

Summary of the VZB techs' union agreement

On December 28, all VZB techs will be covered under the new CWA or IBEW plant agreement. VZB techs will have a labor agreement that includes:

- Defined pay scale
- Full coverage with Verizon's Medical Expense Plan (including dental and vision)
- Promotions by seniority, everything else being equal
- Verizon Pension Plan
- Retiree medical trust
- 15-day notice of layoffs by seniority
- Recall rights for two years
- Time and a half after 8 hours (not 40 hours)
- Tour assignments by seniority, everything else being equal
- No use of contractors if it would cause layoffs or part-timing of employees
- Only employees may perform bargaining unit work except in emergencies, training activities, or supervisory review
- Grievance procedure with recourse to a neutral arbitrator to resolve on-the-job disputes

The agreement also includes provisions *in writing* covering non-discrimination, night work, call outs, day off with pay after 15 hours, inclement weather, absences, holidays, vacations, expense and travel time, personal and military leaves of absence, excused work days, safety and health, training, technology change, disability pay, corporate profit sharing, union bulletin boards and leave for union business.