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Thomas J. Stribling
Executive Director -
Labor Relations

April 28, 2020

Mr. Mike Davis
Administrative Director
CWA District 2-13
230 S. Broad Street, Floor 19
Philadelphia, PA 19102

Re: COVID-19 Bonus - Renewal

Dear Mike,

As a result of the COVID-19 outbreak, the Company may pay bonuses to associates in positions that are not enabled to work from home while they are actively working. To the extent the Company pays such bonuses, all full-time associates in the bargaining unit who meet these criteria and either live or work in a jurisdiction that has a stay-in-place/shelter-in-place order or equivalent order then in effect will receive the same bonus amount (subject to reduction, offset or repayment based on any federal, state or local provision requiring or making available premium or equivalent pay for such persons).

In addition, the Company may pay bonuses to associates in positions that are not enabled to work from home while they are on a leave of absence due to being medically diagnosed with COVID-19. To the extent the Company pays such bonuses, all full-time associates in the bargaining unit who meet these criteria and either live or work in a jurisdiction that has a stay-in-place/shelter-in-place order or equivalent order then in effect will receive the same bonus amount (subject to reduction, offset or repayment based on any federal, state or local provision requiring or making available premium or equivalent pay for such persons).

In addition, the Company may pay bonuses to associates in positions that are not enabled to work from home while they are (a) directed by Verizon to self-quarantine because of potential exposure to COVID-19 identified by Verizon; or (b) directed by Verizon to self-quarantine with pay following Verizon's review of circumstances after a doctor or government official has directed self-quarantine because of potential exposure to COVID-19. To the extent the Company pays such bonuses, all full-time associates in the bargaining unit who meet these criteria and either live or work in a jurisdiction that has a stay-in-place/shelter-in-place order or equivalent order then in effect will receive the same bonus amount (subject to reduction, offset or repayment based on any federal, state or local provision requiring or making available premium or equivalent pay for such persons)

Any such bonus payments do not constitute wages and as such shall not impact or be impacted by any other provisions of the applicable collective bargaining agreement that would regularly be impacted by



wages or wage rates, including (but not limited to) provisions for differentials, holidays worked, etc. Any such bonus payments will not be required to be included in wages for computation of overtime, except to the extent the Company determines such inclusion is required by law. Any such bonus payments will not be required to be included in wages for benefits or any other purpose.

This agreement shall remain in effect through June 30, 2020.

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

This letter contains the entire agreement between the parties with respect to the matters described above.

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

Very truly yours,

Thomas J Stribling
Executive Director - Labor Relations

Agreed for the Union:

Date:

04/28/2020
