

2008 COMMON ISSUES
MEMORANDUM OF UNDERSTANDING

BETWEEN

VERIZON MARYLAND INC., VERIZON VIRGINIA INC., VERIZON WASHINGTON,
D.C. INC., VERIZON WEST VIRGINIA INC., VERIZON PENNSYLVANIA INC.,
VERIZON DELAWARE INC., VERIZON NEW JERSEY INC., VERIZON SERVICES
CORP., VERIZON CORPORATE SERVICES CORP., VERIZON ADVANCED DATA
INC., VERIZON AVENUE CORP., VERIZON SOUTH INC. (VIRGINIA)

AND

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

This Memorandum of Understanding ("2008 MOU") agreed to by and between the above-named companies (herein the "Company" or "Companies," as context requires) and the Communications Workers of America, AFL-CIO (hereinafter the "Union" or "CWA") sets forth the terms of the agreement between the Companies and the Union regarding common issues. This 2008 MOU binds each of the Companies and the CWA to incorporate the provisions set forth herein into the collective bargaining agreements between each of the Companies and the CWA. Provisions of this 2008 MOU, the 2008 MOA, the Settlement Agreement regarding Verizon Business dated August 3, 2008 and the Video Hub Technician Agreement dated August 3, 2008 and attached herein, will be incorporated by reference or otherwise into the appropriate collective bargaining agreements between the parties.

Each of the new collective bargaining agreements shall consist of the provisions of the existing collective bargaining agreements, including:

1. The provisions of the 2003 Memorandum of Understanding Between Verizon Maryland Inc., Verizon Virginia Inc., Verizon Washington, D.C. Inc., Verizon

J.M.

West Virginia Inc., Verizon Pennsylvania Inc., Verizon Delaware Inc., Verizon New Jersey Inc., Verizon Services Corp., Verizon Corporate Services Corp., Verizon Avenue Inc., and Verizon Advanced Data Inc. and the Communications Workers of America, AFL-CIO effective August 3, 2003 ("2003 MOU") as modified by the applicable provisions of the 2008 MOU; and

2. The provisions of the 2003 Memorandum of Agreement ("2003 MOA"), as modified by the applicable provisions of the 2008 MOA.

All letters of agreement in the parties' 2003 collective bargaining agreements shall remain in full force and effect, unless the terms of such letters of agreement have been expressly modified by this 2008 MOU or by the parties' collective bargaining agreements. All letters of agreement in the parties' 2003 collective bargaining agreements that contain an expiration date of August 2, 2008 will be changed to reflect an expiration date of August 6, 2011 unless the parties have expressly agreed that such letters will not remain in effect. Unless the parties have specified different effective dates in provisions of this 2008 MOU, such provisions will be effective August 3, 2008.

It is agreed that the parties' existing collective bargaining agreements will be terminated effective at 11:59 p.m. on August 2, 2008. The parties' new collective bargaining agreements will become effective on August 3, 2008 and will remain in effect until 11:59 p.m. on August 6, 2011.

This 2008 MOU shall become effective if, and only if, ratified by the combined results of the voting in the bargaining units in the Companies represented by CWA no later than September 19, 2008. Prior to the ratification vote on or before September 19, 2008 the terms of the parties' 2003 collective bargaining agreements will remain in effect.