

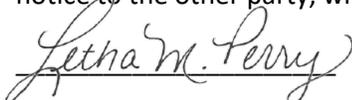
Tour Slide Agreement for 2021

This will confirm our understanding regarding tours in the Curtis Adamson Potomac Organization, covering the Marcus Wynn FSC, EVRC and MCO Centers in Silver Spring, MD and Newport News, VA and the Service Fulfillment Centers under Christopher Cook in Silver Spring, MD and Newport News, Warsaw, Christiansburg and Richmond, VA. 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 a Slide Tour as a normal workweek.

In an effort to provide flexibility to the associates the Company would like to introduce a Slide Tour Trial. When a slide tour is in effect, the Local Agreement will be considered expanded accordingly.

1. Employees will have the ability to “slide” the start time of their tour in 15 -minute increments, up to a maximum of 30 mins per day
2. Employees may choose to make up their time during their lunch or slide the end of tour time. Employees working the last shift of the day will only have the option to make up time during lunch.
3. Each employee will be granted twelve 15 and/or six 30 minute tour slides not to exceed 180 minutes per year. Tour slides cannot be carried over into 2022.
4. Request must be made on the day the employee wishes to take the slide unless the slide will be utilized to leave early. In the latter scenario the request must be placed in advance to allow for adjustment of the tour start time. Request must be made prior to the start of the tour when reasonably possible.
5. Request will not be accepted and slides may not be cancelled after the employees tour has ended.
6. Employees must still work a full tour (8 or 7.5 hour) on the day the slide is exercised.
7. Employees will not receive any differential pay as a result of using the slide option.
8. Relevant sections of Article 25 shall be deemed inapplicable to Tour Slide arrangements because they may vary their start and stop times for their daily tour.
9. Tour slides may be granted on days with overtime (mandatory or volunteer) and holidays.
10. Based on the needs of the business, tour slides may be denied for requests to leave early.

Subject to the above tour slides will be administered in accordance with the applicable provisions of the Local Agreement. Unless renewed or amended by mutual agreement, these tour slides will terminate on December 31, 2021. The parties may meet locally and discuss other administrative issues raised with respect to the tour slide trial. Either party may terminate the tour slide trial in specific groups with 30 days' notice to the other party, when in its judgment, such scheduling is not workable.





CWA District 2-13

Verizon Labor Relations South

Date: 02/03/2021

Date: 2/3/2021