[date]

2026 COMMON ISSUES
MEMORANDUM OF UNDERSTANDING

Between

VERIZON NEW ENGLAND, INC.
VERIZON AVENUE CORP.
VERIZON SERVICES CORP.

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
LOCALS 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325, 2327

This Memorandum of Understanding (the "2022 MOU") is agreed to by and between the above-named companies (herein the "Company" or "Companies," as context requires) and the International Brotherhood of Electrical Workers Locals 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325 and 2327 (hereinafter the "Union" or "IBEW") with respect to the following IBEW-represented bargaining units:

1. IBEW Plant (Verizon New England Inc., Verizon Avenue and VSC)
2. IBEW Traffic (Verizon New England Inc. and VSC)
3. IBEW Accounting (Verizon New England Inc. and VSC)
4. IBEW Sales (Verizon New England Inc. and VSC)

New collective bargaining agreements covering the above-named bargaining units (including without limitation this 2026 MOU, to the extent the parties have not specified different effective dates in provisions of this 2026 MOU) will become effective immediately upon ratification of this 2026 MOU ("Effective Date") and will remain in effect until 11:59 p.m. on August 3, 2030. This 2026 MOU will become effective if, and only if, ratified by the combined results of the voting in the bargaining units in the Companies represented by IBEW no later than thirty calendar days after the date of this 2026 MOU.

This 2026 MOU incorporates by reference all provisions of the 2022 Common Issues Memorandum of Understanding Between Verizon New England Inc., Verizon Advanced Data, Inc., Verizon Avenue Inc., and Verizon Services Corp. and the International Brotherhood of Electrical Workers, AFL-CIO, Locals 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325 and 2327 effective July 29, 2022("2022 MOU") and all attachments to the 2022 MOU that were valid and enforceable immediately prior to the Effective Date, as modified by the applicable provisions of this 2026 MOU. Each of the new collective bargaining agreements will consist of the provisions of the existing agreements, including all provisions of and attachments to the 2022 MOU that were valid and enforceable immediately prior to the Effective Date, as modified by the applicable provisions of this 2026 MOU. All letters of agreement in the parties' 2022 collective bargaining agreements (including without limitation the 2022 MOU), and all local agreements that were valid and enforceable immediately prior to the Effective Date, will remain in full force and effect, unless the terms of such letters of agreement have been modified or eliminated by this 2026 MOU or by the parties' collective bargaining agreements (including without limitation terms agreed to at local bargaining tables). All letters of agreement or provisions in the parties' 2022 collective bargaining agreements (including without limitation the 2022 MOU and all attachments to the 2022 MOU) that contain an expiration date of August 1, 2026 will be changed to reflect an expiration date of August 3, 2030 unless the parties have expressly agreed to a different expiration date or that such letters or provisions will not remain in effect. All letters of agreement or provisions in the parties' 2022 collective bargaining agreements (including without limitation the 2022 MOU and all attachments to the 2022 MOU) that were valid and enforceable immediately prior to the Effective Date that contain dates other than expiration dates will be changed as necessary to ensure the continued enforceability of such agreements unless the parties have expressly agreed that such letters or provisions will not remain in effect.[1] Provisions of this 2026 MOU, including the attachments, will be incorporated, by reference or otherwise, into the appropriate collective bargaining agreements.

To the extent that any provision of this 2026 MOU is inconsistent with or contrary to any provision of the 2022 MOU, any local collective bargaining agreement, or any other agreement, policy or past practice, such

[1] This footnote is for explanatory purposes only. This 2026 MOU sets forth certain provisions from the 2022 MOU with new dates to ensure the enforceability of those provisions. All provisions and attachments of the 2022 MOU and predecessor MOUs, which were valid and enforceable immediately prior to the Effective Date, that are not specifically set forth in the body of this MOU are incorporated by reference and remain valid and enforceable, as modified by this 2026 MOU. By way of example, Section VI.1.A.(1) of this 2026 MOU sets forth the annual deductible for covered services under the HCN and the Health Care PPO plans for individual and family coverage, for in-network and out-of-network services, for calendar years 2027, 2028, 2029, and 2030. Section VI does not set forth the applicable deductible for calendar year 2026 because the deductibles in those calendar years are set forth in the parties' 2022 MOU and are unchanged.

2026 MOU provision will govern and will supersede the inconsistent or contrary provision of the 2022 MOU, any local collective bargaining agreement, or any other agreement, policy or past practice

Dated: ______________________________

FOR THE COMPANIES

By: ________________________________
PATRICK PRINDEVILLE
Chairperson, Common Issues Bargaining

FOR INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

By: ________________________________
Business Manager – Local 2222

By: ________________________________
Business Manager – Local 2313

By: ________________________________
Business Manager – Local 2322

By: ________________________________
Business Manager – Local 2323

By: ________________________________
Business Manager – Local 2320

By: ________________________________
Business Manager – Local 2321

By: ________________________________
Business Manager – Local 2324

By: ________________________________
Business Manager – Local 2325

By: ________________________________
Business Manager – Local 2327

I. WAGES

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

II. COST-OF-LIVING

During the term of this 2026 MOU, the existing Cost-of-Living provisions in the collective bargaining agreement will be deleted and replaced with the language set forth below:

(a) Effective on July 29, 2029, an adjustment will be made in basic weekly rates in each wage schedule in the amount of: (i) one-half of the increase above three and three-quarters percent (3.75%) in the "CPI-W" (1982-84 = 100) for April 2029 over April 2028, applied to (ii) the scheduled rates in effect in each wage schedule on July 28, 2029, (iii) rounded to the nearest 50 cents. In no event shall an increase under this Paragraph exceed two percent (2%).

(b) In no event shall a decrease in the CPI-W result in a reduction of any basic weekly wage rate.

(c) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Indexes on or before the dates referred to in Paragraph (a), the cost-of-living adjustment required by such appropriate indexes shall be effective at the beginning of the first payroll week after receipt of the indexes.

(d) No adjustment, retroactive or otherwise, shall be made as the result of any revision which may later be made in the first published figures for the CPI-W for all CPI-W data referenced above.

(e) The cost-of-living adjustment is dependent upon the availability of the CPI-W in its present form and calculated on the same basis as the CPI-W for April 2025. In the event the Bureau of Labor Statistics changes the form or the basis of calculating the CPI-W, the Company and the Union agree to request the Bureau to make available, for the life of this agreement, a CPI-W in its present form and calculate it on the same basis as the CPI-W for April 2025, which was 314.243 (1982-84 = 100).

III. CORPORATE PROFIT SHARING

The Corporate Profit Sharing ("CPS") Plan is modified as follows:

(a) The CPS plan will provide awards for results in calendar years 2026, 2027, 2028 and 2029 with the awards payable in 2027, 2028, 2029 and 2030.

(b) The "Standard" CPS Distribution will be as follows:

Performance Year	Standard CPS Distribution	Year Payable
2026	$500	2027
2027	$500	2028
2028	$500	2029
2029	$500	2030

(c) Notwithstanding paragraphs (a) and (b) above, the minimum distribution for Performance Years 2026, 2027, 2028 and 2029 will be $1,200, subject in all cases to prorating under Section 3.

(d) In addition to paragraphs 3(a), (b), and (c) above, associates hired on or after October 28, 2012 will receive an additional CPS distribution for Performance Years 2026, 2027, 2028 and 2029 of $3,100 each year, subject in all cases to prorating under Section 3 of the CPS Plan. This additional CPS distribution will default into the Associate 401(k) Savings Plan, unless an associate makes an advance election each year to instead receive the additional distribution in their paycheck contemporaneous with when the 401(k) contribution would have been made.

IV. ASSOCIATE 401(K) SAVINGS PLAN MATCHING CONTRIBUTION BASED ON STUDENT LOAN PAYMENTS

Starting January 1, 2027, associates will be eligible to receive an employer matching contribution into the Associate 401(k) Savings Plan for qualified student loan payments in accordance with the Secure 2.0 Act. The Company will make these matching contributions annually based on student loan payment records submitted in accordance with the applicable administrative processes, which may be modified from time to time. This matching contribution, when combined with other 401(k) matching contributions, shall not be greater than the applicable maximum matching contribution for 401(k) contributions.

V. **PENSION BENEFIT AND OTHER CHANGES**

A. **Pension Lump Sum Cashout**.

An associate covered by the cashout program set forth in the 2016 MOU who separates from service during the term of this 2026 MOU, with eligibility for a vested pension or a service pension, will be eligible to receive his or her vested pension or service pension under the Verizon Pension Plan for Associates ("Pension Plan") as a total lump-sum cashout. The terms of the cashout program will be the same as the terms of the cashout program set forth in the 2016 MOU.

In light of the Pension Benefit Guaranty Corporation's ("PBGC") changes to the interest rate it uses to calculate lumps sums, as set forth in regulations titled "Lump Sum Payment Assumptions" (29 CFR Part 4022) published in the Federal Register on September 9, 2020, the Pension Plan will be amended to permit a participant who commences his or her pension before August 3, 2030, who is covered by the cashout program pursuant to the 2008 Common Issues Memorandum of Understanding and the 2018 Common Issues Memorandum of Understanding ("MOUs"), and who elects a lump-sum cashout of his or her vested pension or service pension, to have such lump-sum cashout calculated using the following additional interest and mortality lump sum basis (the "Special Temporary PBGC Lump Sum Basis") if such calculation results in a greater lump-sum cashout value than the best of the otherwise applicable lump sum bases in the Pension Plan. The interest rate for the Special Temporary PBGC Lump Sum Basis will be the same as the interest rate specified for the "'PBGC' amount" under the Pension Plan except that the applicable PBGC interest rate will be the applicable lump interest rate provided by the PBGC for private-sector payments. The mortality table for the Special Temporary PBGC Lump Sum Basis will be the same as the mortality table specified for the "'PBGC' amount" under the Pension Plan.

B. **Pension Band Increases**.

The New York and New England Associate component of the Pension Plan will be amended to provide for increases in the Pension Band Amounts by the "Percentage Increase" amounts shown below for pension eligible associates whose "Pension Effective Date" (which is the first day following the last day on the payroll) is on or after the corresponding "Pension Band Effective Date" shown below. In addition, the amendment will provide for the acceleration of the next scheduled Percentage Increase under this 2026 MOU for pension eligible associates who leave the service of the Company pursuant to a Special Enhanced Income Protection Plan ("Special EIPP") under Section IX of this 2026 MOU.

Pension Band Effective Date	Percentage Increase
September 15, 2026	1%
September 15, 2027	1%
September 15, 2028	1%
September 15, 2029	1%

C. **Stock Together.**

Notwithstanding the "Annual Broad-Based Equity Plan" Letter of Agreement, dated January 30, 2020, the Company shall not be obligated to include any associate, including Pension New Hires, in any equity award program approved by the Verizon Board in 2026 or in any future year. Any provisions to the contrary in the "Annual Broad-Based Equity Plan" Letter of Agreement, dated January 30, 2020 shall be null and void and have no further effect. Any equity awards previously granted under that letter shall remain subject to the terms and conditions set forth in that letter and the applicable Stock Together Restricted Stock Unit Award.

VI. BENEFITS

1. CHANGES TO EXISTING HEALTH CARE BENEFITS FOR ACTIVE ASSOCIATES

The provisions of the Verizon Medical Expense Plan for New York and New England Associates (the "VMEP") regarding medical benefits and the Verizon Alternate Choice Plan for New York and New England Associates (a component or subplan of the VMEP) will be amended as follows effective January 1, 2027, except where otherwise noted:

D. **Medical Changes Applicable to VMEP.**

1) **HCN and Health Care PPO Benefits Changes**:

a. **Deductible**. The annual deductible for covered services or supplies will be as follows:

	In-Network		Out-of-Network
	HCN	Health Care PPO	
	Individual	Individual	Individual
2027	$510	$880	$1,260
2028	$530	$900	$1,290
2029	$550	$920	$1,315
2030	$570	$940	$1,325

i. Family deductibles will continue to be 2.5 times the Individual deductibles.

(Amend the following sections of the VMEP: Sections 6.1.1 and 6.2.1.)

b. **Out-of-Pocket Maximum**. The out-of-pocket expense maximum for covered services or supplies will be as follows:

	In-Network	Out-of-Network
	Individual	Individual
2027	$2,370	$3,590
2028	$2,420	$3,640
2029	$2,470	$3,690
2030	$2,520	$3,740

i. Family out-of-pocket expense maximums will continue to be 2.5 times the Individual out-of-pocket maximums.

(Amend the following sections of the VMEP: Sections 6.1.4 and 6.2.3.)

c. **Copays**. The copays for covered services and supplies will be as follows:

i. HCN Option: Effective January 1, 2030, all covered services and supplies that are subject to a $35 copay will be subject to a $40 copay. (Amend the following section of the VMEP: Section 6.1.2.)

ii. Health Care PPO Option: Effective January 1, 2030, all covered services and supplies that are subject to a $35 copay will be subject to a $40 copay. (Amend the following sections of the VMEP: Sections 6.2, 6.2.2 and 6.2.4.)

iii. Emergency Room: Effective January 1, 2029, the copay for visits to an emergency room will be $165, and effective January 1, 2030, the copay for visits to an emergency room will be $170. (Amend the following sections of the VMEP: Sections 6.1.2, 6.1.3, 6.2, 6.2.2 and 6.2.4.)

2) **EPO Option and HMO Option Changes**:

a. **EPO Option.** Effective January 1, 2030, all covered services and supplies that are subject to a $35 copay will be subject to a $40 copay. Effective January 1, 2029, the copay for visits to an emergency room will be $165, and effective January 1, 2030, the copay for visits to an emergency room will be $170. (Amend the following section of the Verizon Alternate Choice Plan for New York and New England Associates: Section 4.)

b. **HMO Options.** Effective January 1, 2030, all covered services and supplies that are subject to a copay no greater than $35 will be subject to a copay no greater than $40. Effective January 1, 2029, the copay for visits to an emergency room will be no greater than $165, and effective January 1, 2030, the copay for visits to an emergency room will be no greater than $170. (Amend the following section of the Verizon Alternate Choice Plan for New York and New England Associates: Section 4.1)

3) **Contributions for Medical Coverage.**

a. The Monthly Employee Contribution for Employee Only/Employee + Family coverage for the HCN and the Health Care PPO for a non- tobacco user who has completed the wellness activity will be:

Coverage Category Elected	Health Care PPO Option and HCN Option Monthly Employee Contribution (Tobacco User Rate)	Health Care PPO Option and HCN Option Monthly Employee Contribution (Non-Tobacco User Rate)	Other Medical Option Monthly Employee Contribution (Tobacco User Rate) – Up to a maximum of the amounts below	Other Medical Option Monthly Employee Contribution (Non-Tobacco User Rate) – Up to a maximum of the amounts below
Employee Only	2027: $220.33 2028: $228.33 2029: $236.33 2030: $244.33	2027: $170.33 2028: $178.33 2029: $186.33 2030: $194.33	2027: $301.33 2028: $313.33 2029: $325.33 2030: $337.33	2027: $251.33 2028: $263.33 2029: $275.33 2030: $287.33
Employee + Family	2027: $382.33 2028: $398.33 2029: $414.33 2030: $430.33	2027: $332.33 2028: $348.33 2029: $364.33 2030: $380.33	2027: $544.33 2028: $568.33 2029: $592.33 2030: $616.33	2027: $494.33 2028: $518.33 2029: $542.33 2030: $566.33

b. The Monthly Employee Contributions that appear in the chart above will be annualized and will reflect an additional $.04 on annual basis.

c. The Monthly Employee Contribution for the EPO and HMOs will continue to be no greater than 150% of the HCN and Health Care PPO rates.

d. The $100 annual credit for completing a health risk assessment will continue to apply in 2027, 2028, 2029 and 2030.

(Amend the following section of the VMEP: Section 3.)

2. RETIREE HEALTH AND WELFARE BENEFITS CHANGES

Except as otherwise provided below, any changes to the health care benefits provided to active employees as set forth in Section 1 above will also be made to the health care benefits provided to eligible retirees who retired after August 9, 1986 ("Covered Retirees") effective at the same time such changes are effective for active employees and the applicable retiree health care plans will be amended in the same manner as those provisions are amended for active employees pursuant to Section 1 above. Any future changes to health care benefits and prescription drug coverage provided to Covered Retirees will be negotiated with the Union in the same manner as that for active employees and future retirees.

A. **Changes for Covered Retirees Who Are Not Medicare Eligible.**

Notwithstanding the foregoing, for Covered Retirees and their dependents who are not Medicare eligible and who retired prior to January 1, 2017, the deductible provisions for the Health Care PPO Option set forth in Section V.1.A.1 above shall not apply, and instead the deductible for such Covered Retirees and their eligible dependents enrolled in the Health Care PPO Option shall remain as provided in the 2016 MOU. Covered Retirees and their dependents who are not Medicare eligible and who retire after December 31, 2016 who enroll in the Health Care PPO Option will be subject to the deductible provisions in effect on the date of the Covered Retiree's retirement.

B. **Contributions for Retiree Medical Coverage.**

The chart set forth in Section VI.2.B. in the 2022 NYNE MOU shall be replaced with the following chart:

	2027	**2028**	**2029**	**2030**
Retiree Only	$243	$255	$267	$279
Retiree + 1	$365	$383	$401	$419
Retiree + Family	$486	$510	$534	$558

C. **Retirees with Net Credited Service Date On or After August 3, 2008.**

Any associate whose Net Credited Service date, as defined in the Pension Plan, is on or after August 3, 2008 and who otherwise did not qualify for any Company subsidized retiree medical coverage upon his or her initial employment termination, will continue to be subject to the "New Hire" contribution requirements outlined in Section VII.3.C of the 2008 MOU, as modified by this paragraph. Effective January 1, 2026, any such New Hire will receive upon retirement (or with respect any such New Hire who has retired as of the date of this 2025 MOU, commencing effective January 1, 2026) an annual benefit for medical coverage, for the rest of his or her life, of $772 for each year of Net Credited Service which the New Hire completes that commences on or after August 3, 2008 (up to a maximum of 20 years of net credited service).

Notwithstanding the following increases, once the New Hire becomes eligible for Medicare, the Company's contribution shall be adjusted to reflect the relative cost of such coverage as compared to that for pre-Medicare retirees. In no case, however, shall the amount available to a Medicare-eligible retiree be less than 50% of the amount otherwise available to a similarly situated pre-Medicare retiree with equal Net Credited Service and using the credit schedule in effect at January 1, 2025 adjusted for a 20 year maximum. For the avoidance of doubt, the minimum credit available to a Medicare-eligible retiree shall be $360 for each year of Net Credited Service which the New Hire completes that commences on or after August 3, 2008 (up to a maximum of 20 years of net credited service). All other provisions of Section VII.3.C of the 2008 MOU will remain unchanged.

3. PRESCRIPTION DRUG CHANGES FOR ACTIVES AND PRE-MEDICARE RETIREES

When a therapeutic class includes both a brand name drug and one or more generic drug alternative(s), and the PBM covers the brand name drug but excludes all of the generic drugs in that therapeutic class, then members will be charged the generic drug copay rather than the brand name copay.

(Amend the following sections of the VMEP: Sections 6.4.1,6.4.3, and 6.4.5)

(Amend the following section of the Verizon Alternate Choice Plan for New York and New England Associates: 4.6)

4. DENTAL CHANGES FOR ACTIVES AND PRE-MEDICARE RETIREES

The provisions of the Verizon Dental Expense Plan for New York and New England Associates (the "VDEP") regarding dental benefits will be amended as follows effective January 1, 2027:

A. Effective January 1, 2027, increase the annual benefit maximum per person by $500 for dental expenses excluding orthodontia. (Amend the following section of the VDEP: Sections 6.41)

B. Effective January 1, 2027, increase the lifetime benefit maximum per person by $500 for orthodontic services. (Amend the following section of the VDEP: Sections 6.42)

C. Effective January 1, 2027, increase the scheduled benefit for each procedure by twenty percent (20%) for all Dental Plan Options that utilize a schedule. (Amend the following section of the VDEP: Exhibit C (Verizon Amounts Payable))

VII. SHARING OF CALLS AMONG CENTERS

The Sharing of Calls Among Centers provision in the 2022 MOU will remain in effect during the term of this 2026 MOU except:

(a) The references in subsection F. to 2022 will be modified to 2026.

(b) Increase the New York/New England Tech Support aggregate regional call volume percentage by 2% effective January 1, 2027.

(c) Increase the New York/New England Tech Support aggregate regional call volume percentage by 1% effective January 1, 2028.

VIII. WORK AND FAMILY

The Work and Family Committee provision in the 2022 MOU will remain in effect during the term of this 2026 MOU except that the references to the 2022 MOU will be modified to the 2026 MOU.

IX. SPECIAL ENHANCED INCOME PROTECTION PLAN

Section XII.B.4 of the 2016 MOU shall be amended to provide that the Pension Plan will be amended such that pension eligible associates who leave the service of the Company pursuant to a Special EIPP will be eligible for the next scheduled Pension Band Increase, to the extent there is another Pension Band Increase scheduled pursuant to Section V.B of this 2026 MOU, in the calculation of their pension.

X. MOBILE/HOME WORK

The Mobile/Home Letter of Agreement between the Company and the Union is set forth in Attachment 1.

XI. VZW INSIDE HUT WORK

The VZW Inside Hut Letter of Agreement between the Company and the Union is set forth in Attachment 2.

XII. SERVICE AGGREGATION POINT ("SAP") AND TRANSPORT AGGREGATION POINT ("TAP") WORK

The SAP and TAP Letter of Agreement between the Company and the Union is set forth in Attachment 3.

XIII. VERIZON BUSINESS ("VZB") WORK

The VZB Letter of Agreement between the Company and the Union is set forth in Attachment 4.

XIV. ONE TALK WORK

The One Talk Letter of Agreement between the Company and the Union is set forth in Attachment 5.

XV. EATON FIBER SALES, SERVICE, AND TECHNICAL SUPPORT WORK

The Eaton Fiber Letter of Agreement between the Company and the Union is set forth in Attachment 6.

XVI. INSTALLATION WORK IN NEW ENGLAND

The Installation Work in New England Letter of Agreement between the Company and the Union is set forth in Attachment 7.

XVII. JOBS OUTSIDE THE SALES AND SERVICE CENTERS AND TECHNICAL SUPPORT CENTERS

The Company will hire 900 employees into positions not assigned to the Sales and Service Centers and Technical Support Centers ("New Hires") in the NY/NE footprint during the term of the 2026 MOU, contingent upon obtaining sufficient qualified and successfully trained candidates. At least 500 of these New Hires will be in the New York footprint (of which at least 30 New Hires shall be hired into the Materiel Equipment Technician ("MET") title and at least 10 New Hires shall be hired into the Conduit Worker title), and at least 300 of these New Hires will be in the New England footprint. At least half of the MET job requisitions shall be posted by December 31, 2027, and the remainder shall be posted by December 31, 2028. These New Hires are in addition to any outstanding obligation to hire technicians that still exists under the terms of the 2022 MOU. These New Hires will be subject to existing testing, training and other pre- and post-hire procedures as appropriate, except that any internal staffing obligation, such as the 50% internal staffing obligation, shall not apply to the hiring of the New Hires. 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 jobs. Individuals who do not successfully complete training will not be counted towards this New Hire requirement.

In New England, if within one year after hiring a New Hire into a Union Local, the Company declares that associate title surplus as part of an IPP, EIPP or Special EIPP in that Union Local, then the number of associates in that title that leave the business in that Union Local pursuant to the surplus offer will be deducted from the number of New Hires hired in that title in that Union Local within the last year.

XVIII. INTERNAL TECHNICIAN JOB REQUISITIONS

In addition to the Company's New Hires, the Company shall post, in accordance with existing staffing processes, 75 internal technician job requisitions in the NY/NE footprint, open only to those for whom the position would be a promotion. At least 30 of these internal job requisitions shall be posted in New York and at least 30 shall be posted in New England.

XIX. SALES AND SERVICE CENTER JOBS

For CWA NY/NE and IBEW NY, the Company will hire 140 employees into positions assigned to the Sales and Service Centers ("New Sales Hires") in the NY/NE footprint during the term of the 2026 MOU, contingent upon obtaining sufficient qualified and successfully trained candidates. These New Sales Hires are in addition to any outstanding obligation to hire into the Sales and Service Centers that still exists under the terms of the 2022 MOU. These New Sales Hires will be hired proportionately to each CWA NY/NE and IBEW NY Union Local based on the number of employees in the existing Sales and Service Centers as of the date of this agreement, plus any hires remaining to be hired pursuant to an obligation to hire employees into Sales and Service Centers in a Union Local's jurisdiction that still exists under the terms of the 2022 MOU, in the NY/NE footprint. These New Sales Hires will be subject to existing testing, training and other pre- and post-hire procedures as appropriate, except that any internal staffing obligation, such as the 50% internal staffing obligation, shall not apply to the hiring of the New Sales Hires. The Company will have no obligation to either maintain any particular headcount or backfill in the event that the New Sales Hires leave employment or transfer from their Call Center positions. Individuals who do not successfully complete training will not be counted towards this New Sales Hire requirement.

XX. TECHNICAL SUPPORT CENTER JOBS

The Company will hire 140 employees into positions assigned to the Technical Support Centers ("New Technical Support Hires") in the NY/NE footprint during the term of the 2026 MOU, contingent upon obtaining sufficient qualified and successfully trained candidates. These New Technical Support Hires are in addition to any outstanding obligation to hire into the Technical Support Centers that still exists under the terms of the 2022 MOU. These New Technical Support Hires will be hired proportionately to each Union Local based on the number of employees in the existing Technical Support Centers as of the date of this agreement, plus any hires remaining to be hired pursuant to an obligation to hire employees into Technical Support Centers in a Union Local's jurisdiction that still exists under the terms of the 2022 MOU, in the NY/NE footprint. These New Technical Support Hires will be subject to existing testing, training and other pre- and post-hire procedures as appropriate, except that any internal staffing obligation, such as the 50% internal staffing obligation, shall not apply to the hiring of the New Technical Support Hires. The Company will have no obligation to either maintain any particular headcount or backfill in the event that the New Technical Support Hires leave employment or transfer from their Call Center positions. Individuals who do not successfully complete training will not be counted towards this New Technical Support Hire requirement.

XXI. 2026 MEMORANDUM OF AGREEMENT

The 2026 Memorandum of Agreement, which updates the 2022 Memorandum of Agreement, is set forth in Attachment 8.

XXII. DURATION

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

[date]
ATTACHMENT 1

verizon✓

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: Home/Mobile

Dear Mr. Hetrick:

In order to maximize home/mobile sales opportunities and improve the experience for existing and potential home/mobile customers:

1. Subject to the provisions set forth in paragraph 2 –5 below, employees in the Sales and Service Centers (currently CSSC, BSBC, VCCD, and MSSC) may be assigned to establish, service, and/or modify Verizon Wireless (Cellco Partnership) ("VZW") accounts and sell VZW products, including One Talk, in which case, the terms of the 5G Sales and Service and Tech Support Letter of Agreement will apply to any such work. Bargaining unit employees will have access to systems necessary to perform the work set forth in this paragraph.
2. Prior to any such work being assigned to associates, the Company and the Unions will meet in committee to discuss any tasks that associates will be assigned to perform, including appropriate training for that work. The work set forth in paragraph 4 will not be performed by VZW personnel until the bargaining unit has started performing work pursuant to paragraph 1.
3. All calls originating from New York/New England footprint ("NY/NE") customers that are routed through the electronic routing system ("ERS") will continue to be handled in accordance with the "Sharing of Calls Among Centers" provision of the collective bargaining agreement ("CBA"). If a customer instead contacts VZW regarding wireless service, then on a secondary request, VZW personnel may perform only the limited functions described in

paragraph 4 for a NY/NE footprint customer, and each such call will count as a call originating from NY/NE footprint customers for purposes of calculating the "aggregate regional call volume percentages" set forth in the Agreement regarding the Sharing of Calls Among Centers. The number of such wireline transactions handled by VZW in a calendar year will be tracked in VZW's call taking systems (e.g., ACSS) for reporting to the Unions and must be less than the number of wireless mobility transactions handled by the bargaining unit in that year in accordance with paragraph 1 above. The Company will provide the Unions quarterly with the following information broken out by month: (a) wireless mobility transactions handled by the bargaining unit broken out by number, type, and region, and (b) wireline transactions handled by VZW personnel broken out by number, type, and region. The work set forth in paragraphs 1 and 4 will not be assigned until the Company has reviewed with the Unions the reporting it will utilize to provide the information referenced in the prior sentence.

4. The only wireline transaction types that VZW personnel may handle on a secondary request are: a) Applying discounts (for example, home and mobile, loyalty); b) Adding or modifying perks; and c) Making basic account changes (for example, modifying preferred name/pronouns, managing paperless/autopay billing preferences). VZW personnel will not be permitted to establish, move/transfer, upgrade, renegotiate, or disconnect Fios accounts.

5. If the number of wireless mobility transactions handled by the bargaining unit pursuant to paragraph 1 is less than the number of wireline transactions handled by VZW personnel pursuant to paragraph 4 in a calendar year, then there shall be no layoffs the next calendar year for New York/New England footprint Sales and Service Center associates holding a job title that handles calls that are subject to this LOA.

6. The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work

modifies the CBAs, or expands or limits the union's jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraphs 1 and 4.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations

Date:__________________________________

Agreed for the Union:

____
Eric T. Hetrick

Date:_______________________________________

[date]

ATTACHMENT 2

verizon✓

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: VZW Inside Hut Work In New York/New England

Dear Mr. Hetrick:

Effective no later than January 1, 2027, Verizon Wireless ("VZW") will contract all of the technician work on operational VZW transport equipment located inside of Verizon Telecom ("VZT") Central Offices in the NY/NE footprint outside of the counties of Putnam, Rockland, Westchester, Suffolk, Nassau, New York, Bronx, Queens, Kings and Richmond within the State of New York ("VZW Inside Hut Work") to Verizon New York Inc., Empire City Subway Company (Limited), Verizon New England Inc., and/or Verizon Services Corp. (collectively, the Companies), based upon the Union and the Companies reaching this agreement regarding the performance of such work. The only exception will be in the event of an emergency as defined in Article 2.18 of the NY Plant CBA (CBA 164) and Article P3.06 of the New England Plant CBA.

The Companies will assign the VZW Inside Hut Work (as well as work incidental to this assignment) to Central Office Technicians. The assignment to Central Office Technicians shall not limit any existing rights, except to require that the VZW Inside Hut Work is performed exclusively by Central Office Technicians.

<u>General</u>

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs, or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 1.

Very truly yours,

Patrick J. Prindeville
AVP– Labor Relations
Date: ___________________________________

[date]

Agreed for the Union:

____

Eric T. Hetrick
Date:

[date]
ATTACHMENT 3

verizon

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: SAP/TAP Work In New York/New England

Dear Mr. Hetrick:

Effective no later than January 1, 2027, Verizon Wireless ("VZW") will contract all of the technician work on operational transport equipment in its Service Aggregation Point ("SAP") and Transport Aggregation Point ("TAP") sites outside of the counties of Putnam, Rockland, Westchester, Suffolk, Nassau, New York, Bronx, Queens, Kings and Richmond within the State of New York ("SAP and TAP Work") to Verizon New York Inc., Empire City Subway Company (Limited), Verizon New England Inc., and/or Verizon Services Corp. (collectively, the Companies), based upon the Union and the Companies reaching this agreement regarding the performance of such work. The only exception will be in the event of an emergency as defined in Article 2.18 of the NY Plant CBA (CBA 164) and Article P3.06 of the New England Plant CBA. The list of current such SAP and TAP sites is attached as Exhibit A.

In addition to any other hiring required by the 2026 MOU, the Companies will post for at least 14 NFO Technician or Tech BUS/GOV positions (as applicable by region) in the NY/NE footprint outside of the New York Metro Region ("New Hires"). The VZW employees performing SAP and TAP Work ("VZW Incumbents") will receive priority for these positions, and no internal staffing obligation, such as the 50% internal staffing obligation, shall apply to these postings. If a VZW Incumbent becomes a New Hire and their base wage rate at the time they enter the bargaining unit equals or exceeds the maximum wage rate contained on the applicable wage schedule for their new title, they will be paid at their base wage rate at the time they enter the bargaining unit and will receive the annual percentage increases to their base wage at the time they enter the bargaining unit equal to the increases negotiated by CWA and IBEW for all other technicians in their new title. The terms of the 2008 VZB Settlement Agreement (Attachment 6 to the 2008 MOU) shall apply to the New Hires. In New England, the terms of the April 15, 2011 NFO Agreement shall also apply to the New Hires.

The Companies will assign the SAP and TAP Work (as well as work incidental to this assignment) to the New Hires, VZB technicians, or Verizon Telecom ("VZT") technicians. The assignment shall not limit any existing rights, except to require that the SAP and TAP Work is performed exclusively by New Hires, VZB technicians or VZT technicians.

[date]

<u>General</u>

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs, or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 1.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations
Date: ___________________________________

Agreed for the Union:

____
Eric T. Hetrick
Date:

EXHIBIT A

Westboro, MA SAP
W. Roxbury, MA TAP
Taunton, MA TAP
N. Billerica, MA TAP
Buffalo, NY TAP
E. Syracuse, NY SAP
North Greenbush, NY TAP

[date]
ATTACHMENT 4

verizon✓

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: Verizon Business ("VZB") Work In New York/New England

Dear Mr. Hetrick:

VZB currently contracts outside plant fiber restoration splicing work as well as the pulling and splicing of VZB fiber in the NY/New England footprint.

Effective no later than January 1, 2027, in the New York/New England footprint where Verizon Telecom ("VZT") is the ILEC, VZB will assign or contract:

1. all VZB outside plant fiber restoration splicing work; and
2. all pulling and splicing of VZB fiber on engineering work orders that do not require infrastructure work (e.g., placing conduit, handholes)

1. and 2. above will be defined collectively as "VZB Work" and will be assigned to VZB technicians or VZT technicians. The only exception will be in the event of an emergency as defined in Article 2.18 of the NY Plant CBA (CBA 164) and Article P3.06 of the New England Plant CBA.

This VZB Work (as well as work incidental to this assignment) shall be assigned to VZB technicians or VZT technicians and shall not limit any existing rights, except to require that the VZB Work is performed exclusively by VZB technicians or VZT technicians.

In addition to any other hiring required by the 2026 MOU, VZB will post for at least 2 Tech BUS/GOV positions in New York ("New VZB Facilities Hires"). The 2 current management employees performing facilities maintenance work will receive priority for these positions, and no internal staffing obligation, such as the 50% internal staffing obligation, shall apply to these postings. If a current management employee becomes a New VZB Facilities Hire and their base wage rate at the time they enter the bargaining unit equals or exceeds the maximum wage rate contained on the applicable wage schedule for their new title, they will be paid at their base wage rate at the time they enter the bargaining unit and will receive the annual percentage increases to their base wage at the time they enter the bargaining unit equal to the increases negotiated by CWA for all other technicians in their new title. The terms of the 2008 VZB Settlement Agreement (Attachment 6 to the 2008 MOU) shall apply to the New VZB Facilities Hires.

VZB agrees that it will not hire into the Apprentice Technician title during the term of the 2026 MOU.

<u>General</u>

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs, or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 2.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations
Date: ___________________________________

Agreed for the Union:

____
Eric T. Hetrick
Date:

[date]
ATTACHMENT 5

verizon✓

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: One Talk Work In The NY/New England Footprint

Dear Mr. Hetrick:

Verizon Wireless ("VZW") sells and markets a business-grade communications product called One Talk that is built on VZW's cellular network and utilizes Voice over Internet Protocol (VoIP) technology to allow a business's employees to make and receive calls using mobile phones, tablets, desktop computers and deskphones.

Effective no later than January 1, 2027, VZW will contract a majority of the professional installations of One Talk in the NY/NE Footprint to Verizon New York Inc., Empire City Subway Company (Limited), Verizon New England Inc., and/or Verizon Services Corp. to be performed by bargaining unit employees on the terms applicable to business products set forth in the July 22, 2022 Letter of Agreement regarding 5G Work in New York/New England (Attachment 1 to the 2022 MOU).

<u>General</u>

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 2.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations
Date: ________________________________

Agreed for the Union:

____
Eric T. Hetrick
Date:

ATTACHMENT 6

[date]

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: Eaton Fiber Sales, Service, and Technical Support Work

Dear Mr. Hetrick:

Verizon has entered into a commercial agreement with Eaton Fiber LLC to provide Fios service outside of the NY/NE and Mid-Atlantic footprints.

To the extent that Verizon sells Fios utilizing the Eaton network, then as soon as administratively feasible and in no event later than 180 days from when such sales begin, a majority of the sales, service and technical support calls on Fios that utilizes Eaton's network ("Eaton Fios Work") will be performed by bargaining unit employees of Verizon New York Inc., Empire City Subway Company (Limited), Verizon New England Inc., Verizon Maryland Inc., Verizon Virginia Inc., Verizon Washington, D.C. Inc., Verizon Pennsylvania LLC, Verizon Delaware LLC, Verizon New Jersey Inc., Verizon Services Corp. and/or Verizon South Inc. (Virginia) (collectively, the Companies).

The Companies will aim to distribute the Eaton Fios Work proportionally to bargaining unit employees in the Sales and Service and Technical Support Centers to the best of the Company's ability based on the regions (New York/New England and Mid-Atlantic). Any such Eaton Fios calls will not be considered calls originating from NY/NE or Mid-Atlantic footprint customers for any purpose including calculating the "aggregate regional call volume percentages" set forth in the Agreement regarding the Sharing of Calls Among Centers in the MOU.

<u>General</u>

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 2.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations
Date: ________________________________

[date]

Agreed for the Union:

____

Eric T. Hetrick
Date:

[date]
ATTACHMENT 7

verizon

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Re: Installation Work in New England

Dear Mr. Hetrick,

Verizon New England Inc. and/or Verizon Services Corp may assign Equipment Installation Technicians ("EI Techs") to perform installation work on Verizon Wireless ("VZW") or Verizon Business ("VZB") transport equipment in the New England footprint regardless of where that equipment is located (e.g., Inside Huts in VZT locations, VZB locations, VZW locations) if EI Techs are available to perform such work.

General

The terms of this LOA are incorporated into the parties' CBAs and are subject to the grievance/arbitration procedures of those CBAs. Except as expressly provided herein, neither party will argue that this arrangement or the herein described performance of this work modifies the CBAs. or expands or limits the unions' jurisdiction. This LOA does not alter or establish any employment relationships and shall not be a precedent regarding the performance of any work other than the work specified in paragraph 1.

Very truly yours,

Patrick J. Prindeville
AVP – Labor Relations
Date: ___________________________________

Agreed for the Union:

____
Eric T. Hetrick
Date:

[date]
ATTACHMENT 8

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into, on the Effective Date, by and between all present and future In-BA-Region subsidiaries, or operating units thereof, of Verizon Communications Inc. ("VZ"), except Cellco Partnership, its subsidiaries, and its affiliates d/b/a Verizon Wireless, Verizon Information Services BA - Region Directory South Sales (NTD/PDD/CDS), and all entities (and all of their subsidiaries) with a market capitalization or value of more than $3 billion, acquired or merged with Bell Atlantic Corporation, Verizon Communications Inc., or their subsidiaries, with a closing date after August 9, 1998 (hereinafter "Company"), and International Brotherhood of Electrical Workers, AFL-CIO, Local 2222, 2313, 2320, 2321, 2322, 2323,2324, 2325, 2327 ("IBEW"), addressing certain issues, as follows:

1. The Agreement entitled TRANSFER OF JOBS by and between the Companies and IBEW (copy of which is attached hereto and incorporated herein by reference) will be included within the new collective bargaining agreements which will be effective for the period between the Effective Date and August 3, 2030.

2. The Company and IBEW will execute the attached Memorandum of Agreement Regarding Neutrality and Card Check Recognition.

3. Whenever the Company assigns employees of VZ Companies (hereinafter "VZ employees") to perform work for the Data Solutions Group (DSG, including Verizon Network Integration Corp., Inc., formerly named BANI) which is currently, has been historically, or is substantially comparable to work performed by VZ IBEW bargaining unit employees, such work will be exclusively performed by VZ IBEW operating telephone company (hereinafter "OTC") bargaining unit employees covered by the existing collective bargaining agreements.

Operational work associated with the data network which the Company assigns to VZ employees shall be exclusively performed by IBEW OTC bargaining unit employees covered by the existing collective bargaining agreements. Central offices and associated control centers will be staffed exclusively by IBEW OTC bargaining unit employees covered by the existing collective bargaining agreements carrying titles such as COT/CSA/SST/TA or their equivalents.

4. All plant work associated with digital subscriber lines (i.e., xDSL, a generic term which includes ADSL, HDSL, SHDSL, RADSL, IDSL, and all similar and subsequent technologies) between and including the central office and the network interface device shall be performed exclusively by IBEW OTC bargaining unit employees covered by the existing collective bargaining agreements. All work associated with the xDSL splitter shall be exclusively performed by IBEW OTC bargaining unit employees covered by the existing collective bargaining agreements. The Company shall not contract out any of the xDSL work discussed above.

When an end user customer purchases Verizon-on-Line DSL Service™ directly from Verizon Internet Services Inc. ("VISI") and uses Verizon as its ISP and the end user customer contracts with VISI to have it perform the installation and maintenance of the inside-data-wiring and jack, the digital modem, the Network Interconnection Card, and/or the software and configuration of the computer on the end user customer's premises ("Customer's Premise DSL I&M Work") for the Verizon-on-Line DSL Service™, the Customer's Premise DSL I&M Work for that service will be assigned to IBEW OTC bargaining unit employees. That Customer's Premise DSL I&M Work shall not be contracted out in the former BA Region.

When an end user customer purchases Verizon InfoSpeed DSL Service™ directly from Verizon Advanced Data Inc. ("VADI") and does not use Verizon as its ISP and the end user customer contracts with VADI to have it perform the installation and maintenance of the inside-data-wiring and jack, the digital modem, the Network Interconnection Card, and/or the software and configuration of the computer on the end user customer's premises ("Customer's Premise DSL I&M Work") for the Verizon InfoSpeed DSL Service™, the Customer's Premise DSL I&M Work for that service will be assigned to IBEW OTC bargaining unit employees. That Customer's Premise DSL I&M Work shall not be contracted out in the former BA Region.

The Company may designate a select group of IBEW OTC bargaining unit employees to perform the Customer's Premise DSL I&M Work. The Company will first seek input from the Union but reserves the right to establish training requirements, selection, certification, attire, scheduling which is consistent with the parties' collective bargaining agreements, and other requirements for those employees. In making its designations of employees to perform that work, the Company will consider an employee's seniority but reserves the right to make the designations solely on the basis of qualifications. The Company shall begin transitioning the above work to the OTC bargaining unit employees as soon as August, 2000 and shall have completed the transition no later than April 30, 2001.

5. Whenever the Company assigns VZ employees to perform work which is currently, or which has been historically, performed by IBEW OTC employees such work shall be performed exclusively by IBEW OTC employees covered by the existing collective bargaining agreements.

Whenever the Company assigns VZ employees to service or sell bundled services which include any service which is currently, or historically has been, serviced or sold by IBEW-represented employees, then such work shall be performed exclusively by IBEW-represented employees, and the primary service and sales channel for such services shall be the OTC Business and Residence office, to the extent permitted by law or regulation.

If the work assignment or other practices of a company which is merged with or acquired by VZ and which is covered by this Agreement are inconsistent with one or more terms of this

Agreement, there shall be a reasonable transition period, not to exceed six months from the date of the closing of the merger or acquisition, to eliminate such inconsistency.

6. Whenever the Company assigns VZ employees to perform long distance work that is similar to work which is currently, or historically has been, performed by IBEW-represented employees then such work shall be assigned to IBEW-represented employees covered by the existing OTC collective bargaining agreements.

To the extent permitted by law or regulation, the primary sales and service channel for long distance services shall be the OTC Business and Residence office.

Whenever the Company assigns VZ employees within IBEW jurisdiction to perform work associated with video, alarm monitoring, customer contact, or the Internet, that is similar to work which is currently, or historically has been, performed by IBEW-represented employees, then such work shall be performed exclusively by IBEW-represented employees

7. Whenever any employee engaged by the Company within the IBEW jurisdiction is assigned to perform data services work permitted by FCC 706 exceptions, then such work shall be performed by IBEW OTC employees covered by the existing collective bargaining agreements; however, if the FCC requires the Company to assign such work to a separate subsidiary or affiliate, then the work shall be performed by IBEW-represented employees working under an equivalent collective bargaining agreement.

8. Nothing in this agreement is intended to limit, diminish, or infringe upon the letter incorporated in the collective bargaining agreements by and between NYNEX Corporation on behalf of itself, and New York Telephone, New England Telephone, Empire City Subway, Telesector Resources Group, and NYNEX Information Resources, and the IBEW entitled "New Business", dated April 3, 1994, (a copy of which, adapted to apply under this Agreement, is

attached hereto and incorporated herein by reference) (the "New Business Agreement"). The New Business Agreement is amended and renewed and will be included, as amended, within the new collective bargaining agreements between parties to the 2026 MOU. The terms Bell Atlantic Corporation ("BAC") and Verizon Communications Inc. ("VZ") as defined and used in the New Businesses Agreement means the Company as defined in the introductory paragraph of this Agreement, which is controlling.

[date]

INTERPRETIVE COMMENTS

1. Work will be considered to have been "historically performed" by IBEW-represented employees if it has been performed by such employees within the last seven years and over a significant period of time.

2. "Current work" includes any evolution of such work.

3. This agreement is not intended to affect any issue regarding a claim that management employees are performing bargaining unit work. It is also recognized that IBEW will continue to press such claims.

4. It is not the intent of this Agreement that existing work being performed by Verizon Connected Solutions, Inc. ("VCSI"), formerly named Bell Atlantic Communications and Construction Services, Inc. (BACCSI), is to be returned to the OTCs. However, it is the intent of this Agreement to not transfer more OTC work to VCSI.

5. This Agreement applies only to work assigned to and performed by VZ employees within the former Bell Atlantic footprint. Due to the merger between BA and GTE, the names of certain companies in this Agreement have changed from the 1998 Agreement between the parties. This Agreement is not intended to expand the meaning or scope of the 1998 Agreement, except as noted in paragraphs 1, 4 and 5 of this Agreement, and the deletion of paragraph 9 of the Interpretive Comments of 1998 MOA. For that reason, the following terms are defined:

VZ Companies are subsidiaries of VZ, covered by the Agreement, operating within the former BA footprint;

VZ Employees are employees of VZ Companies performing work in the former BA footprint.

6. Any provisions of this Memorandum of Agreement are subject to legal and regulatory requirements.

7. Any obligation to have work performed by IBEW-represented employees is limited to areas within IBEW jurisdiction in the former BA footprint.

8. It is not the intent of paragraph 4 of this Agreement to affect work by suppliers in the Central Office prior to the operational phase of a service or product.

This Agreement expires at 11:59 p.m. on August 3, 2030.

For: International Brotherhood of Electrical Workers, AFL-CIO	For: Company
______________________________	______________________________
Eric T. Hetrick Vice-Chairman, System Council T-6	Patrick Prindeville AVP - Labor Relations
Date:__________________________	Date:__________________________

[date]

TRANSFER OF JOBS

This Agreement is between Verizon ("VZ") New England, Inc. and the Verizon Services Corp. (the "Companies") and the International Brotherhood of Electrical Workers, AFL-CIO, Locals 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325~~,~~ ("IBEW').

A. Limitations on Transfer of Jobs

The following limitations on permanent transfers of jobs shall be effective on the Effective Date and terminate concurrently with the labor agreements, August 3, 2030.

(1) During each contract year of the parties' current collective bargaining agreements ("CBA"), from the Effective Date to August 3, 2030, a Company may not permanently transfer more than .7% of IBEW represented jobs from any of the universes described below to an area outside the New England States ("NES").

(a) Plant Bargaining Unit - Each Union local in the Plant bargaining unit constitutes a universe.

(b) All Bargaining Units Except Plant - For bargaining units other than Plant, each bargaining unit shall be a company-wide universe.

(2) The percentage of jobs permanently transferred to an area outside NES will be calculated for each universe as follows:

a. Total IBEW Represented Jobs in each universe in the NES permanently transferred to an area outside NES.
b. (divided by) Total IBEW Represented Jobs in that universe.

(3) If an employee voluntarily transfers from a job in NES to a job outside NES, the transfer of that employee shall not be included in the calculation of the percentage of jobs permanently transferred for purposes of determining whether .7% per year limit has been exceeded.

B. This Agreement does not limit or restrict Employee Transfer Plans.

For Companies	For IBEW
Patrick Prindeville – Labor Relations	Eric T. Hetrick Vice-Chairman, System Council T-6

[date]

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Dear Mr. Hetrick:

In paragraph 8 of our Memorandum of Agreement ("Agreement"), we agreed that the Agreement was not intended to limit, diminish or infringe upon the NYNEX New Businesses Letter. With this letter, we confirm that the Union's access rights to the Companies in the operating area of the former BA North Footprint for purposes of organizing employees under the Memorandum of Agreement Regarding Neutrality and Card Check Recognition, which is a part of this Agreement, shall not provide any less access to the Companies than the access rights contained in the NYNEX Neutrality Agreement, which is a part of the parties' 1994 Memorandum of Agreement and which is attached to this letter.

This letter agreement shall be added to the Agreement as an attachment.

Patrick Prindeville
AVP – Labor Relations

AGREED TO:

International Brotherhood of Electrical Workers,
AFL-CIO

Eric T. Hetrick
Vice-Chairman, System Council T-6

Tel 212 [illegible]

James J. Dowdall
Vice President
Labor Relations

NYNEX

August 4, 1994

International Brotherhood of Electrical Workers
System Council T-6

This letter confirms the parties' agreement that the Neutrality Article of the 1991 Memorandum of Understanding, as modified, shall be continued throughout the life of this contract extension. The parties also agree that the Neutrality Article also applies to all NYNEX Companies established between September 12, 1951 and the effective date of this contract extension.

The Neutrality Article of the 1991 Memorandum of Understanding shall be modified. The list of titles on Attachment A thereof shall be modified by the addition and deletion of titles as indicated on Attachment A hereof.

NYNEX CORPORATION

James J. Dowdall
Vice President-Labor Relations

AGREED:

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Myles Calvey

Martin Eikenbrach

~~Regulatory Support Specialist~~
A Reseller Relations Rep
Retail Sales Rep
Retail Support Assistant
Revenue Account Rep
Roamer Specialist
~~RL Cler~~
~~[illegible] Administrator~~
Sales Administrator
A Sales Rep
Sales Support Assistant
A Security-Specialist
A Senior Benefits Administrator
Senior Cell Site Technician
A Senior customer Service Consultant
senior Information Clerk
A senior Real Estate Analyst
Senior Rep - Accounts Payable
A Senior Reseller Relations Rep
A senior Sales Administration Trainer
A senior Sales Rep
A Senior Subscriber Equipment Technician
A Senior Telemarketing Rep.
senior Tech - Ad/Galley Prep
~~[illegible] Tech [illegible]~~
Service Evaluator
Service Order Assistant
Service Rep
service Technician
staff Accountant
Staff Assistant
State Relations Analyst
Subscriber Equipment Technician
Support Assistant
~~Support Assistant Wholesale Systems Engineer~~
~~Systems Rep~~
~~Table Maintenance Specialist~~
Technical Services Rep
Technician A
Technician B
Telemarketing Specialist
Telemarketing Trainee
~~Territory Control Coordinator~~
~~Training Assistant~~
Treasury Analyst
Treasury Rep
Word Processor
Yellow Pages Entry Clerk

· Credit Rep
A Customer Coordinator
– Customer Sales Rep – Harketing
Customer Service Assistant
Customer Service Clerk
A Customer Service Consultant, customer Care
Customer Service Trainee
~~DP Coordinator~~
i Data Administrator
~~Data Entry Operator~~
A Dealer Rep
Departmental Assistant
E5o
A Engineer – Fiber Optics
Engineering Analyst
~~Engineering Specialist~~
~~Engineeri..~~ Tr... –
A Equipment Engineer
Expeditor – Product
Facilities Rep – Transmission
A Field Engineer
Field Measurements Assistant
Field Measurements Processor
Field Support Engineer
Financial analyst
A Fixed Asset Rep
Gclley Prep Clerk
General Clerk
Industry Relations Specialist
Informction Analyst
Inventory Lccounting Specialist
~~Inventory Control Specialist~~
Jr. Analyst – Hethods & Procedures
~~Jr. Financial Accounting Analyst~~
Lecd Sheet Prep Clerk
~~Leasing Analyst~~
~~Mail Room Clerk~~
Mail Room/Office Services Rep
Major Account Customer service Rep
Management Assistant
A Marketing Rep
~~Messenger~~
~~NYPS Coordinator~~
A Network Planner
Office Administrator.
A Operations Analyst
~~Operations & Facilities Technician~~
Operator Center Assistant
~~Organizational Development & Training Staff Support~~
Paging Clerk
Payroll Assistant
Payroll Rep
Product Support Analyst
Project Coordinator
~~Purchasing & Administrative Rep~~
A RF Engineer
Real Estcte Rep
Receptionist

ATTACHMENT A

JOB TITLES (A = Add)

~~Accounting Assistant~~
~~Accounting Clerk~~
~~Accounts Payable Clerk~~
~~Accounts Receivable Clerk~~
Ad Prep Clerk
Administrative Assistant
Administrative Rep
Administrative Secretary
Administrator
Administrator - Data Base
Administrator - Installetion Center
~~Administrator Personnel~~
~~Administrator - Training~~
~~Administrator - [illegible]~~
Applications & Support Analyst
Artist
Assistant
Assistant Engineer
Assistant Field Engineer
Assistant Financial Analyst
Assistent RF Engineer
Assistant Coordinator - Sales
Assistant Special Info. Clerk
~~Batch Control Clerk~~
Benefits Administrator
Benefits Specialist
Billing Administrator
~~Billing Analyst~~
~~Billing Specialist~~
Business Listing Operator
Carrier Relations Specialists
Cell Site Technician
clerical Assistant
Clerk
Collections Rep
collections Trainee
Collector
Communications Specialist
Computer Equipment Operator
A Construction/Real Estate Analyst
~~Coordinator - Action Reports Dist.~~
Coordinator - Administrator
Coordinator - Advertising
A Coordinator - Agent/Dealer
A Coordinator - Corporate Communications
~~Coordinator - Credit~~
~~Coordinator - End User Support~~
Coordinator - Installation Service
~~Coordinator - Public Relations~~

~~Copy/Audio Visual Specialist~~
Corporate Books Rep

[date]

MEMORANDUM OF AGREEMENT
REGARDING NEUTRALITY AND CARD CHECK RECOGNITION

The Verizon Communications Inc. ("VZ") Companies Covered by this Memorandum of Agreement ("the Companies") and International Brotherhood of Electrical Workers, AFL-CIO, Local 2222, 2313, 2320, 2321, 2322, 2323, 2324, and 2325, ("the Union"), for and in consideration of the mutual promises and agreements set forth below, hereby enter into this Memorandum of Agreement Regarding Neutrality and Card check Recognition ("Agreement") as of the Effective Date.

1. Duration. This Agreement is effective as of the date stated above, and shall remain in effect until 11:59 PM on August 3, 2030, unless extended, modified or terminated by mutual written agreement of the parties. The parties expressly understand, however, that in the event this Agreement is terminated before August 3, 2030, all of the terms hereof nevertheless shall survive said termination and remain in effect with respect to any reorganization or restructuring of any bargaining unit as a result of which management creates any new in-region subsidiary, division, or operating entity as to which no Union representation then exists.

2. Applicability.

(a) All card check procedures and any Union recognition provided for by this Agreement shall be applicable as of the Effective Date, for non-management employees of the Companies "In the former BA Region" ("In-Region"), i.e., within the former BA operating region in the thirteen state and District of Columbia region comprised of Maine, New Hampshire, Vermont, Rhode Island, Massachusetts, Connecticut, New York, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia and the District of Columbia.

(b) As used herein, "the Companies" means all present and future In-Region subsidiaries, or operating units thereof, of VZ, except Cellco Partnership, its subsidiaries, and its affiliates d/b/a Verizon Wireless, Verizon Network Integration Corp., Inc., Verizon Information Services BA-Region Directory South - Sales (CDSC/NTD/PDD) and all entities (and all of their subsidiaries) with a market capitalization or value of more than $3 billion, acquired by or merged with Bell Atlantic Corporation, Verizon Communications Inc. or their subsidiaries, with a closing date after August 9, 1998. [Includes for all of the above Companies, all In-Region operations in the thirteen state and D.C. region. Staff operations in an "out of region" organization, even if located within the thirteen state "In-region" territory, or any other operations outside this thirteen state territory, are not included.]

(c) As used herein, "non-management" means employees who normally perform work in non-management job titles, as determined by the Companies, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts. If the Union disagrees with any such determination, the parties agree to submit the Issues of unit definition to arbitration as set forth in paragraph 3, below, using the aforesaid statutory requirements and decisions as the governing principles.

(d) In addition to the foregoing, the parties further agree that any proposed bargaining unit shall exclude, but not by way of limitation, all professional, confidential, and managerial employees, guards and supervisors as defined in the National Labor Relations Act.

3. Card Check Recognition Procedure.

(a) When requested by the Union, the Companies agree to furnish the Union lists of employees in the bargaining units. This list of employees will include the work location, job title and home address.

(b) The Union will give twenty one (21) days' notice for access to Company locations. Access will be limited to one sixty (60) day period in any twelve months for each unit agreed upon or determined as provided herein.

(c) (1) The Union and the Companies shall meet within a reasonable period, but not to exceed ninety (90) days, after the effective date hereof for the purpose of defining appropriate bargaining units for all presently existing potential bargaining units. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to arbitration administered by, and in accordance, with, the rules of the American Arbitration Association (AAA). The arbitrator shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the precedential decisions of the National Labor Relations Board and Appellate reviews of such Board decisions. The parties agree that the decision of the Arbitrator shall be final and binding. The Companies and the Union agree to select by agreement a permanent arbitrator and an alternate within 30 days of signing this Agreement to hear disputes under this Agreement. If the parties cannot agree, they shall select the arbitrators from list(s) provided by the AAA.

(2) If either the Companies or the Union believes that the bargaining unit as agreed or determined in (c) (1), above, is no longer appropriate due to organizational changes, then the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the re-definition of an appropriate unit, the issue of the description of such unit, shall be submitted to arbitration as provided in (c) (1).

(d) The Companies agree that the Union shall be recognized as the exclusive bargaining agent for any agreed-upon or otherwise determined bargaining unit(s) not later than ten (10) days after receipt by the Companies of written notice from the American Arbitration Association ("AAA") that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(e) For the purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees employed in the bargaining unit on the earliest date which appears on the cards presented to the AAA. The cards so presented must be dated within sixty (60) days of each other, but no earlier than the date of execution of this Agreement, and each card so presented must contain at least the language set forth in Attachment 1 hereto. The Companies shall provide the AAA all employees, job title and other information required for the AAA to verify the existence of more than 50% of employee authorizations as provided for in this Agreement.

(f) In the event the Union fails to deliver to AAA valid authorization cards signed by a majority of employees in any aforesaid bargaining unit upon completion of its card-signing effort, the Union agrees not to begin any further card-signing effort in such unit for a period of one year from the date on which access was first granted as provided in (b), above.

(g) As soon as practicable after the aforesaid recognition and upon written request by the Union, the Companies, or the appropriate subsidiary, division or operating unit thereof, shall commence bargaining in good faith with the Union with respect to wages, hours, and other terms and conditions of employment for the employees employed within the agreed upon or otherwise determined appropriate bargaining unit.

Neutrality.

(a) The Companies agree, and shall so instruct all appropriate managers, that the Companies will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.

(b) For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Companies, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representations as to the potential effects or results of Union representation on the Companies or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorizations from employees as provided for in paragraph 3(b), above, neither the Union nor any of its officers, representatives, agents or employees will express publicly any negative comment concerning the motives, integrity or character of the Companies, Verizon Communications Inc., or any of their officers, agents, directors or employees.

(c) This Agreement supersedes and terminates any and all other agreements, Memoranda of Understanding, commitments or statements of intent regarding neutrality, card-check procedures or union organizing rights that may exist as of the date hereof between the Union and any of the Companies, including but not limited to the existing NYNEX Neutrality Agreement, but does not supersede or terminate the NYNEX New Business Agreement.

5. Valid Authorization Card. For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

6. Regulatory and Legislative Support. The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Companies' efforts to remain competitive in, and/or gain entry to, all telecommunications and related markets in which the Companies choose to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such conflict exists, the Union will promptly so notify the Companies and, the request of the Companies, meet to discuss and confer on such conflict.

The Companies hereby agree to support Union efforts before regulatory and legislative bodies unless the Companies determine such support to be in conflict with their interests. If the Companies determine such a conflict exists, the Companies will so notify the Union, and will if requested by the Union, meet to discuss and confer on such conflict.

7. Dispute Resolution. Except as to disputes referenced in paragraph 3 (c) of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Companies and the Union. Either party may request such a meeting and each party pledges its best efforts

to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 3 (c) above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the patties agree that prior to seeking such relief provided by law, the parties will meet and confer as set forth above.

8. Wavier of Claims.

(a) The Union promises and agrees that, in connection with any arbitration, and in connection with any other legal, equitable or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and any VZ Company, or VZ Communications Inc., including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or argument, and agrees to refrain from presenting this agreement, or any action or information related to it, as evidence in support of any claim, allegation or argument, that any VZ Company or VZ Communications Inc., and/or any of its current or future subsidiaries, and/or their divisions, units, agents, or affiliates, are or have been a single employer, joint employers, alter-egos, or that any employees should be accreted to any bargaining unit, to the extent that any such claim, allegation or argument is based upon

(1) any changes on or after August 15, 1997, in the administration and/or control of labor relations by Bell Atlantic Corporation, VZ Communications Inc. or any Bell Atlantic or VZ Companies; or

(2) any change in the scope, availability in employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units; provided, however, that this subparagraph (2) shall not be construed as having any effect on the Union's right or the Companies' obligation, to the extent the same may exist under applicable law and/or any pre-existing collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers.

(b) The provisions of this paragraph 8 shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

9. Severability. Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

International Brotherhood of Electrical Workers	Verizon Companies
______________________________	______________________________
Eric T. Hetrick Vice-Chairman, System Council T-6	Patrick Prindeville AVP - Labor Relations
Date ______________________________	Date ______________________________

ATTACHMENT 1 to MEMORANDUM OF AGREEMENT REGARDING NEUTRALITY AND CARD CHECK RECOGNITION:

International Brotherhood of Electrical Workers, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic 'justice. I have voluntarily accepted membership in the International Brotherhood of Electrical Workers (IBEW), AFL-CIO and declare that this union shall be my representative in collective bargaining over wages, hours and all other conditions of employment.

I understand that if IBEW presents cards for recognition signed by at least 50% plus one of the _______________ employees eligible to be in the bargaining unit. (Company name) will recognize IBEW as the bargaining representative of this unit without a representation election being conducted by the National Labor Relations Board and (Company name) would bargain *with* IBEW concerning the terms of my employment and my working conditions.

I have also agreed to the membership provisions on the other side of this card

[date]

NEW BUSINESSES

The following procedures regarding union recognition upon the start-up or acquisition of New Businesses by Verizon Communications Inc. ("VZ") and the hiring of New Business Employees shall be inserted as an Article in all collective bargaining agreements between the Union and the Companies employing its members in the former Bell Atlantic North Footprint.

ARTICLE _______

NEW BUSINESSES

1. "New Businesses" are defined as companies or new operations hereinafter started up or acquired by VZ in a telecommunications line of business. They would include, among others, the construction, installation, maintenance, marketing and sales of cable television, video, information and interactive media services, and new and traditional voice and data telephone services. As applied here, such New Businesses are those in which VZ has a majority stock or equity interest and management control, and which do business in the former BA North Footprint. They do not include new operations which, by agreement of the parties or by operation of law, are covered by an existing CWA or IBEW collective bargaining agreement. VZ shall mean the Verizon Communications Inc. and the "Company" parties to the Memorandum of Agreement to which this Article is attached. The former BA North Footprint shall mean the former operating area of BA within Maine, New Hampshire, Vermont, Rhode Island, Massachusetts, New York and the areas of Connecticut covered by the Byram and Greenwich exchanges.

2. "New Businesses Employees" (NBEs) are employees of New Businesses who perform telecommunications work in the former BA North Footprint that is the same or equivalent to traditional telephone work currently performed as part of their regular duties by bargaining unit members of CWA and IBEW. For example, the work would include the installation and maintenance of inside wire and converter boxes for cable television, and the associated customer representative and accounting work for the services provided. The work does not include non-telecommunications work such as the work performed by janitors, elevator mechanics, elevator operators, watch engineers, or garage mechanics.

3. For New Businesses that are acquired by VZ with an existing complement of employees in the NBE positions, and where those employees are not represented by a union, additional NBE vacancies shall be offered to qualified VZ former BA North Footprint employees from an existing CWA or IBEW bargaining unit pursuant to paragraph 7 and Appendix A of this Article. In such situations, union representation procedures shall be governed by the neutrality and card check provisions set forth in the Neutrality and Card Check Agreement between the parties executed this date. If this process results in card check recognition, collective bargaining shall be governed by Appendix B.

4. For New Businesses that are start-up companies or operations (i.e., those without an existing complement of employees), VZ shall offer to hire the initial complement of NBE positions from qualified former BA North Footprint employees in existing CWA or IBEW bargaining unit(s) pursuant to paragraph 7 and Appendix A of this Article, and, in turn shall recognize CWA or IBEW as the bargaining representative for the new unit(s) so long as the majority of the initial

complement of NBEs are hired from existing CWA or IBEW bargaining units. The initial complement of employees is defined as the number of employees required to get the new business up and running. In such situations, the collective bargaining process shall be governed by Appendix B. If the initial complement of employees cannot be filled with a majority of employees from existing bargaining units, then the neutrality and card check provisions set forth in the Neutrality and Card Check Agreement executed on this date shall apply.

5. For New Businesses that are acquired by VZ with an existing complement of non-union employees in the NBE positions, and where VZ increases the size of the NBE work force, VZ shall abide by the terms of paragraph 4 and not paragraph 3 if, within one year of acquisition, employees from existing CWA or IBEW bargaining units constitute the majority of the NBEs.

6. For a New Business where VZ does not have a majority stock or equity interest and management control, VZ shall abide by the terms of this Article if a partner in that business is bound by the same, or substantially the same, agreement with CWA or IBEW, and together they have majority stock or equity interest and management control of that business.

7. VZ shall first offer NBE positions to qualified volunteers from existing bargaining unit(s) of the appropriate union. For New Businesses that are acquired by VZ with an existing complement of employees in the NBE positions, bargaining unit employees shall be notified of all additional NBE positions and shall have ten (10) working days to apply for those positions before VZ may hire off the street. For New Businesses that are start-up companies or operations, VZ may hire off the street after thirty (30) days if qualified volunteers cannot be found from existing bargaining units to make up the initial complement of NBE positions. The hiring of volunteers from CWA or IBEW bargaining units shall be a priority, and qualifications for union applicants shall in all respects be identical to qualifications established for non-union applicants. Former BA North Footprint employees who have been declared surplus shall be given first consideration for NBE positions and employees hired from existing CWA or IBEW bargaining units shall bring their net credited service to the New Business.

8. If the validity of one or more of the provisions of this Article is challenged in a court of law or before the NLRB, the New Business, VZ and the Union shall cooperate and take all necessary steps to defend the validity of the Article. If one or more of the provisions of this Article is declared void, the parties agree to modify the Article, if possible, in a manner consistent with the law and the parties' original intent.

9. The exclusive means of resolving any alleged violation or dispute arising under this Article, except those governed by Appendix B, shall be the disagreement resolution process set forth in Appendix C of this Article.

[date]

APPENDIX A

VZ shall offer NBE positions described in paragraph 3 and 4 of this Article to the following bargaining unit employees in the following locations:

Location of New Business	Positions	Bargaining Unit** ***
New York and Connecticut*	Plant	CWA
Upstate New York	Commercial	IBEW Local 2213
Downstate New York	Commercial	CWA
New York	Traffic	CWA
New York	Accounting	CWA
New Hampshire	Business	CWA
Maine, Massachusetts, Vermont	Residence	CWA
Rhode Island	Residence	IBEW
Maine, Massachusetts, Rhode Island, Vermont	Business	IBEW
Maine, Massachusetts, New Hampshire, Rhode Island, Vermont	Commission Advertising Directory Sales	CWA
Maine, Massachusetts, New Hampshire, Rhode Island, Vermont	Plant, Traffic and Accounting	IBEW Plant, Traffic, Accounting and Sales

• As defined in paragraph 1 of this Article.

** If a dispute arises between CWA and IBEW over which unions shall be offered NBE positions, the unions shall have ten (10) working days to resolve the matter and so notify the Company. If the dispute is not resolved within ten (10) working days, then the provisions of paragraphs 4 and 7 shall not apply to the New Business in which the dispute exists and VZ may then fill the NBE positions by hiring off the street.

*** The Chart set out above may change over time with changes in CWA or IBEW jurisdiction.

APPENDIX B

To insure the success and stability of a New Business, the parties shall negotiate the first collective bargaining agreement for that New Business for a term of three (3) years according to the following procedures.

1. Prior to starting a New Business, VZ shall review with the union its staffing needs in that business. VZ and the union shall also engage an independent consultant to provide a study of wages, benefits, time off, hours of work, differentials, allowances, work rules, scheduling, staffing, productivity levels and other relevant information regarding VZ competitors in the specific line of business and area where VZ plans to operate. If competitors in the geographic area do not exist, the study shall focus upon employers in the same line of business in adjacent or comparable areas. The study shall be used by the parties as a guide to negotiating a fair contract for both the Company and the employees. If the parties cannot agree upon a single independent consultant, they may each select their own consultant to develop separate studies to be used by the parties in their negotiations.

2. If negotiations reach an impasse, either party may invoke binding Arbitration of the unsettled items for final resolution. The arbitration award on the economic issues in dispute shall be confined to a choice between (a) the last offer of the employer on such issues as a single package and (b) the union's last offer, on such issues, as a single package; and, on the non-economic issues in dispute, the award shall be confined to a choice between (a) the last offer of the employer on each issue in dispute and (b) the union's last offer on such issue.

3. The arbitration shall be governed by the Arbitration Article of the parties' collective bargaining agreement.

4. Prior to the start of the arbitration hearings, the parties shall submit to the arbitrator their final offers in two separate parts: (a) single package containing all the economic issues in dispute and (b) the individual issues in dispute not included in the economic package, each set forth separately by issue.

5. In the event of a dispute, the arbitrator shall have the power to decide which issues are economic issues. Economic issues include those items which have a direct relation to employee income including wages, salaries, hours in relation to earnings, and other forms of compensation such as paid vacation, paid holidays, health and medical insurance, pensions, and other economic benefits to employees.

6. In deciding the issues in dispute, the arbitrator's decision shall be governed by the prevailing practice of competitors in the area, and/or employers in the same line of business in adjacent or comparable areas.

[date]

Appendix C

DISAGREEMENT RESOLUTION PROCESS

The following process shall govern the resolution of all alleged violations of or disputes arising under this New Businesses Article except those matters governed by Appendix B of this Article.

1. If either party submits an alleged violation or dispute for resolution through this process, the parties, including, if necessary, President of the IBEW, and the Executive Vice President Human Resources of VZ, shall meet to discuss and resolve it.

2. If the parties are unable to resolve an alleged violation or dispute themselves, they will seek the assistance of a mediator agreed upon by both parties. Once selected, that mediator or an agreed upon replacement shall be the permanent mediator for resolving alleged violations and disputes under this Appendix for the remainder of this Agreement. If a mediator cannot be mutually selected by the parties within a reasonable period of time, each party shall promptly appoint a mediator of its choosing, and those two mediators, using the process they agree upon, shall promptly appoint the mediator to resolve the dispute under this Appendix.

3. If the parties are unable to reach agreement with-the assistance of the mediator, the mediator shall issue a binding decision on those unresolved issues.

4. The procedure the mediator shall use in assisting the parties to reach agreement or in gathering information and deliberating in order to issue a binding decision shall be determined by the mediator under the following guidelines:

   (a) With respect to disputes in which there are no important factual issues in dispute, there shall be no formal hearings or taking of evidence. Instead, the parties, without the assistance of counsel, shall present their information and positions to the mediator through discussion, rather than a legal or quasi-legal proceeding. In presiding over this process, the mediator shall make every effort to resolve the differences before having to issue a binding decision.

   (b) With respect to disputes in which there are important factual issues in dispute, either party may request that the mediator use expedited arbitration in lieu *of* (a) above, and the mediator may do so if he believes it will help to resolve the dispute. However, the arbitration shall be informal in nature, without formal rules of evidence and without a transcript. The mediator shall be satisfied that the information submitted is of a type on which he or she can rely, that the proceeding is in all respects a fair one, and that all facts necessary to a fair decision are presented.

[date]

Mr. Eric T. Hetrick
Vice-Chairman, System Council T-6
International Brotherhood of Electrical Workers AFL-CIO
106 West Grove Street
Middleboro, MA 02346

Dear Mr. Hetrick:

This will confirm our agreement, associated with the section of the 2026 Memorandum of Agreement dealing with the "Limitations on Transfer of Jobs", as follows:

1. The total IBEW represented jobs in each bargaining unit, or each Local Union in the Plant Bargaining Unit, within the New England States to be utilized for calculating the gross amount of job transfers, outside of the New England States, are as follows:

(a)	Plant Local Union 2222	__
(b)	Plant Local Union 2321	__
(c)	Plant Local Union 2322	__
(d)	Plant Local Union 2323	__
(e)	Plant Local Union 2324	__
(f)	Plant Local Union 2325	__
(g)	Traffic Bargaining Unit	__
(h)	Accounting Bargaining Unit	__
(i)	Sales Bargaining Unit	__
	Total IBEW Represented Employees	__

This census of IBEW represented jobs is based on the total represented jobs in the IBEW bargaining units as of the Effective Date. The calculation of the gross amount of job transfers outside of the New England states will be based on this frozen census for the entire period of the 2026 Labor Agreement.

2. The Company will notify the Union whenever jobs are transferred outside of the New England States from any Local Union area in the Plant Bargaining Unit or from the Traffic, Accounting or Sales bargaining units, by job title(s) and work location(s).

3. The Company will furnish to the Union a quarterly status report of the total number of jobs transferred outside of the New England states, by Local Union area in the Plant

Bargaining Unit and the Traffic, Accounting and Sales bargaining units. This report will also provide a comparison of the gross percentage of job transfers to the agreed upon % limit on gross transfers for each Union Local are in the Plant Bargaining Unit and the Traffic, Accounting and Sales bargaining units.

Yours truly,

Patrick Prindeville
AVP – Labor Relations