

Hour At-A-Time Vacation Trial Agreement for 2023

The Company and the Union agree to a one-year trial of hour-at-a-time vacation in the Collections Group currently managed by Director Erin Stead that is located in Norton, Virginia. The specifics of the trial are as follows:

1. For a period of twelve months, beginning January 1, 2023, three (3) vacation days for each eligible associate may be scheduled and taken in one-hour increments (in order to accommodate a 7.5 hour day, one increment may be taken in 1.5 hours).
2. The granting of this time off will be subject to the Vacation Scheduling Percentages Letter of Understanding. The hour requested cannot cause the percentage limit to be exceeded during the hour.
3. Vacation time in less than one day increments may not be selected and scheduled in advance during the 2023 initial selection process.
4. Any unused partial vacation day totaling 3.5 hours or less must be used by December 31, 2023.
5. Excused Work days are not included in this trial.
6. This Trial will remain in effect through December 31, 2023, and expire at that time absent mutual agreement to extend it with or without modifications.

Subject to the above hourly vacation will be administered in accordance with the applicable provisions of the Local Agreement. Unless renewed or amended by mutual agreement, this trial will terminate on December 31, 2023. Either party may terminate the trial in a specific group with 30 days' notice to the other party, when in its judgment, such scheduling is not workable.

Frank T. Malone

Frank T. Malone
Verizon Labor Relations

Letha M. Perry

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CWA District 2-13

11/14/2022

Date

11/14/2022

Date