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Thomas J. Stribling
Executive Director -
Labor Relations

April 14, 2020

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

Re: COVID-19 Medical Leaves

Dear Mike,

In light of federal, state and municipal calls for medically-trained individuals to support in responding to the COVID-19 outbreak, the Company will enable medically-trained associates (e.g., doctors, nurses, EMTs) providing such medical support to take a leave of absence in one week intervals of up to 8 weeks with pay at their basic hourly rate and up to 18 weeks with pay at 60% of the basic hourly rate (subject to termination at any time during the 26-week period if/when the associate ceases or curtails work supporting the COVID-19 response effort).

The Company will determine administrative practices to validate initial qualification and continued eligibility for this leave of absence, which may include submission of documents about the services being provided, and reserves the right to terminate a leave if the public health justification is deemed insufficient. Amounts paid by the Company for this leave will be subject to reduction, offset or repayment based upon any other payments that an individual may otherwise receive for that time period from Verizon or from any other entity (e.g., military pay). This leave will not be used to prorate either the Corporate Profit Sharing (CPS) or the Absence Lump Sum Payment. Amounts paid by the Company under this leave will be subject to reduction, offset or repayment based upon any other payments that an individual may otherwise receive for that time period under any Verizon plan or from any governmental plan or benefit, and the Company reserves the right to require that associates access such plans or benefits prior to receiving pay for this leave.

Time on this COVID-19 medical support leave will not count towards the 36 months of available enhanced military leave.



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,

A handwritten signature in cursive script that reads "Thomas J. Stribling".

Thomas J Stribling
Executive Director - Labor Relations

Agreed for the Union:

A handwritten signature in cursive script, appearing to be "MADCO", written over a horizontal line.

Date:

04/15/2020