

Potomac CSSC Hour-at-a-Time Vacation Trial for 2019

This will confirm our understanding of January 1, 2019, regarding hourly vacation in the Potomac CSSC centers: Silver Spring and Salisbury, Maryland, Richmond, Hampton Roads and Roanoke, Virginia and Clarksburg, West Virginia.

The Company and the Union mutually recognize that, in certain administrative groups, it may be beneficial to the employees and in the best interest of the business to establish an Hour-at-a-Time Vacation Trial. The Local Agreement will be considered to be expanded accordingly.

In an effort to provide flexibility to the associates in connection with time-off and encourage improvement in overall attendance in the named Centers, the Company would like to establish this Trial. The specifics of the trial are as follows:

1. Beginning January 1, 2019 three (3) vacation days for each full time associate may be scheduled and taken in one-hour increments (in order to accommodate a 7.5 hour day, one increment must be taken as 1.5 hours).
2. The granting of this time off will be subject to the Vacation Scheduling Percentages LOU. The hour requested cannot cause the percentage limit to be exceeded during the half day in which the time is taken.
3. Vacation time in less than one day increments may not be selected and scheduled in advance during the 2019 initial selection process.
4. Any unused partial vacation day totaling 3.5 hours or less must be used by December 31, 2019.
5. Excused Work Days are not included in this trial.
6. The Company or the Union may discontinue this trial upon thirty (30) calendar days' written notice to the other party.
7. This Trial will remain in effect through December 31, 2019 and expire at that time absent mutual agreement to extend it with or without modifications.



~~Frank T. Malone~~  
Verizon Labor Relations

1/2/19

Date



Letha Perry  
CWA District 2-13

1-2-19

Date