



Patrick J Prindeville
Executive Director
Labor Relations

140 West Street
Room 09-114
New York, NY 10007

March 16, 2020

Ms. Gladys M. Finnigan
Assistant to the Vice President
Communications Workers of America
AFL-CIO, District One
80 Pine Street, 37th Floor
New York, New York 10005

Re: Leave Agreement

Dear Ms. Finnigan:

As a result of the COVID-19 outbreak, the Company will offer the following excused leaves to associates:

1. For those medically diagnosed with COVID-19, we will offer a leave of absence up to 26 weeks with pay at the basic hourly rate from the first date of absence until the individual is medically cleared to return to work.
2. For those who have been directed by a doctor to remain out of the workplace during the COVID-19 outbreak due to an underlying health condition (their own or that of a household member) and who are unable to work from home, we will offer a leave of absence up to 8 weeks with pay at the basic hourly rate and up to 18 weeks of 60% pay at the basic hourly rate (terminating sooner if/when the associate is able to return to the workplace or work from home).
3. For those who establish that they are unable to work because they are caring for a child whose school or daycare has been closed due to COVID-19 and for whom another childcare option (e.g., Bright Horizons, childcare provider reimbursed through Bright Horizons or family member) is not available, we will offer a leave of absence with up to 8 weeks of pay at the basic hourly rate and up to 18 weeks of 60% pay at the basic hourly rate (terminating sooner if/when the associate is no longer caring for such a child, the child's school or daycare reopens or other childcare option is available).
4. For those who establish that they are unable to work because they are caring for a person medically diagnosed with COVID-19 who is unable to provide self-care and for whom another caregiver is not available, we will offer a leave of absence with up to 8 weeks of pay at the basic hourly rate and up to 18 weeks of 60% pay at the basic hourly rate (terminating sooner if/when the associate is no longer caring for such an individual, the individual is able to provide self-care or another caregiver is available).

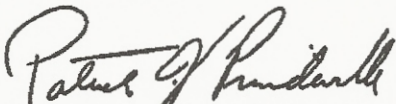
These leaves will not be used to prorate either the Corporate Profit Sharing (CPS) or the Lump Sum Payment.

The Company will determine administrative practices to validate qualification for these leaves of absence which may include periodic re-qualification. Amounts paid by the Company under these leaves will be subject to reduction, offset or repayment based upon any other payments that an individual may otherwise receive from Verizon for that time period (e.g., vacation pay). Amounts paid by the Company under these leaves 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 these leaves.

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, and the underlying facts related to 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.

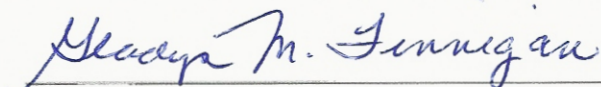
Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,



Patrick J. Prindeville
Executive Director – Labor Relations

Agreed for the Union:



Gladys M. Finnigan – Assistant to the Vice President
Communications Workers of America

Dated March 17, 2020