

Reserve Time Agreement in the Potomac Region

This Agreement ("Agreement"), by and between Verizon Services Corp. ("VSC"), Verizon Corporate Services Corp. ("VCSC"), Verizon Maryland Inc. ("VZMD"), Verizon Virginia Inc. ("VZVA"), Verizon Washington, D.C. Inc. ("VZDC") and the Communications Workers of America, AFL-CIO ("CWA") (collectively, "the Parties"), addresses the scheduling of 2023 Reserve Time and 2024 Vacation and Excused Work Days. This Agreement shall amend provisions of the General Agreement between CWA and VZ-MD, VZ-VA, VZ-DC, VZ-VSC and other labor agreements applicable to employees governed by the Potomac General Agreement. The Parties agree as follows:

1. For Calendar Year 2023, Vacation and Excused Work Days, which may currently be scheduled as "Reserve Time", "Not Scheduled" or are currently scheduled during 2023, can be requested and scheduled between the effective date of the Agreement and March 31, 2024. Any and all requests for specific dates to be used between the Effective date of the Agreement and March 31, 2024 will be considered on a first come, first serve basis and approvals will be based on the contractual 18% and 12% ratios set forth in the "Vacation Scheduling Percentages" Letter of Understanding. Any 2023 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2024, shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2024.
2. Pursuant to Article 31, Section 10(c) of the CBA, scheduling of 2024 Day-at-a-Time Vacation and Excused Work Days will take place during the second and final round of selections. During this round, days shall be selected from those available during the current calendar year (2024). However, pursuant to this Agreement, the Company will also allow days to be selected from those available in the first quarter of the following calendar year (January 1, 2025 – March 31, 2025).
3. At the completion of the 2024 Day-at-a-Time Selection, any subsequent requests for days between January 1, 2024 and March 31, 2025, will be approved on a first come, first serve basis and based on the contractual 18% and 12% ratios set forth in the "Vacation Scheduling Percentages" Letter of Understanding.
4. If an employee chooses to not schedule allotted 2024 Vacation, paid or unpaid Excused Work Days, the remaining number of days will be set aside as "Reserve Time". "Reserve Time" for purposes of this Agreement shall be defined as days not currently scheduled, but available for request during Calendar Year 2024 through March 31, 2025. Any 2024 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2025, shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2025.
5. The parties agree that this Agreement and any of the terms contained herein shall not establish a precedent that would require the Employer to agree to these or similar terms in the future, nor shall it establish a precedent that would require the Union to agree to these or similar terms in the future. In addition, this Agreement shall not be offered, used or considered as evidence in any proceeding by either party, including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency,

involving any other matter, except to the extent necessary to enforce the terms of this Agreement.

6. This agreement has no application outside of the Potomac Region.
7. The Effective Date of this Agreement is September 22, 2023.

For the Companies:

Miriam Brooks
Miriam T. Brooks
Manager – Labor Relations, Verizon

For the Union:

Letha M. Perry
Letha Perry
Administrative Director, CWA District 2-13