

12-9-21

Good afternoon-

Here is copy of what was sent out to VZ Associates today- We have been informed the bargaining team is inquiring for the information contained in the FAQ since it was not provided- We are waiting for direction from the bargaining team and CWA District Leadership on how we move forward from this point- When we have more information we will update you-

Chuck

V Team,

Earlier this week, a federal judge issued a temporary injunction against the vaccination requirement for federal contractors. There is also a temporary injunction in place against the separate Occupational Safety and Health Administration (OSHA) vaccination requirement that applies to all large employers.

From the start, we committed to keeping the V Team informed and updated on any developments related to COVID-19 and the vaccine requirements. Below is an overview of how these injunctions impact our response at Verizon. Please note: this information does not apply to international locations and we will address any changes outside of the U.S. on a country-by-country basis.

As a result of the temporary injunctions, at this time, the requirement for current employees to be vaccinated is suspended. Depending on developments, the requirement may be reinstated, but until further notice, employees who submit their status as unvaccinated will not be placed on unpaid leave. U.S. Verizon employees who have been asked to verify their vaccination status must do so according to the deadlines listed below.

Non-union U.S. employees (outside of retail and home-based VCG teams)

- The deadline to submit vaccination status has already passed. The small number of employees not in compliance with this requirement will receive a separate communication and be placed on unpaid leave effective December 12, 2021.*

Union-represented employees

- Union-represented employees have until January 4, 2022, to verify their vaccination status through the Vaccine Verification Form.*

Retail employees (including Retail to Business employees)

- We have not yet asked retail employees to submit their vaccination status. Depending on the outcome of the litigation over the federal vaccination*

requirements, we may do so after January 1, 2022. We will communicate more information as it is made available.

New hires

- *While the outcome of the litigations related to the federal vaccination requirements remains uncertain, we will maintain the vaccination requirement for new hires.*

Contractors, vendors and visitors

- *Due to the injunctions, we will not require contractors, vendors or visitors to be vaccinated at this time. We will notify our contractors and vendors of this update.*

Employees who applied for medical or religious accommodations will receive further guidance. All employees accessing our workspace must abide by on-site requirements and policies, including additional requirements that may apply to those not fully vaccinated.

It's important to note that this is a rapidly-changing situation, and we expect further developments as courts review both federal requirements. Additionally, there may be local vaccination requirements that apply in some areas. Depending on what happens with these federal and local requirements, we may come back to you soon to communicate that some or all positions within Verizon are subject to a vaccination requirement. For that reason, and for your health, the health of your loved ones and each other, we strongly encourage you to get vaccinated. In the meantime, we appreciate your understanding and cooperation in adhering to the deadlines stated above to verify your vaccination status.

We realize that these are complex times made even more challenging by the constant change in information and direction. We promise to keep you informed as new developments emerge. However, it's completely understandable if you feel a heavier mental load trying to navigate new and changing details. Please know that there are resources available to Verizon employees should you need support and keep an open dialog with your managers. We remain focused, first and foremost, on the well-being of the V Team as we ensure our compliance with these requirements.

We will continue to keep you updated and informed of any new developments. Please refer to our updated [FAQ](#) that provides additional information and submit any other questions to the [Ask HR inbox](#).

Thank you for your continued support.