

Communications
Workers of America
AFL-CIO

230 South Broad Street, 19th Floor
Philadelphia, Pennsylvania 19102
(215) 546-5574 • Fax (215) 985-2102
Email: jbyrne@cwa-union.org

James N. Byrne
Assistant to Vice-President
District 2-13



Via Electronic & US Mail

March 20, 2017

Craig Brewster, Director
Verizon Labor Relations – Pennsylvania
900 Race Street, Floor 8
Philadelphia, PA 19107-2407
Craig.W.Brewster@verizon.com

Thomas Stribling, Director
Verizon Labor Relations – Pennsylvania & Delaware
900 Race Street, Floor 8
Philadelphia, PA 19107-2407
Thomas.J.Stribling@verizon.com

RE: **Grievance No. DIST2-13-17003 – Improper Pro-Ration of the 2016 Lump Sum Payment Under the Absence from Duty Letter of Understanding**

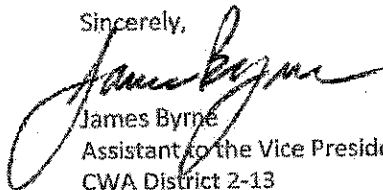
Dear Craig and Tom,

This letter is to request agreement to waive the informal and first formal steps on the grievance procedures and initiate a grievance at the State Level with Labor Relations on behalf of CWA Locals 13000, 13100, 13101 and 13500 in response to Verizon's March 2, 2017 announcement that it intends to pro-rate the lump sum payment under the Absence from Duty LOU pursuant to Section XII.B paragraph 2 (as described in the 2012 MOU between CWA and Verizon-Mid-Atlantic) for those employees who participated in the strike against Verizon between April and May 2016. The Union asserts that Verizon is in violation of the Collective Bargaining Agreements (CBA) between Verizon and Local 13000 under Articles 2 and 12; between Verizon and Local 13100 under Articles 2 and 13; between Verizon and Local 13101 under Articles 2 and 12; between Verizon and Local 13500 under Articles 2 and 13; and Section XII.B paragraph 1 (Eligibility) of the Absence from Duty LOU, as described above, and all other applicable provisions of the CBA's and other Agreements between the parties.

CWA grieves on behalf of all affected bargaining unit employees within the jurisdiction of District 2-13 and covered under the above referenced CBA's. As remedy, CWA seeks the return of the amount withheld from the affected employees by Verizon due to their participation in the 2016 strike against Verizon.

Please contact me with your availability to meet regarding this issue.

Sincerely,



James Byrne
Assistant to the Vice President
CWA District 2-13

JNB:mhb
opeiu#2



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RE: Grievance No. DIST2-13-17002 – Improper Reduction of the Lump Sum Payment under the Absence from Duty LOU for Plan Year 2016

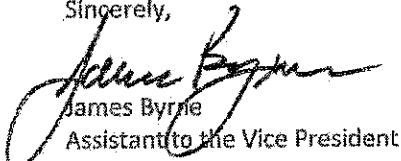
Dear Craig and Tom,

This letter is to request agreement to waive the informal and first formal steps on the grievance procedures and initiate a grievance at the State Level with Labor Relations on behalf of CWA Locals 13000, 13100, 13101 and 13500 in response to Verizon's improper reduction in the lump sum payments under the Absence from Duty LOU for 2016 due to absence from work for reasons other than "incidental Absence" (defined as the employee's own illness or off-duty accident). The Union asserts that Verizon is in violation of the Collective Bargaining Agreements (CBA) between Verizon and Local 13000 under Article 2; between Verizon and Local 13100 under Article 2; between Verizon and Local 13101 under Article 2; between Verizon and Local 13500 under Article 2; and Section XII.A.3 of the Absence from Duty Agreement described in the 2012 MOU between CWA and Verizon Mid-Atlantic, the award in Verizon Arbitration #0091-14 and all other applicable provision of the CBA's and other Agreements between the parties.

CWA grieves on behalf of all affected bargaining unit employees within the jurisdiction of District 2-13 and covered under the above referenced CBA's. As remedy, CWA seeks the return of the amount withheld from the affected employees' Lump Sum Payment for reasons other than an Incidental Absence.

Please contact me with your availability to meet regarding this issue.

Sincerely,


James Byrne
Assistant to the Vice President
CWA District 2-13

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RE: Grievance No. DIST2-13-17001 – Improper Pro-Ration of 2016 Corporate Profit Sharing Distribution

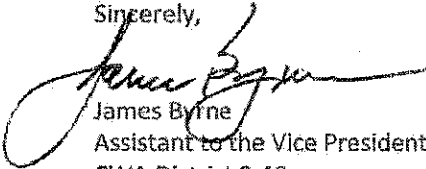
Dear Craig and Tom,

This letter is to request an agreement to waive the informal and first formal steps on the grievance procedures and initiate a grievance at the State Level with Labor Relations on behalf of CWA Locals 13000, 13100, 13101 and 13500 in response to Verizon's March 2, 2017 announcement that it intends to pro-rate the amount received under the 2016 Corporate Profit Sharing (CPS) Plan for those employees who participated in the strike against Verizon between April and May 2016. The Union asserts that Verizon is in violation of the Collective Bargaining Agreements (CBA) between Verizon and Local 13000 under Articles 2 and 12; between Verizon and Local 13100 under Articles 2 and 13; between Verizon and Local 13101 under Articles 2 and 12; between Verizon and Local 13500 under Articles 2 and 13; and Section 3 (Eligibility) of the Corporate Profit Sharing Plan and all other applicable provisions of the CBA's and other Agreements between the parties.

CWA grieves on behalf of all affected bargaining unit employees within the jurisdiction of District 2-13 and covered under the above referenced CBA's. As remedy, CWA seeks the return of the amount withheld from the affected employees' share of the CPS distribution by Verizon due to their participation in the 2016 strike against Verizon.

Please contact me with your availability to meet regarding this issue.

Sincerely,



James Byrne
Assistant to the Vice President
CWA District 2-13

JNB:mhb
opeiu#2

