

July 19, 2018

**2018 COMMON ISSUES
MEMORANDUM OF UNDERSTANDING**

Between

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

AND

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

This Memorandum of Understanding (the "2018 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 (herein the "Union" or "CWA") sets forth the terms of the agreement between the Companies and the Union on common issues.

This 2018 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 2018 MOU, including the attachments, will be incorporated, by reference or otherwise, into the appropriate collective bargaining agreements.

This 2018 MOU incorporates by reference all provisions of the 2016 Common Issues Memorandum of Understanding Between Verizon Maryland Inc., Verizon Virginia Inc., Verizon Washington, D.C. Inc., Verizon Pennsylvania LLC, Verizon Delaware LLC, Verizon New Jersey Inc., Verizon Services Corp., Verizon Corporate Services Corp., Verizon Advanced Data Inc., and Verizon South Inc. (Virginia) and the Communications Workers of America, AFL-CIO effective June 17, 2016 ("2016 MOU") and all attachments to the 2016 MOU that were valid and

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enforceable immediately prior to the Effective Date of this 2018 MOU, as modified by the applicable provisions of the 2018 MOU. Each of the new collective bargaining agreements will consist of the provisions of the existing collective bargaining agreements, including:

1. All provisions of and attachments to the 2016 MOU that were valid and enforceable immediately prior to the Effective Date of this 2018 MOU, as modified by the applicable provisions of the 2018 MOU; and
2. The provisions of the 2016 Memorandum of Agreement ("2016 MOA"), as modified by the applicable provisions of the 2018 MOA.

All letters of agreement in the parties' 2016 collective bargaining agreements (including without limitation the 2016 MOU and all attachments to the 2016 MOU) and all international union, district and local agreements that were valid and enforceable immediately prior to the Effective Date of this 2018 MOU, will remain in full force and effect, unless the terms of such agreements have been modified or eliminated by this 2018 MOU or by the parties' collective bargaining agreements (including without limitation terms agreed to at local bargaining tables).

All letters of agreement or provisions in the parties' 2016 collective bargaining agreements (including without limitation the 2016 MOU and all attachments to the 2016 MOU) that contain an expiration date of August 3, 2019 will be changed to reflect an expiration date of August 5, 2023 unless the parties have expressly agreed to a different expiration date or that such letters or provisions will not remain in effect. All letters of agreement, agreements or provisions in the parties' 2016 collective bargaining agreements (including without limitation the 2016 MOU and all attachments to the 2016 MOU), that were valid and enforceable immediately prior to the Effective Date of this 2018 MOU that contain dates other than expiration dates will be

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changed as necessary to ensure the continued enforceability of such agreements unless the parties have expressly agreed that such letters or provisions will not remain in effect.¹

X The parties' new collective bargaining agreements (including without limitation this 2018 MOU, to the extent the parties have not specified different effective dates in provisions of this 2018 MOU) will become effective upon ratification of this 2018 MOU ("Effective Date") and will remain in effect until 11:59 p.m. on August 5, 2023.

This 2018 MOU will 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 thirty calendar days after the date of this 2018 MOU.


To the extent that any provision of this 2018 MOU is inconsistent with or contrary to any provision of the 2016 MOU, any local collective bargaining agreement, or any other agreement, policy or past practice, such 2018 MOU provision will govern and will supersede the inconsistent or contrary provision of the 2016 MOU, any local collective bargaining agreement, or any other agreement, policy or past practice.

Dated:

FOR THE COMPANIES

By: 
THOMAS J. STRIBLING

FOR COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

By: 
CWA District 2-13

By: 
CWA District 1—New Jersey

¹ This footnote is for explanatory purposes only. This 2018 MOU sets forth certain provisions from the 2016 MOU with new dates to ensure the enforceability of those provisions. All provisions and attachments of the 2016 MOU and predecessor MOUs, which were valid and enforceable immediately prior to the Effective Date, that are not specifically set forth in the body of this MOU are incorporated by reference and remain valid and enforceable, as modified by this 2018 MOU.