
July 26, 2026	1% increase (in addition to 3% effective July 26, 2026) applied to all steps of the basic wage schedule
July 25, 2027	3.50% increase applied to all steps of the basic wage schedule
July 30, 2028	3% increase applied to all steps of the basic wage schedule
July 29, 2029	3% increase applied to all steps of the basic wage schedule
July 28, 2030	3% increase applied to all steps of the basic wage schedule

b. A Ratification Bonus payment of \$750 will be paid to full-time employees within thirty (30) days after ratification of this 2026 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.

c. New York Metro Daily Work Allowance

Bargaining unit employees will be paid a daily work allowance of \$4.40 for each full or partial day worked in New York Metro (the "Daily Work Allowance").

The Daily Work Allowance will not be paid on any day not worked. The Daily Work Allowance will enter into computations of overtime pay required by law but is not required to be part of the basic rate or basic weekly wages for any other purposes.

3. Article 12: Standby

The rate of standby pay in Article 12 Section 2 will be increased to a flat rate of Three Hundred and Fifty dollars (\$350) per week of standby duty.

4. Side Letters

All side letters that were in effect as of 3/1/26, including the FAST LOA, shall remain in effect during the term of this renewal MOU subject to their respective terms.

It is understood and agreed that this Memorandum constitutes all changes to the CBA that the Parties have agreed to for a four (4) year extension and that all other provisions of the CBA shall continue without modification except as they may be modified by this MOU. It is further agreed that all terms and conditions of the CBA Agreement will stay in full force and effect until the terms of this MOU are voted upon by the membership of Communications Workers of America, and, if ratified, will take effect immediately upon execution of the revised CBA.

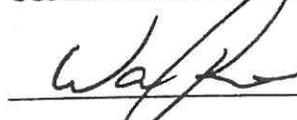
The below named members of the Union bargaining committee agree to recommend, without exception, the terms of the CBA to the membership for ratification.

FOR VERIZON WIRELESS:



Shannon Charron
AVP – Labor Relations

FOR THE UNION
COMMUNICATIONS WORKERS OF AMERICA:



Wayne Poole
Staff Representative

Mr. Wayne Poole
Staff Representative
80 Pine Street, 37th Floor
New York, NY 10005

Re: New Hires

Dear Mr. Poole:

The Company will hire 10 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.

Very truly yours,

Shannon Charron

AVP - Labor Relations

Date:

 2/5/24

Agreed for the Union:



Wayne Poole

Date: 3-4-26

Mr. Wayne Poole
Staff Representative
80 Pine Street, 37th Floor
New York, NY 10005

Re: Inside Hut – Work Committees

Dear Mr. Poole:

During negotiations for this extension Agreement the parties explored the feasibility of having bargaining unit employees perform certain work that VZW currently contracts and the use of VZT technicians to perform certain VZW work (“the Work”). Although the parties were unable to reach an Agreement on the Work they mutually agree to explore the issue further by forming a joint Committee (“Work Committee”) to discuss the Work and also other VZW Work in effort to identify opportunities and efficiencies. The Work Committee shall consist of six members, three from the Union and three from the Company.

Upon mutual agreement by the parties, company representatives from VZT may attend the Work Committee meetings. The Work Committee shall commence meetings no later than 60 days following ratification of this extension Agreement and at mutually agreeable times thereafter.

To facilitate the work of the Work Committee, the Company agrees to provide the Union with the relevant information it requests in a timely manner. To the extent any VZW employee is on the committee, these meetings will be scheduled during work time.

Very truly yours,

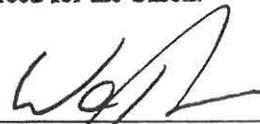
Shannon Charron

AVP – Labor Relations

Date:

 3/5/26

Agreed for the Union:



Wayne Poole

Date: 3-4-26