

AGREEMENT

between

**VERIZON
NATIONAL BURIED SERVICE WIRE GROUP**



and

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**



Effective Date: March 13, 2011
Expiration Date: March 8, 2014

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**ARTICLE 1
PREAMBLE**

- 1.1 Verizon Network Services and the International Brotherhood of Electrical Workers have recognized the need for a new approach to Union/Management relations. One step in the process of fundamentally changing these relations was the identification of potential work to be performed by company employees, which was being performed wholly, or in part, by outside vendors. Both the company and the union recognized the importance of effectively and efficiently delivering services to our customers which are competitive with other vendors, while forging a cooperative problem solving "partnership" with each other, as Verizon seeks to remain a successful player in the new telecommunications environment.
- 1.2 It was in this spirit that negotiations were conducted, leading to this Agreement to utilize Verizon employees, where practical, to bury service wire and perform cable locating.

**ARTICLE 2
AGREEMENT**

- 2.1 This Agreement is made as of June 17, 2007, by and between Verizon Network Services – National Buried Service Wire Group and its successors or assigns, hereinafter referred to as the "company" and the International Brotherhood of Electrical Workers, hereinafter referred to as the "union." The operations group known as Verizon Network Services – National Buried Service Wire Group is making this Agreement for and on behalf of the Verizon telephone operating companies identified on Attachment A regarding the buried service wire and utility locating work and personnel identified in this Agreement. This Agreement is separate and apart from any other agreements between the unions and the Verizon legal entities identified in Attachment A or any other Verizon legal entity.
- 2.2 The parties affirm their intention that the provisions of this Agreement will be applied without discrimination because of race, color, age, religion, national origin, sex, mental or physical handicap or veteran status of the employee.
- 2.3 In the event any Federal or State Law or regulation or governmental order affects any provision of this Agreement, those provisions so affected shall be made to comply with the requirements of such laws, regulations or governmental order.

ARTICLE 3
RECOGNITION AND RESPONSIBILITIES

- 3.1 The International Brotherhood of Electrical Workers, through its locals, represent Verizon Network Operations employees nationwide, some of whom may perform buried service wire and utility locating work. As a result, the company recognizes these unions as the sole and exclusive bargaining agents for the employees within the company who perform buried service wire, utility locating and the dispatching of such work, within the following regions of the company.
- California Region
 - Florida Region
- 3.2 If the company expands its business into locations beyond those named above, this Agreement will automatically cover employees working in the same classifications.
- 3.3 Employees of the National Buried Service Wire Group will only perform work of bargaining unit employees in other Verizon Network Operation's units during emergency conditions.
- 3.4 The union recognizes the company's responsibilities to exercise any of the generally recognized customary functions of management to hire new employees, to establish and enforce standards of service/performance, to discharge for cause, to promote, demote, transfer and lay off in accordance with the provisions of this Agreement, to determine the size of the work force, to establish work schedules and hours of work and to discipline for violation of company rules. All other customary management responsibilities shall be reserved by the company unless specifically modified within this Agreement.
- 3.5 During the life of this Agreement, the company will not conduct any lockout which would affect the union or any employees subject to this Agreement.
- 3.6 The company and the union agree that during the term of this Agreement there shall be no lockouts. The union and the company agree that during the same period, neither the union nor its agents will authorize, instigate, aid, condone, or engage in work stoppage, slow down, strike or sympathy strike. In the event any such work stoppage, slow down, sympathy strike, strike or threat thereof should occur, the union and its officers will do everything within their power to end or avert the same.
- 3.7 The company and the union agree that it will not discipline an employee for his/her refusal to cross a legal picket line established by employees of an unaffiliated employer at an unaffiliated customer's location, provided the employee has made every reasonable effort to report to his work assignment.

ARTICLE 4 JURISDICTION

- 4.1 It is recognized that IBEW locals 543 and 824 represent the geographical territories covered in California and Florida, listed in Attachment B, that are covered by this agreement.
- 4.2 The company will not be restricted in the assignment of work of its employees nor shall accredited service, seniority or any rights predicated on accredited service or seniority be adjusted for the employee as a result of such assignments.
- 4.3 The parties agree to the establishment of a Joint Union/Company Committee to meet periodically to review the progress of the parties toward the principles stated in this Agreement.

ARTICLE 5 CONFLICT RESOLUTION

- 5.1 In the event that a conflict arises during the term of this Agreement, an employee or group of employees may request a review of the circumstances within twenty five (25) working days of the original event and initiate a problem solving process by first discussing the circumstances with the Coach and the local union representative, and the designated national union representative as appropriate. The Coach and local union representative will jointly investigate the circumstances and the Coach will provide a verbal response within ten (10) working days following the employees' notification. The designated national union representative is recognized as the union national contract expert and will assist the local union representative with contract interpretation.
- 5.2 Step One: In the event resolution cannot be reached the union must present the grievance to the Area Manager within twenty-five (25) working days of the original event. The company will meet with the appropriate union representative within five (5) working days of delivery of the grievance. The company will respond within five (5) working days.
- 5.3 Step Two: If resolution is not met at step one (1), the union may request a step two (2) meeting within five (5) working days of the step one (1) answer, with the appropriate Labor Relations Manager or designated representative. The company and the union will meet within ten (10) working days to discuss the grievance. The company will have five (5) working days to respond to the union. Time limits may be extended with mutual agreement by the company and the union.
- 5.4 All settlements at the first level will be non-precedent setting.
- 5.5 The parties agree to explore alternate dispute resolution procedures including mediation or arbitration.

- 5.6 In the event the dispute is not satisfactorily resolved following the process above, the union may request that the matter proceed to arbitration within twenty-five (25) working days following the company's final reply. Appropriate representatives will agree within ten (10) working days to request a panel of Arbitrators from the American Arbitration Association.

Note: Working days for purposes of this Article are defined as Monday thru Friday.

ARTICLE 6 COMPENSATION AND JOB CLASSIFICATIONS

- 6.1 **Compensation** - The wage rates attached as appendices to this Agreement shall be in effect for the job titles listed for the duration of this Agreement and shall be defined as basic wage rates, or basic rates.
- 6.2 Wage progression intervals for any given employee may not be directly related to actual accredited service.
- 6.3 In instances where, in the opinion of management, an employee merits additional wage treatment, such merit may be granted in any amount consistent with the wage schedules and at any time during the first twelve (12) months of employment.
- 6.4 The company may introduce, implement, modify or withdraw any sales, productivity and/or other pay incentive plan(s) to all or a portion of the bargaining unit and will notify the union prior to implementation, modification or withdrawal of such plan. Any such plan which would diminish employees' basic wage rates will be subject to mutual agreement with the union prior to implementation.
- 6.5 **Job Classifications** - The company may establish new job titles, and review and change existing job titles, based on the content of the job and the work being performed as deemed necessary. New job titles and any changes in job titles and descriptions will be reviewed with the union prior to implementation.
- 6.6 The job title classification assigned to employees will be in accordance with the preponderance of work duties they are called upon to perform.

ARTICLE 7 WORKING PRACTICES

- 7.1 To fulfill the requirements of the company to perform buried service wire/utility locating work in a high quality, cost effective and customer responsive manner, it is necessary to establish work rules which allow the

company to maximize the use of its resources in the most efficient manner.

- 7.2 **Work Schedules and Tours** - A work week will begin on Sunday at 12:00 A.M. and end on the following Saturday at 11:59 P.M.
- 7.3 Work schedules will be established by work activity and zone and will be based on the qualifications of the employee. Where qualifications are equal, seniority will be the deciding factor considered when determining schedule selection. Work schedules may be changed at any time based upon work requirements.
- 7.4 The normal work week for full time employees will be forty (40) hours. Hours worked could be less than 40 hours due to, but not limited to, lack of work, inclement weather and equipment breakdown. For those employees whose hours of work are decreased by the company from the original scheduled hours in a work week or consecutive work weeks, the company will strive to offer and/or require additional hours to the employees within the same work week or consecutive work weeks, if available.
- 7.5 **Scheduling** - The company will strive to provide at least 48 hours' notice of a change in work schedule where practical.
- 7.6 **Overtime** - It is expected that all employees will be available and willing to work hours in addition to their normal work schedule to the extent deemed necessary by the company to satisfy customer demands.
 - 7.6.1 Time and one-half (1 ½) the straight time rate will be paid for all time worked over forty (40) hours in a calendar work week or ten (10) hours in a day.
 - 7.6.2 There shall be no pyramiding or duplication of overtime or premium pay.
- 7.7 **Call-outs** - Employees who report for special duty outside of their scheduled hours will be compensated at the overtime rate of time and one-half for a minimum of two (2) hours work including driving time in excess of 45 minutes each way. This minimum does not apply to hours worked immediately preceding or immediately following regular scheduled work.
 - 7.7.1 Call-out pay will apply only when an employee is dispatched to a work location.
- 7.8 **Call Ups** - Work performed outside of scheduled hours that does not require a dispatch will be paid at the overtime rate of time and one-half (1½) for time actually worked, rounded up to the next higher quarter hour.

- 7.9 **Stand-By Pay** - Employees who are designated by management to be immediately available to report to work outside their regularly scheduled hours will receive payment of \$10.00 per day for this assignment. Employees designated for stand-by on a holiday will receive payment of \$13.00 per day. Qualified employees will be assigned on a rotational basis unless extenuating circumstances such as a major project requires a specific employee to be assigned. In the event an employee is called out to work, they will be eligible for call-out pay as outlined above in addition to the stand-by pay. Stand-by assignments will be based on a combination of site requirements, employee home locations and practicality of schedules.
- 7.10 **Job Site Reporting** - Employees are expected to report and begin work at the designated time and place of their first assignment, which is normally within their zone. The company will assign the first and last work assignments as close to the employee's home as possible. Pay will normally begin when work commences at the first job assignment and ends upon completion of work at the last job assignment. Driving time exceeding 45 minutes each way will be paid time.
- 7.10.1 To limit excessive wear on company vehicles, miles from the employee's home to the first job assignment will not normally exceed 60 miles.
- 7.10.2 Employees who are furnished a company vehicle for travel to and from work will use the vehicle only for company business purposes and are expected to maintain the vehicle in accordance with company guidelines. Likewise, mobile tools and equipment provided to employees will be used only for company business purposes and will be maintained in accordance with company guidelines.
- 7.11 **Out of Town Assignments** - An employee may be temporarily assigned to perform work outside their normal reporting area. When such an assignment involves an overnight stay, by mutual agreement the employee will be paid either a per diem of \$35 for each day assigned or company designated lodging and \$21 for each day assigned.
- 7.12 **Workers' Compensation** - An employee injured in the course of performing their job duties will be eligible for Workers' Compensation benefits in accordance with the laws of the State in which the injury occurs. In addition, the company will pay supplemental pay up to 100% of base for up to ten (10) days. If an employee continues to be disabled and eligible for respective state Workers' Compensation beyond the initial ten (10) days, the Company will assign the employee to a voluntary layoff and reclassify him/her to a Seasonal employee status.

- 7.12.1 An employee will be guaranteed reinstatement to his/her previous position if he/she is certified as able to return to full duty during or at the end of the four (4) month voluntary layoff.
- 7.13 **Business Attire/Uniforms** - In order to promote a professional business image in a competitive marketplace, employees in classifications designated by the company will be required to wear uniforms provided by the company. Business attire/uniforms will only be worn while at work. The company reserves the right to establish, change or modify reasonable guidelines for business attire.
- 7.14 **In-Charge Differential** - An employee assigned by management to be in charge of other hourly employees will receive an in-charge differential of seventy-five cents (\$.75) per hour, provided such assignment is for a period of one hour or more. An employee assigned to replace management will receive a differential of one dollar (\$1.00) per hour for assignments of one hour or more.
- 7.15 **Bereavement** - Employees absent due to a death in their immediate family shall be paid for up to three (3) days. Immediate family shall include spouse, mother, father, sister, brother, son, daughter, grandmother, grandfather, grandchildren, great-grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, and any other relative or foster child living in the household of the employee at the time of death.
- 7.16 **Jury Duty** - Employees required to be absent because of jury duty shall receive pay for up to three (3) days.

ARTICLE 8 SHORT-TERM DISABILITY BENEFITS

- 8.1 Employees who apply for short-term disability pay and whose applications are approved by the company will be paid for workdays absent based on the provisions of Section 8.2 and subject to restrictions and requirements provided in this Article. Employees will not be eligible for short-term disability pay under the following circumstances:
- 1) Injury/Illness when covered by Workers' Compensation or other laws.
 - 2) Elective surgery deemed not to be medically necessary.
- 8.1.1 **Notification.** An employee who is unable to work as a result of personal illness or accident not covered by Workers' Compensation must notify his/her supervisor or designee prior to, or at the start of, the shift on each day of absence unless other arrangements have been approved. An employee who fails to notify his/her supervisor or designee may be considered to be unexcused and subject to disciplinary action, and shall

forfeit short-term disability benefits in increments of one (1) hour (any portion of an hour constitutes a full hour) prior to the time of notification. However, the supervisor or designee may waive the notification requirement when it is determined that circumstances were such that notification was not practical.

8.2 Short-term disability payments and waiting days for regular employees shall be based on their accredited service date according to the following schedule:

	<u>Full Pay Days</u>	<u>Half Pay Days</u>
Less than 1 year	0	0
1 year but less than 5 years	20	25
Five years but less than 10 years	40	45
Ten years or greater	45	50

8.2.1 **Waiting Days Waived.** Waiting days will be waived:

- a) if the employee is hospitalized or has outpatient surgery performed at a surgical clinic during the waiting period;
- b) Employees with five or more years of service will have waiting days waived if the only absence in the previous twelve (12) months was due to a Workers' Compensation injury.

8.2.1.1 **Waiting Days:**

	<u>Waiting Day(s) Per Absence</u>
1 year of service or greater	5

8.2.1.2 An employee may use the cash out vacation option for the purpose of regaining the monetary value that was lost caused by unpaid waiting days. If an employee breaks up a week of vacation, management may require the remaining days to be scheduled as consecutive days.

8.3 Yearly eligibility for short-term disability commences and ends on the employee's anniversary date.

8.4 **Short-term Disability Benefits Restoral.** An employee's short-term disability benefits will be restored when he/she has been continuously engaged in the performance of duty for three (3) months (91 days) with no absences due to illness.

8.5 If an employee returns to work after a period of illness and the employee relapses with the same illness and is required to leave work again within a period of not more than ten (10) consecutive days, the two (2) periods of absence shall be considered as constituting one (1) illness and a second waiting period is waived. Only two periods can be combined. The ten

- (10) consecutive day period will be extended if the employee is required in writing by the employee's physician to return for specific life sustaining follow-up treatment such as chemotherapy, dialysis, and blood transfusions.
- 8.6 Upon termination of employment, no payment shall be made for unused short-term disability leave.
- 8.7 The company may require illness or accident to be verified by a competent physician to assist the company in determining the length of time for which benefits will be paid. A second opinion may be required at supervisory discretion and company expense. Payment of short-term disability benefits will be governed by such second opinion.
- 8.8 The company retains the right to have an employee examined by a doctor selected by the company at the company's expense if there is a reasonable basis to believe that the employee is sick or the employee's physical or mental condition is such that the employee may cause personal harm or endanger other employees. Any examination request made to an employee must be coordinated with the Human Resources Department.
- 8.9 **Third-Party Compensation.** If a regular employee receives compensation from a third party or government agency for lost work time for which the employee has been compensated under this Article, the employee shall reimburse the company for all sums paid by the company for the lost work time for which such third party or government agency has paid, up to the amount received from said third party or government agency. A regular employee who is eligible for such compensation agrees to exercise reasonable efforts to collect from such third party or government agency.

ARTICLE 9 BENEFIT PLANS

- 9.1 During the term of this Agreement the following benefit plans will be in place. Details may be found in the MOA section.
- Pension Plan
 - Medical Plan (100% of the cost of the Verizon company-sponsored medical plan is company paid)
 - Dental Plan (100% of the cost of employee-only coverage of the Verizon company-sponsored dental plan is company paid, 50% of the cost of employee plus one or family coverage of the Verizon company-sponsored dental plan is company paid). Effective January 1, 2012, the company contribution toward the dental insurance premium rate will increase to 80% of the cost for employee plus one or family coverage.

- Long Term Disability (Effective January 1, 2008)
 - Personal Lines of Insurance
 - Flexible Reimbursement Plan
 - Basic Life Insurance (Effective January 1, 2008)
 - Supplemental Term Life Insurance
 - Hourly Savings Plan
 - Mail Order Prescription Plan
 - Adoption Assistance
 - Vision Plan
- 9.2 The company agrees to negotiate with the union any changes in such plans which would decrease the benefits therein.
- 9.3 The selection of the insurance carrier, the establishment of all terms and conditions and administration of the Benefit Plans shall be the responsibility of the company.

ARTICLE 10 HOLIDAYS

10.1 Recognized Holidays

For purposes of this Agreement, six (6) holidays (effective January 1, 2012, seven (7) holidays) will be recognized:

New Year's Day	- January 1
Memorial Day	- Last Monday in May
Independence Day	- July 4
Labor Day	- First Monday in September
Thanksgiving Day	- Fourth Thursday in November
Day After Thanksgiving	- Fourth Friday in November
Christmas Day	- December 25

In addition, regular employees will be eligible for three (3) personal days (effective January 1, 2012, four (4) personal days.) With supervisory approval an employee may take up to one (1) personal day in two hour increments for a maximum total of 8 hours per year.

- 10.2 A recognized holiday which falls on Sunday will be observed the following Monday and a recognized holiday which falls on Saturday will be observed on the preceding Friday for all employees, unless they are normally scheduled to work on weekends. For employees normally scheduled to work on weekends, the actual day of the holiday will be observed.
- 10.3 Subject to service requirements, an employee may request a Personal Day from the Coach at least ten (10) days prior to desired day. In the case of multiple requests, seniority will be the deciding factor. It will be the mutual responsibility of the employee and the Coach to ensure that these Personal Days are taken. If not selected prior to October 1, the day will be assigned by the Coach.

10.4 **Holiday Pay Treatment** - Employees not assigned to work on a recognized holiday will be paid eight (8) hours at their basic rate of pay, except for part-time employees who will be paid for the number of hours they would have normally been scheduled to work.

10.4.1 Employees assigned to work on a recognized holiday will be paid at the time and one-half rate for all hours worked that day. Additionally, the employee will receive eight hours holiday pay at their basic rate of pay.

ARTICLE 11 VACATIONS

11.1 **Vacation Eligibility and Pay Treatment** - Regular employees will be granted annual vacations with pay, at their basic wage rate, as follows:

One (1) week after twelve (12) months of accredited service

Two (2) weeks after twenty-four (24) months of accredited service

11.1.1 Effective January 1, 2005, three (3) weeks vacation after five (5) years of accredited service.

11.2 Scheduling of vacation will take into account service requirements and then preferences of the employees.

11.3 An employee may carry-over one (1) week of vacation if eligible for two (2) weeks vacation. Carryover vacation must be scheduled at the beginning of the year following the year in which it is earned and must be taken in a weekly increment. Carry-over vacation cannot be scheduled until all applicable employees have chosen their regular vacations for that year.

11.4 Employees may take only one (1) week of their vacation on a day-at-a-time basis.

11.5 Part-time employees will be paid at their basic wage rate based on the hours they normally would have worked during the vacation week.

11.6 Employees discharged for cause will forfeit all right and claim to vacation pay.

ARTICLE 12 RECLASSIFICATION / PROMOTION

12.1 The company may establish the criteria for determining the qualifications of individuals to perform buried service wire and utility locating work.

12.2 When a vacancy occurs in a zone the company will assess the qualifications of the employees in the job titles lower than the vacancy within the zone. Qualifications may be determined through, but not limited to: assessment of experience; tests to identify knowledge, skills and aptitude; and interviews of candidates. Where qualifications are equal, seniority will be the deciding factor in the final selection.

12.2.1 Qualified employees hired, reclassified, or promoted on or after June 1, 2006, will be eligible for reclassification or promotion following the completion of twelve (12) months of service in their current job title. Management will consider releasing employees with less than twelve (12) months of service in their current job title if business conditions warrant such consideration. Exceptions to the twelve (12) month requirement will be done on a non-precedent setting basis.

ARTICLE 13 WORKFORCE SIZING

13.1 In the event the company determines a workforce surplus condition exists in the National Buried Service Wire Group, it will at its discretion make force adjustments, transfers or layoffs as required. Within the National Buried Service Wire Group, layoffs will be by job title and zone in accordance with the following:

13.1.1 Regular employees with less than twelve (12) months service, layoff will be based on qualifications and the needs of the business. When qualifications are equal, seniority will be the determining factor.

13.1.2 Regular employees with more than twelve (12) months service with the company will be laid off by inverse seniority and may bump a less senior employee in a lower job classification within the same zone provided the affected employee is fully capable of immediately performing the job duties in the lower classification. The employee is responsible for any relocation expenses.

13.2 It is agreed that an employee who is involuntarily laid off shall be given at least two weeks notice of such layoff or two weeks pay in lieu of notice at the company's discretion. Prior to an involuntary layoff, volunteers to leave the company will be solicited from within the affected job title(s) and zone(s).

13.3 Former employees who have been laid-off will be offered the opportunity to be recalled, for a period of twelve (12) months, before hiring new employees in the same classification and zone provided the former employee has kept the company informed of an address and telephone number where they can be reached. Once contacted, the former employee must be able to report for work within one (1) week.

- 13.4 Voluntary layoffs may also be an alternative way of temporarily adjusting the size of the workforce. When used, the voluntary layoff will not normally exceed four (4) months. Employees granted a voluntary layoff will be required to take any unused vacation prior to beginning the voluntary layoff. While on the voluntary layoff, employees will receive benefits provided to active employees, accredited service and seniority and will be guaranteed reinstatement at the end of the voluntary layoff provided that a vacancy exists in the job classification the employee held at the time of the voluntary layoff. Should the employee fail to return from the voluntary layoff, they will be considered to have resigned from the company.
- 13.5 The parties agree to meet at the local level within each region and, in good faith, mutually agree to the geographical boundaries/zones for purposes of force adjustment. Such zones will be identified in Attachment B.

ARTICLE 14 UNION BUSINESS AND DUES DEDUCTION

- 14.1 **Payroll Dues Deduction** – The company agrees to make collection of union dues or an amount equal thereto from any eligible employee through payroll deduction bi-weekly upon the order in writing signed by such employee and to pay over the amount thus deducted to the union. The company will continue to make such payroll deductions for employees who have properly executed dues deduction cards on file. Except as provided below, or as otherwise provided by applicable law, all cards may only be revoked during the 10 day period preceding the expiration date of this Agreement and the same 10 day period each year during the life of this Agreement.
- 14.1.1 Cancellations by employees of such written authorization for payroll deductions must be in writing and the company agrees to notify the union forthwith of the receipt of any such written cancellations.
- 14.1.2 Such cancellation requests must be sent individually by certified mail to the General Manager or designated representative with a copy to the union, postmarked during one of the 10 day periods described above. The company shall cease such deductions the month after the receipt by the company of the certified notice.
- 14.1.3 The union may, by written notice (over the signature of its Secretary) given to the company, terminate, with respect to any employee, the obligation and right of the company to make such deductions. The company shall give notice of such termination to the employee.

- 14.1.4 Cancellation of such dues deductions will be made by the company on the transfer or promotion of an employee to an ineligible position effective the first payroll period following the transfer or promotion and will notify the union of such cancellation.
- 14.1.5 Authorization cards which by their terms are revocable at will are not subject to the 10 day revocation periods referred to above.

14.2 **Union Security**

- 14.2.1 **Dues Requirement.** Each employee who is a member of the union or who is obligated to tender to the union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement, shall as a condition of employment, pay or tender to the union amounts equal to the periodic dues applicable to members, for the period from such effective date or, in the case of employees entering into the bargaining unit after the effective date, on or after the thirtieth day of such entrance, whichever of these dates is later, until the termination of this Agreement.
- 14.2.2 **Effective Dates of Dues Collections.** Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and on the effective date of this Agreement was not required as a condition of employment to pay or tender to the union amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning 30 days after the effective date of this Agreement, until the termination of this Agreement.
- 14.2.3 **Movement In and Out of Bargaining Unit.** The conditions of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall reapply to such employee on the thirtieth day following his/her return to the bargaining unit. The term "formal separation" includes transfers out of the bargaining unit, removal from the payroll of the company, and leaves of absence of more than one (1) month duration.
- 14.2.4 **Application Under the Law.** The union security provisions described above shall apply only in those States where the law permits the union to enter into this type of union security agreement. If during the term of this contract the union shall become duly authorized under the laws of any other State to enter into this type of union security agreement, the effective

date of this Article as to employees in such State shall be the date upon which the company receives proper written evidence from the union that it is fully qualified to enter into such an agreement in such State.

- 14.3 **Union Orientation** – The appropriate local union officer shall be notified in writing when new employees are hired. Notification will include the employee’s name, work location, report date, and the name of the supervisor to whom the employee reports.
- 14.3.1 The local union officer will arrange with the supervisor designated above to meet with newly-hired employees as part of the overall orientation process for the purpose of furnishing them with information about the union. The meeting will be limited to a maximum of 30 minutes and may be coupled with a relief or lunch period. Time spent during the basic scheduled work period for each employee will be paid as time worked.
- 14.4 **COPE Payroll Deduction** – The company agrees to make collection of IBEW COPE PAC payments of any bargaining unit employee through payroll deduction upon the order in writing, signed by such employee, and to pay the amount thus deducted to the IBEW COPE PAC.
- 14.5 **Union Business** – The company agrees to excuse an employee elected to a full time Union position, without pay from the company. Subject to service requirements, other employees may be excused without loss of pay if their services are required by the union, provided such requests are received and approved by management at least five (5) working days in advance and such requests do not exceed three (3) days in a calendar year. The company also agrees to excuse up to two (2) employees without loss of pay to participate in dispute resolution conferences.

ARTICLE 15 DEFINITIONS

- 15.1 **Regular employee** – A person who is hired for continuous employment, has completed the 180 calendar day probation period, accumulates accredited service and is entitled to all the benefits and coverages granted in this Agreement. Regular employees may be disciplined, demoted or discharged for just cause.
- 15.2 **Regular full time** – A person who is normally assigned a work schedule of forty (40) hours on a full-time basis.
- 15.3 **Regular part time** – A person whose normal assignment of work is less than a normal basic work week.

- 15.4 **Employee** - A person who performs work for the company for which they are paid a stated compensation. The term "employee" whenever used in this Agreement shall include both genders unless otherwise specified.
- 15.5 **Probationary** - A person who has not completed the 180 calendar day period prior to qualifying to become a regular employee.
- 15.6 **Seasonal employee** - A person who has accepted a voluntary layoff and who receives benefits during the layoff period and is expected to return to work following the leave period.
- 15.7 **Temporary** - A person hired for a specific project or a period of time not to exceed twelve (12) consecutive months.
- 15.8 **Occasional** - A person hired to perform work on an intermittent basis. Such individuals are employees only on the specific days for which work assignments are scheduled.
- 15.9 **Seniority** – Seniority relates to specific preferences and privileges provided for in this Agreement. IBEW represented employees will have seniority based on continuous service in this bargaining agreement. The relative seniority of two employees with the same seniority date will be determined by the employee’s date of birth. The employee with the earlier date will be considered more senior.
- 15.9.1 Notwithstanding the provisions of section 15.9, within Local 824’s jurisdiction, Seniority shall be determined on the basis of continuous service from the last date of employment with Verizon Florida LLC, which includes service at Verizon Supply Chain Services, Verizon Enterprise Delivery LLC, Verizon National Buried Service Wire Group and Verizon LiveSource.
- 15.9.2 Notwithstanding the provisions of section 15.9, within Local 543’s jurisdiction, Seniority shall be determined on the basis of continuous service from the last date of employment with Verizon California Inc., which includes service at Verizon Supply Chain Services, Verizon Enterprise Delivery LLC, Verizon National Buried Service Wire Group and Verizon LiveSource.

ARTICLE 16 OUTSOURCING

- 16.1 It is the company’s intention to use the services of the National Buried Service Wire Group employees in lieu of subcontracting work to third parties wherever and whenever the company determines that it is economically and logistically advantageous for it to do so. However, it is agreed that the terms of this Agreement will not limit, restrict, or prohibit

the company from entering into agreement(s) with vendor(s), contractor(s), or other provider(s), including assigning bargaining unit employees from other bargaining units to perform any or all of the work or services required by the National Buried Service Wire Group.

**ARTICLE 17
PROCEDURE FOR MODIFYING THE AGREEMENT**

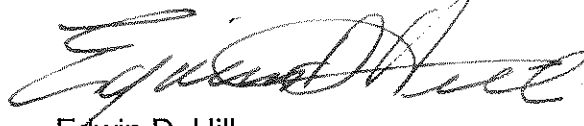
- 17.1 The parties acknowledge that the matters outlined in this Agreement were arrived at following extensive discussions. The Agreement serves as the broad guiding principles for the parties to follow in fulfilling the mutual desires of the parties for success of the business and their relationships with each other. It is the intention of the parties to rely upon these principles to provide guidance for future Agreements.
- 17.2 The parties are empowered to make mutually satisfactory modifications, additions, or deletions to the Agreement that are in keeping with the on-going spirit of our relationship.
- 17.3 This Agreement is effective March 13, 2011, and shall continue in full force and effect through midnight, March 8, 2014, and from year-to-year thereafter until terminated by written notice by either party to the other given sixty (60) days prior to the anniversary date, in which case this Agreement shall terminate at midnight, March 8, 2014, or any annual anniversary date thereafter.
- 17.4 The Company and the Union agree that the entire understanding between them is set forth completely in this Agreement. Any amendment to this Agreement shall be reduced to writing, shall state the effective date, and shall be executed in the same manner as this Agreement.

VERIZON NATIONAL BURIED
SERVICE WIRE GROUP


Rick A. Carpenter
Director-Labor Relations

6/10/11
Date: _____

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS


Edwin D. Hill
International President, IBEW

6-15-11
Date: _____



Labor Relations
700 Hidden Ridge
Irving, TX 75038

May 25, 2007

Edwin D. Hill
International President
International Brotherhood of Electrical Workers
1125 – 15th St NW
Washington, DC 20005

Dear Mr. Hill,

As a result of 2007 negotiations between Verizon and IBEW and in furtherance of building a positive working relationship between the parties, the Company wishes to document its intent to continue a staffing practice whereas the Buried Service Wire employees governed by this Agreement will be afforded priority consideration when pursuing job vacancies (via transfer) that exist within the “core” (Operations/Service) contracts.

After all relevant contractual obligations governing a vacancy have been met and prior to consideration of external applicants, employees covered by the Buried Service Wire (BSW) agreement who have submitted the appropriate documentation in pursuit of the vacancy will be afforded “priority consideration.” It is understood that in order to receive priority consideration the employee must be qualified for the vacancy as determined by the “core” Company. In addition, the vacancy must be in the same geographical area or reporting location as the Buried Service Wire employee and the vacancy must be part of the “core” contract(s) as agreed to by the same Union Local which represents the Buried Service Wire employee.

The intent of this practice is to affirm the value of Buried Service Wire employees by providing opportunities for them to further their careers with Verizon. The “priority consideration” practice will only be applicable to the circumstances described above. Outside of these circumstances employees are still encouraged to pursue vacancies for which they are qualified using the existing transfer process.

Sincerely,

Holiday M. Parker
Executive Director – Labor Relations



Labor Relations
700 Hidden Ridge
Irving, TX 75038

May 25, 2007

Edwin D. Hill
International President
International Brotherhood of Electrical Workers
1125 - 15th Street NW
Washington, DC 20005

Dear Mr. Hill:

As a result of 2007 negotiations between Verizon National Buried Service Wire Group and the International Brotherhood of Electrical Workers (IBEW) and in furtherance of building a positive working relationship, the parties agree with respect to Article 4 to establish a Joint Union/Company Committee to meet every 6 months following ratification of the new Collective Bargaining Agreement. The purpose of these meetings will be to discuss operational and employee issues including, but not limited to, overtime administration and employee work schedules, and to review the progress of the parties toward the principles stated in this Agreement. These meetings will occur at the local level in each Region.

Sincerely,

Holiday M. Parker
Executive Director – Labor Relations



Labor Relations
700 Hidden Ridge
Irving, TX 75038

May 25, 2007

Edwin D. Hill
International President
International Brotherhood of Electrical Workers
1125 15th Street NW
Washington, DC 20005

Dear Mr. Hill:

As a result of 2007 negotiations between Verizon National Buried Service Wire Group and the International Brotherhood of Electrical Workers (IBEW) and in furtherance of building a positive working relationship, the parties agree with respect to Article 13 that the Company and the Union will meet within 90 days following ratification of the new Collective Bargaining Agreement to re-define or confirm mutually agreed upon geographical boundary(s) to replace the zone for purposes of force adjustment. These meetings will occur at the local level in each Region.

Sincerely,

Holiday M. Parker
Executive Director – Labor Relations



Labor Relations
700 Hidden Ridge
Irving, TX 75038

May 25, 2007

Edwin D. Hill
International President
International Brotherhood of Electrical Workers
1125 – 15th St NW
Washington, D.C. 20005

Re: Expansion of National Buried Service Wire

Dear Mr. Hill:

This is to confirm our commitment that the National Buried Service Wire Group will not expand its business into the former Bell Atlantic footprint during the period outlined below.

Any expansion of its business outside the former GTE footprint, excluding the former Bell Atlantic footprint, can be pursued where this work is not performed by CWA or IBEW personnel.

This commitment will become effective upon ratification of a new labor agreement and will expire on March 12, 2011.

Holiday M. Parker
Executive Director – Labor Relations



Verizon Corporate Services
P. O. Box 110, FLTP0611
Tampa, FL 33601

March 13, 2011

Edwin D. Hill
International President
International Brotherhood of Electrical Workers
1125 – 15th St NW
Washington, DC 20005

Dear Mr. Hill:

As a result of 2011 negotiations between Verizon National Buried Service Wire Group (NBSWG) and IBEW, the parties agreed that in the event the Company intends to enter into an agreement(s) with a vendor(s), contractors(s), or other provider(s), to perform all of the work required by the NBSWG, the Company and Union may meet to discuss the Company's plan as described below.

In advance of implementing the Company's plan to fully outsource all of the work performed by the NBSWG the Company will notify the Union of its intent and at the Union's request will be available to discuss the plan. If the Union requests to meet and discuss the Company's plan and no agreement as to a mutually acceptable alternative is reached within ten (10) calendar days of this notification the Company will move forward with its plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick A. Carpenter".

Rick A. Carpenter
Director-Labor Relations

MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

ADOPTION ASSISTANCE

1. Verizon agrees to continue to make available the opportunity for regular full or part time employees of the Company who are covered by the collective bargaining agreement to participate in the Adoption Assistance Plan which allows employees to claim reimbursement of expenses up to \$10,000 per adopted child in accordance with existing Plan provisions.
2. The selection of the administrator, the administration of the Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company. No matter concerning the Adoption Assistance Plan or any difference thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement.
3. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED
SERVICE WIRE GROUP

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

ADOPTION ASSISTANCE PLAN

- Regular active status full and part-time employees are eligible for this benefit
- Available from the first day of active employment
- Adopted child must be:
 - Under 18 years of age
 - Over 18 years of age and physically or mentally incapable of caring for him/herself
- Includes adoption of a step child
- Reimbursement must be submitted within 90 days of adoption finalization
- Only expenses incurred during active service are eligible for reimbursement
- Covered expenses:
 - Legal fees and court costs
 - Temporary childcare expenses prior to placement
 - Necessary medical expenses for child being adopted
 - Private or public adoption agency fees
 - Medical expenses for biological mother
 - Adoption-related transportation/travel expenses
- Expenses not covered:
 - Expenses for the biological parents other than medical expenses related to the birth of child
 - Voluntary donations/contributions to the agency
 - Guardianship or custody expenses unrelated to adoption
- Maximum Expenses:
 - \$10,000 for each eligible employee (no duplicate of expenses for employees who are both employed by Verizon)

MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

BASIC LIFE INSURANCE

1. Effective January 1, 2008, Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to implement a basic group term life insurance plan equal to one times annual pay.
2. For all regular full time employees and regular part time employees, coverage under the Plan begins after six months of service.
3. The selection of the administrator, the administration of the Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company. No matter concerning the Basic Life Insurance Plan or any difference thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement.
4. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Basic Life Insurance Plan, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED
SERVICE WIRE GROUP

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

COMPREHENSIVE MEDICAL PLAN

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue the provisions of the Comprehensive Medical Plan set forth in this Memorandum of Agreement.
2. For a summary of details refer to the attachment entitled Comprehensive Medical Plan Highlights.
3. Some of the major provisions include:
 - A. For all regular full time and regular part time employees, coverage under the Plan begins after six months of active service.
 - B. Maintenance of Benefits permitted to the level of benefits provided in the Medical Plan.
 - C. The following options are available to employees and their eligible dependents pertaining to enrollment in the Verizon company-sponsored medical plan or any other Verizon-offered alternative medical plan:
 1. In situations where employees elect to cover their spouse where the spouse is eligible for medical coverage from another employer, the spouse's medical plan is considered primary and the employee's plan is considered secondary. In this situation no additional employee contribution is applicable.
 2. In situations where employees elect not to enroll themselves and their eligible dependents in the Verizon company-sponsored medical plan or any other Verizon-offered alternative medical plan, the employee is eligible for an annual "opt out" credit of five hundred dollars (\$500). This credit will be given to the employee over twelve (12) months on his/her bi-weekly paycheck. In order to be eligible for this credit, the employee may be required to provide satisfactory evidence of medical coverage upon request.
 3. In situations where employees elect to cover their spouse where the spouse is also eligible for medical coverage from his/her employer and does not enroll in that medical plan, a "spousal surcharge" shall apply.
 - a. The spousal surcharge shall apply to all Verizon medical plan options.
 - b. The spousal surcharge of \$40 per month will be deducted from the employee's bi-weekly paycheck.
 - c. The spousal surcharge shall not apply:

- In a plan year in which the spouse's gross base wage rate on an annualized basis as of the previous July 1 from his/her employer who provides such medical coverage is \$25,000 or less, or
 - If the spouse's annual individual premium contributions would be \$900 or more under his/her employer's plan.
- d. In situations where both the employee and the spouse are eligible for enrollment in a Verizon medical plan based upon their employment status:
- The spousal surcharge shall not apply if both spouses are Verizon associates.
 - The spousal surcharge shall apply if one spouse is an associate and one spouse is eligible for Verizon management medical options and coverage under the associate medical option is elected for the spouse who is eligible for Verizon management medical options.
4. The Comprehensive Medical Plan will be administered solely in accordance with its provisions, and no matter concerning the Comprehensive Medical Plan or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement.
 5. The selection of the Health Care Plan Administrator, the administration of the Comprehensive Medical Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company.
 6. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Comprehensive Medical Plan, shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED SERVICE
WIRE GROUP

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
<u>General</u>		
Lifetime Maximum (No Automatic Restoration)	\$2,000,000	\$2,000,000
Calendar Year Deductible (No carry over)	Employee Only \$150 Employee + 1 \$300 Employee + 2 or more \$450	Employee Only \$150 Employee + 1 \$300 Employee + 2 or more \$450
Out of Pocket Maximums	Employee Only \$1,500 Employee + 1 \$3,000 Employee + 2 or more \$4,500	Employee Only \$1,500 Employee + 1 \$3,000 Employee + 2 or more \$4,500
Coordination of Benefits	Non-duplication of benefits. Cross coordination applies. Birthday rule applies.	Non-duplication of benefits. Cross coordination applies. Birthday rule applies.
Pre-existing Conditions	None	None
<u>Hospital Services</u>		
Room and Board (Subject to Care Coordination)	80% of negotiated rate after deductible satisfied. <ul style="list-style-type: none"> • Semi Private Room • Intensive & Cardiac Care Units 	70% of R&C after deductible satisfied. <ul style="list-style-type: none"> • Semi Private Room • Intensive & Cardiac Care Units
Emergency Outpatient for Accidents	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Preadmission Tests	100% of negotiated rate after deductible satisfied. (Outpatient tests and x-rays for a proposed surgery as long as the resulting hospital admission is scheduled within 7 days of the tests and x-rays are performed at the facility in which the surgery is to take place.)	100% of R&C after deductible satisfied. (Outpatient tests and x-rays for a proposed surgery as long as the resulting hospital admission is scheduled within 7 days of the tests and x-rays are performed at the facility in which the surgery is to take place.)
Inpatient Services and Supplies	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
<u>Professional Services</u>		
Doctor's Surgical Charges	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Outpatient Surgery	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Doctor's Office Visits	\$15 per office visit	80% of R&C after deductible satisfied.
Diagnostic Lab and X-ray in Doctor's Office	\$15 per office visit	80% of R&C after deductible satisfied.
Doctor's Home Visits	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Allergy Shots	\$5 copay for injection only if not billed for any other office visit services	80% of R&C after deductible satisfied.
Maternity	\$15 office visit copay, first visit only. Covered the same as any other illness or injury.	80% of R&C after deductible satisfied.
High Risk Maternity (If Care Coordination recommends special care because pregnancy is considered high risk)	100% of negotiated rate outpatient, no deductible. Physician and hospital charges are paid at 100% of negotiated rate, no deductible.	80% of R&C for physicians, 70% of R&C for hospital charges after deductible satisfied.
Nurse/Midwife	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Birthing Center	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Artificial Insemination & In Vitro Fertilization (Subject to Care Coordination)	Limited to 50% of negotiated rate to a maximum of \$15,000 per lifetime. (\$15,000 applies to overall lifetime maximum.)	Limited to 50% of R&C to a maximum of \$15,000 per lifetime. (\$15,000 applies to overall lifetime maximum.)

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
<u>Other Services</u>		
Acupuncture	80% of negotiated rate after deductible satisfied. (Limited to 20 visits per year. Additional services are covered if approved by Care Coordination. Cover MD, DO, DC or Acupuncturist licensed by the state or certified by the National Commission of Acupuncturists.	80% of R&C after deductible satisfied. (Limited to 20 visits per year. Additional services are covered if approved by Care Coordination. Cover MD, DO, DC or Acupuncturist licensed by the state or certified by the National Commission of Acupuncturists.
Chiropractor Services	\$15 office visit copay (12 visits per year threshold. Additional services may be covered if approved by Care Coordination.)	80% of R&C after deductible satisfied. (12 visits per year threshold. Additional services may be covered if approved by Care Coordination.)
Diagnostic X-ray & Lab Tests	80% of negotiated rate after deductible satisfied.	80% of R&C rate after deductible satisfied.
Physical & Occupational Therapy	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Radiation Therapy	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Speech Therapy	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
	Expanded speech therapy benefit for children under age 3. (20 visit limit per calendar year.)	Expanded speech therapy benefit for children under age 3 (20 visit limit per calendar year.)
Transplants (Subject to Care Coordination)	Voluntary - when a designated transplant facility is used, benefits are payable at 100%, no deductible or copay. When a designated facility is not used, benefits are payable the same as any other illness. <ul style="list-style-type: none"> • Travel & Lodging lifetime maximum of \$10,000. • Lodging & Meal Allowance of \$50 individual / \$100 family per day. 	Voluntary - when a designated transplant facility is used, benefits are payable at 100%, no deductible or copay. When a designated facility is not used, benefits are payable the same as any other illness. <ul style="list-style-type: none"> • Travel & Lodging lifetime maximum of \$10,000. • Lodging & Meal Allowance of \$50 individual / \$100 family per day.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
	Organ Search & Procurement - when a designated facility is not used, benefits are payable up to the medical plan maximum except bone marrow is limited to \$25,000.	Organ Search & Procurement - when a designated facility is not used, benefits are payable up to the medical plan maximum except bone marrow is limited to \$25,000.
Corrective Appliances & Artificial Limbs	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Home Rental of Durable Medical Equipment (Subject to Care Coordination if amounts exceeds \$1,000)	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Oral Surgeries	80% of negotiated rate after deductible satisfied. (Surgery meeting medical necessity guidelines covered.)	80% of R&C after deductible satisfied. (Surgery meeting medical necessity guidelines covered.)
Voluntary Sterilization	80% of negotiated rate after deductible satisfied.	80% of R&C after deductible satisfied.
Home Health Care (Subject to Care Coordination)	100% of negotiated rate not subject to deductible. (No deductible required up to 52 HHC visits in a calendar year.)	100% of R&C not subject to deductible. (No deductible required up to 52 HHC visits in a calendar year.)
Skilled Nursing Facility (Subject to Care Coordination, in lieu of hospitalization)	80% of negotiated rate after deductible satisfied. (Semi-private rate - 120 days per calendar year)	80% of R&C after deductible satisfied. (up to 120 days per calendar year)
Hospice Care (Subject to Care Coordination)	Hospice Facility - 100% of negotiated rate, no deductible; At Home Hospice (if life expectancy is less than 6 months) - 100% of R&C;	Hospice Facility - 100% of R&C, no deductible; At Home Hospice (if life expectancy is less than 6 months) - 100% of R&C;

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
	Bereavement Counseling - 100% of R&C (While patient is in Hospice care, plan covers reasonable expenses for an unlimited number of counseling services for the patient and covered family members.)	Bereavement Counseling - 100% of R&C (While patient is in Hospice care, plan covers reasonable expenses for an unlimited number of counseling services for the patient and covered family members.)
Second Surgical Opinion	100% of negotiated rate, no deductible, voluntary.	80% of R&C, no deductible, voluntary.
<u>Preventive Care</u>	In-network - 100% of negotiated rate (Not subject to copay or deductible)	Out-of-network - 100% of R&C, no deductible.
Well Woman Exam	One annual Well Woman Examination with or without a Pap Smear including Blood Count and Urinalysis. (Additional Pap Smears covered at 80% of negotiated rate after deductible satisfied.)	One annual Well Woman Examination with or without a Pap Smear including Blood Count and Urinalysis. (Additional Pap Smears covered at 80% of R&C after deductible satisfied.)
Mammograms	One routine Mammogram every two years for women through age 49; once a year thereafter. (Additional mammograms covered at 80% of negotiated rate after deductible satisfied.)	One routine Mammogram every two years for women through age 49; once a year thereafter. (Additional mammograms covered at 80% of R&C after deductible satisfied.)
Immunizations	One complete regimen of immunizations per lifetime for children and adults covered at 100%, not subject to deductible.	One complete regimen of immunizations per lifetime for children and adults covered at 100%, not subject to deductible.
Influenza Immunizations	One influenza immunization per year. (The office visit associated with immunizations is a covered expense.)	One influenza immunization per year. (The office visit associated with immunizations is a covered expense.)
Prostate Specific Antigen	One routine PSA test every calendar year for men age 50 and over. (The office visit associated with the PSA test is a covered expense.)	One routine PSA test every calendar year for men age 50 and over. (The office visit associated with the PSA test is a covered expense.)

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

Benefits	<ul style="list-style-type: none"> • PPO Available and Used • PPO Not Available 	<ul style="list-style-type: none"> • PPO Available and Not Used
Sigmoidoscopy	One routine Sigmoidoscopy every three years for men and women age 50 and over. (The office visit associated with sigmoidoscopy is a covered expense.)	One routine Sigmoidoscopy every three years for men and women age 50 and over. (The office visit associated with sigmoidoscopy is a covered expense.)
Colonoscopy	One routine Colonoscopy every three years for men and women age 50 and over. (The office visit associated with colonoscopy is a covered expense.)	One routine Colonoscopy every three years for men and women age 50 and over. (The office visit associated with colonoscopy is a covered expense.)
Fecal Occult Blood Test	One annual Fecal Occult Blood Test for men and women age 40 and over.	One annual Fecal Occult Blood Test for men and women age 40 and over.
<u>Care Coordination</u> (Pre-notification Required)	<ul style="list-style-type: none"> • Hospitalization • Admission to hospital through ER • In-patient services • Skilled Nursing Facility • Home Health Care • Hospice • Chiropractic services beyond 12th visit • Artificial Insemination • In-Vitro Fertilization • Durable Medical Equipment exceeding \$1000 • Continued stay for Maternity • Private Duty Nursing • Organ Transplant <p>Non-notification penalty: Lessor of actual charge or \$200</p>	<ul style="list-style-type: none"> • Hospitalization • Admission to hospital through ER • In-patient services • Skilled Nursing Facility • Home Health Care • Hospice • Chiropractic services beyond 12th visit • Artificial Insemination • In-Vitro Fertilization • Durable Medical Equipment exceeding \$1000 • Continued stay for Maternity • Private Duty Nursing • Organ Transplant <p>Non-notification penalty: Lessor of actual charge or \$200</p>

The benefits outlined herein are governed by the Summary Plan Description (SPD) and where conflicts exist, the SPD shall prevail.

PPO Not Available (i.e., employee does not reside in the PPO Service Area):

- For all benefits payable under this plan, coverage levels are based on R&C.
- If copay applies (e.g., Doctor's Office Visit, Chiropractor Services, Allergy Shots), benefits are paid at 80% R&C.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

MENTAL HEALTH/SUBSTANCE ABUSE CARE – Through December 31, 2011

BENEFITS	IN VERIZON STANDARD MH/SA NETWORK	OUTSIDE VERIZON STANDARD MH/SA NETWORK
In-patient hospital 45 days per calendar year	100%	\$0
Partial hospitalization Up to 90 days per year for intensive outpatient therapy (2 days intensive outpatient in lieu of 1 day inpatient care)	100%	\$0
Out-patient Up to 50 visits per calendar year	100% after \$15 co-payment per visit.	\$0
Supplemental Benefit Annual maximums outlined above are exceeded	50% of covered charges up to lifetime Medical Plan maximum of \$2,000,000 (combined with the medical plan)	\$0

Note: Employees must call their Medical Plan prior to routine care and within 48 hours of emergency care.

MEDICAL PLAN HIGHLIGHTS
In Area and Out of Area Plans

MENTAL HEALTH/SUBSTANCE ABUSE CARE – Effective January 1, 2012

BENEFITS	IN VERIZON STANDARD MH/SA NETWORK	OUTSIDE VERIZON STANDARD MH/SA NETWORK
Inpatient Hospital Room and Board (Subject to Care Coordination)	80% of negotiated rate after deductible satisfied <ul style="list-style-type: none"> • Semi Private Room 	PPO Available and not used: 70% of R&C after deductible satisfied PPO Not Available: 80% of R&C after deductible <ul style="list-style-type: none"> • Semi Private Room
Inpatient Services and Supplies	80% of negotiated rate after deductible satisfied	80% of R&C after deductible satisfied
Outpatient	\$15 per office visit.	80% of R&C after deductible satisfied

Note: Employees must call their Medical Plan prior to routine care and within 48 hours of emergency care.

MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

DENTAL PLAN

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to the provisions of the Dental Plan set forth in this Memorandum of Agreement.
2. For a summary of details refer to the appropriate Dental Benefits Summary Plan Description (SPD). The annual deductible will be \$25.00 per individual for all regular full time and part time employees. The annual \$25.00 per individual deductible will be waived when an employee and/or his/her enrolled dependents use a Preferred Dental Provider (PDP).
3. For all regular full time employees and regular part time employees, coverage under the Plan begins after six months of service.
4. Maintenance of Benefits (MOB) permitted to the level of benefits provided in the Dental Plan.
5. The monthly employee contribution shall be in accordance with Article 9 of the Collective Bargaining Agreement.
6. The Plan will be administered solely in accordance with its provisions and no matter concerning the Plan or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The selection of the Plan Administrator, the administration of the Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company.
7. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Dental Plan, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED
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ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

VERIZON DENTAL PLAN HIGHLIGHTS

Benefit	Coverage Level
Deductible	\$25 Deductible waived if Preferred Dental Provider (PDP) used
Preventive and Diagnostic Services	100% of usual and customary charges (or 100% of negotiated fees if in-network)
Basic Services	80% of usual and customary charges after deductible satisfied (or 80% of negotiated fees if in-network)
Dental Sealants	80% of usual and customary charges after deductible satisfied (or 80% of negotiated fees if in-network)
Major Services	50% of usual and customary charges after deductible satisfied (or 50% of negotiated fees if in-network)
Orthodontic care/TMJ disorder treatment	50% of usual and customary charges after deductible satisfied (or 50% of negotiated fees if in-network)
Lifetime maximum benefit for TMJ disorder treatment	\$500
Lifetime maximum benefit for Orthodontic care	\$1,500
Annual individual maximum benefit	\$1,500

The benefits outlined herein are governed by the Summary Plan Description (SPD) and where conflicts exist, the SPD shall prevail.

MEMORANDUM OF AGREEMENT
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VERIZON NATIONAL BURIED SERVICE WIRE GROUP
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DOMESTIC PARTNER BENEFITS

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to extend benefits, as set forth below, to employees' domestic partners and children of domestic partners.
2. Employees may elect health and welfare benefits coverage of domestic partners and children of domestic partners, as described below. Employees who have been (or will be) identified by the Company as employed in a property that is to be divested as part of Verizon's Network Services Repositioning program will be excluded from this offer.
3. The Company and the Union agree that eligibility of a domestic partner for health and welfare benefits shall be based on the following conditions:
 - A. The employee and the domestic partner are same-sex, adult partners.
 - B. Neither the employee nor the domestic partner is married or a domestic partner of a third party.
 - C. Both the employee and the domestic partner are at least eighteen (18) years of age and are mentally competent to contract.
 - D. The employee and the domestic partner are not related by blood to a degree of closeness that would prohibit legal marriage in their state of residence.
 - E. The employee and the domestic partner live together at the same permanent residence.
 - F. The employee and the domestic partner are jointly responsible for each other's welfare and basic living expenses.
 - G. The domestic partner is the employee's sole domestic partner and intends to remain so indefinitely.
 - H. The employee and the domestic partner agree to notify the Company and any other appropriate party of any changes in the above conditions.
4. The Company and the Union agree that eligibility of children of domestic partners for health and welfare benefits shall be based on the following conditions:
 - A. An eligible domestic partner is the natural parent, adoptive parent or legal guardian of the child.
 - B. The child is unmarried and either under the age of nineteen (19), or under

the age of twenty-five (25), attending an accredited secondary school, college, university or nursing school, and are dependent on the domestic partner for care and support.

5. An employee may elect coverage of a domestic partner and any children of a domestic partner for the following benefits. The amount and availability of benefits are governed by the provisions of the applicable plan and are subject to the Internal Revenue Code and related regulations.
 - A. Medical
 - B. Dental
 - C. Health care continuation coverage
 - D. Flexible Reimbursement Plan Healthcare Reimbursement Account (for IRS Tax Dependents)
 - E. Dependent Care Reimbursement Account (for IRS Tax Dependents)
 - F. Retiree Medical (limited to Domestic Partner and children of Domestic Partner who are covered by medical plan at time of employee's retirement)
 - G. Supplemental Term Life
6. Employees are entitled to Bereavement Leave in the event of the death of a domestic partner, children of the domestic partner and other domestic partner family members as specified in the relevant collective bargaining agreement.
7. Family and Medical Leave
 - A. Employees are entitled to Family and Medical Leave for the care of a seriously ill child of a domestic partner, subject to general eligibility requirements.
 - B. Employees are entitled to leave equivalent to that provided under the Family and Medical Leave Act for the care of a seriously ill domestic partner, subject to the same general eligibility requirements as are contained in the Family Medical Leave Act. Should there be a change in federal law permitting Family and Medical Leave to be used for the care for a seriously ill domestic partner, then this section 7 shall be null and void.
8. Other benefit programs are also available to domestic partners and/or their children, as applicable. Availability and amount of benefit is governed by the applicable plan or policy.
 - A. Event travel Expense (one guest accommodated)
 - B. Financial Counseling
 - C. Survivor Support

- D. Dependent Scholarships (children of domestic partner only)
 - E. Adoption Assistance (employee must be adoptive parent)
 - F. Company Discounts (recipient is employee)
 - G. Childcare Discounts (recipient is employee)
 - H. Employee Assistance Program
9. In the event that any of the above Domestic Partner Benefits are found to be discriminatory against non-eligible, unmarried employees in any jurisdiction, then these Domestic Partner Benefits will not be available in that jurisdiction.
 10. To the extent that the terms of any plan conflict with the provisions of this Memorandum of Agreement, the terms of such plan shall govern. Notwithstanding the foregoing, this Memorandum of Agreement shall constitute part of the plan to which it relates; provided, however, it may be elaborated upon in other plan materials, such as employee bulletins and enrollment materials, by the Company. To the extent that any provision of this Memorandum of Agreement conflicts with any state or local law, the parties agree to discuss the applicability of such state or local law.
 11. This Memorandum of Agreement is effective on March 13, 2011 and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of agreement shall also terminate on March 8, 2014 and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED SERVICE
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EDUCATION AND LIFE-LONG LEARNING

Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue joint efforts which allow employees additional opportunities to learn and enhance their knowledge. This includes, but is not limited to, participation in the Verizon Tuition Assistance Plan (VZ TAP) for Associate Employees which includes the 100% prepaid tuition feature. Effective January 1, 2008, there will be a maximum annual payment for tuition and fees of \$8,000.

This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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FLEXIBLE REIMBURSEMENT PLAN (FRP)

1. Verizon national Buried Service Wire Group agrees to continue the Flexible Reimbursement Plan (FRP).
2. For all regular full time and part time employees, coverage under the Plan begins ninety (90) days from date of hire or the date which the employee enrolls, whichever is later.
3. For a summary of details refer to the Flexible Reimbursement Plan Summary Plan Description (SPD).
4. The FRP will be administered solely in accordance with its provisions, and no matter concerning the FRP or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The selection of the FRP Administrator, the administration of the FRP and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or reimbursements shall be determined by and at the sole discretion of the Company.
5. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Flexible Reimbursement Plan, shall also terminate March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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HEARING AID BENEFIT

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue offering the Hearing Aid Benefit set forth in this Memorandum of Agreement to employees who are enrolled in the sponsored Medical Plan.
2. The hearing aid benefit will provide coverage for expenses for a hearing examination by a licensed audiologist or physician, the hearing aid device, molds, repairs, hearing aid check and batteries. The maximum reimbursement under this benefit is \$1,000 per covered individual every twenty-four (24) months. The benefit is not subject to deductible, co-pays or R&C and there are no separate maximums for any in or out of network expenses. Hearing aids are covered for all hearing impairments that are a result of birth defect, illness, accident and/or injury and progressive loss of hearing. Replacement and repair of hearing aids are covered unless due to misuse or loss.
3. The selection of the administrator, the administration of the Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company. No matter concerning the Hearing Aid Benefit or any difference thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement.
4. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Hearing Aid Benefit, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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HOURLY SAVINGS PLAN (COMPANY MATCH)

Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue the company matching contribution to the Hourly Savings Plan (HSP).

- Effective January 1, 2006, the company matching contribution will be 82 cents for every \$1 contributed by the employee, up to a maximum of six percent of pay.

This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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INCOME SECURITY PLAN (ISP)

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers recognize the need for technological change in the business and hereby enter into this Memorandum of Agreement (hereinafter referred to as the Agreement). In order to lessen the economic impact upon regular employees who become surplus due to technological change, the Company and the Union agree to establish the INCOME SECURITY PLAN (the Plan). "Technological change" shall be defined as a change in plant or equipment, or a change in a method of operation, diminishing the total number of regular employees required to supply the same services to the Company or its subscribers. "Technological change" shall not include layoffs or force realignments caused by business conditions, variations in subscribers' requirements, or temporary or seasonal interruptions of work.

When technological change brings about any of the following conditions, the Plan shall apply:

- A. A need to layoff and/or force realign employees in any job title:
 - B. Reassignment of regular employees to permanent headquarters fifty (50) miles or more from the employee's permanent headquarters.
2. During the term of this Agreement, if the Company notifies the Union in writing that a technological change has created or will create a surplus in any job title in any work group and/or work location, regular employees meeting the following qualifications shall be eligible for Plan participation:
 - A Accredited service of one year or more;
 - B. No comparable assignment available within fifty (50) miles of the former permanent headquarters and/or refusal of reassignment to a new permanent headquarters fifty (50) miles or more from the former permanent headquarters.

However, the Company reserves the right to apply this Plan to any surplus in force, whether or not it is brought about by technological change, that the Company deems appropriate. All elections shall be voluntary and acceptance by the Company will be in order of seniority.

3. The Company reserves the right to determine the job titles and work group(s) and/or work location(s) in which a surplus exists, the number of work groups and/or work locations in which a surplus exists, the number of employees in such titles and locations which are considered to be surplus, and the period

during which the employee may, if he or she so elects, leave the service of the Company pursuant to this Plan. In no event shall the number of employee elections accepted under the terms of the Plan exceed the number of employees determined by the Company to be surplus.

4. For those employees who are eligible in accordance with Sections 1 and 2, the Company will provide the following ISP Termination pay benefits:
 - A. ISP Termination Allowance of \$1,100, less withholding taxes, for each completed year of accredited service up to and including thirty (30) years for a maximum of \$33,000 prior to withholding taxes. The ISP Termination Allowance is not prorated for any partial year of service.
 - B. In addition to the ISP Termination Allowance, the Company shall pay an employee who has left the service of the Company with ISP benefits an ISP Expense Allowance not to exceed \$750, less withholding taxes, for each completed year of accredited service for a maximum of \$3,750 prior to withholding taxes. The ISP Expense Allowance is not prorated for any partial year of service.

The combined maximum ISP Termination pay benefit payable as set forth in Paragraphs A and B of this Section 4 shall in no event exceed a total of \$36,750.

The dollar amounts set forth in this Agreement shall be prorated for regular part-time employees based on the average hours worked during the last twenty-six (26) pay periods; i.e., average of thirty (30) hours worked per week would result in termination benefits paid at 75% of those set forth in Paragraphs A and B of this Section 4.

5. Employees eligible for ISP Termination Allowance in accordance with Section 2 will receive a lump sum payment for the entire amount of the ISP Termination Allowance paid in the month following the month in which the employee leaves the service of the Company.
6. Reemployed employees must complete one (1) full year of accredited service with the Company before coming eligible again for termination benefits. Those employees who have previously received termination benefits of any kind shall be eligible for ISP Termination Pay benefits based on their most recent date of hire in lieu of their accredited service date as outlined in paragraphs 4 A and B above.
7. All benefits payable under the Plan are subject to legally required deductions.
8. Termination benefits shall not be made if the termination is the result of any sale or other disposition by the Company of the exchange or office at which the employee is working or from which the employee is assigned to work, when the employee is continued in the employment of the new management of the exchange or office.

9. An employee's election to leave the service of the Company and receive termination pay benefits must be in writing and transmitted to the Company within fourteen (14) calendar days from the date of the Company's offer in order to be effective, and it may not be revoked after such fourteen (14) calendar day period.
10. This Agreement will be implemented prior to invoking the provisions of Article 13 (Workforce Sizing) of the Collective Bargaining Agreement, when conditions set forth in Section 1 of this Agreement exist as determined by the Company.
11. Neither the right to effect a technological change, the determination of a surplus condition, eligibility for participation in the Plan, nor any part of this Plan or Agreement shall be subject to the grievance/arbitration procedure of the Collective Bargaining Agreement.
12. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED
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Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

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MEMORANDUM OF AGREEMENT
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LONG TERM DISABILITY (LTD)

In recognition of the impact a prolonged disability can have on income security and as a valuable supplement to the short-term disability benefits currently provided by the Company, Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue a Long-Term Disability (hereinafter referred to as LTD) plan subject to the following provisions:

1. Regular full-time employees are eligible to participate in the LTD plan, subject to the following requirements:
 - Coverage under the Plan begins ninety (90) days from date of hire or the date which the employee enrolls, whichever is later
 - Enrollment during the first ninety (90) days of employment (new hires)
 - Enrollment during the initial Company-designated enrollment period (incumbents with ninety (90) days of continuous employment)
 - Enrollment during periods not mentioned and/or when opting up or increasing the LTD benefit level additionally require regular full-time employees to submit evidence of good health at their expense and approval by the Plan Administrator
 - The disability is not caused by participation in an assault, crime or illegal occupation, an intentionally self-inflicted injury, war or act of war
 - The disability does not result from Pre-existing Conditions that existed within ninety (90) days before the date LTD coverage began. Coverage for Pre-existing Conditions begins twelve (12) months after the coverage effective date.
 - The contributions are continuously paid following enrollment
2. The cost of the LTD plan coverage will be paid by the employee. Contributions for coverage may change from time to time. Should this occur, the Company agrees to notify the Union in writing, within fifteen (15) calendar days prior to the date of modification, specifying the cause for any change in the contribution rate.
3. The LTD plan shall pay monthly benefits as follows:
 - Up to 50% of the employee's basic monthly earnings, up to a maximum of \$3,000 per month, or
 - Up to 60% of the employee's basic monthly earnings, up to a maximum of \$5,000 per month

Monthly benefits shall be coordinated and reduced by any amount received by Worker's Compensation (or its equivalent), primary and dependent disability or retirement benefits from Social Security, payments under any other State or Federal disability benefits law, GTE pension plan (if applicable), Company-provided salary continuation plan (ISP, layoff allowances) or any other plan which provides income benefits.

- A. The employee must apply for primary and dependent (if applicable) Social Security disability benefits.
 - B. Plan benefits are not payable for any period of disability during which the employee refuses or fails to apply for Social Security disability benefits or to appeal any denied claim for Social Security benefits.
4. Benefits will be paid, provided the Plan is in force, if eligible employees have been continuously and totally disabled, under the care of a physician and absent from work for twenty-six (26) weeks or if the disability has resulted in twenty-six (26) weeks of absence during a period of fifty-two (52) consecutive weeks and the eligible employees have been under the care of a physician.
- Monthly benefits will be paid for eighteen (18) months, if the disability prevents eligible employees from performing their regular work or an alternative occupation with similar earning potential
 - Monthly benefits will be paid following this eighteen (18) month period, if the disability prevents eligible employees from performing any work for which they are otherwise qualified to perform
 - If eligible employees become disabled prior to age sixty (60), benefits will be paid up to their 65th birthday
 - If eligible employees become disabled on or after age sixty (60), benefits will be paid according to the following schedule:

<u>Age of Disability</u>	<u>Benefits Paid to Age</u>
60	65
61	66
62	67
63	68
64	69
65	70
66	70
67	70
68	71
69	72
70	72
71	72.5
72	73.5
73	74.5
74	75.5
75+	For 1 year

- Disabilities as a result of a mental health disorder, alcoholism or drug addiction, will generally result in monthly LTD benefits for no longer than twelve (12) months.
5. During the period LTD benefits are paid, eligible employees will continue to receive life, medical and dental insurance coverage in accordance with the Collective Bargaining Agreement between Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers. If an employee who is receiving LTD benefits becomes eligible for Medicare, they will be required to enroll in a medical plan that coordinates with Medicare. Accredited Service will be applied toward eligible employees' pension calculations until the disability benefits end or the eligible employee retires, quits or dies.
 6. The amount and availability of benefits under the LTD Plan are governed by the provisions of the Plan and the insurance contract. Any benefits received will be determined under the terms of the Plan in effect at the time eligible employees receive the benefits in question. The operation and administration of the LTD Plan, selection of the insurance carrier, eligibility for the benefits, cost of coverage, eligibility requirements, all terms and conditions related thereto and the resolution of any disputes involving the terms, conditions, interpretation, administration or benefits payable shall rest with the Company and shall not be subject to the grievance or arbitration procedures set forth in the Collective Bargaining Agreement.
 7. This Memorandum of Agreement is effective on March 13, 2011 and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, relating to the Long-Term Disability Plan, shall terminate on March 8, 2014 and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

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LONG TERM DISABILITY (LTD) WAITING PERIOD

Effective January 1, 2008, Verizon National Buried Service Wire Group agrees to make available a Long Term Disability Waiting Period for employees who are approved for disability beyond the length of short-term disability benefits available under Article 8, are currently enrolled in LTD, and have applied for LTD.

During the LTD Waiting Period, employees will receive benefits provided to active employees, accredited service, and seniority.

This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, relating to the Long-Term Disability Plan, shall terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

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MAIL ORDER PRESCRIPTION PLAN (MOPP)

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue the provisions of the Mail Order Prescription Plan (MOPP) to employees and their eligible dependents enrolled in the sponsored Medical Plan.
2. Employees and dependents currently covered under the sponsored Medical Plan will be eligible to participate in the Mail Order Prescription Plan. Once employees (who are covered under the sponsored Medical Plan) retire, they and their eligible dependents may continue to participate in this Mail Order Prescription Plan on the same basis as active employees. MOPP is not available to participants in Health Maintenance Organizations (HMOs).
3. MOPP will be administered solely in accordance with its provisions, and no matter concerning MOPP or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The selection of the MOPP carrier, the administration of MOPP and all of the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, or administration shall be determined by and at the sole discretion of the Company.
4. The Company shall have the right to amend MOPP in any way, including the selection of the MOPP carrier. However, any amendment diminishing the level of benefits contained in this Memorandum of Agreement or increasing the cost per prescription to the employee/dependent will be limited to those changes applicable to salaried employees.
5. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Mail Order Prescription Plan, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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PENSION ACCRUAL SERVICE

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers (IBEW) agree to modify the pension treatment for hourly employees who leave a former GTE company and subsequently are employed by a former Bell Atlantic company.
2. Effective as soon as administratively possible, hourly employees who leave the employ of a fGTE company and who subsequently are employed by a former Bell Atlantic company will begin participation in the applicable Verizon Pension Plan for New York and New England Associates (the New York/New England plan) or the Verizon Pension Plan for Mid-Atlantic Associates (the Mid-Atlantic plan) in accordance with the participation eligibility provisions of the applicable plan. The hourly employee will continue to earn Vesting Service and Accredited Service for purposes of retirement eligibility under the (fGTE) Hourly Pension Plan while employed by the fBA company, subject to any applicable bridging requirements. Accredited Service for pension accrual purposes under the (fGTE) Hourly Pension Plan will stop as of the date the hourly employee stops working for the fGTE company.
3. Employees who begin working for a fBA company will begin participation in the New York/New England or Mid-Atlantic plan, whichever is applicable, on the date specified by the participation eligibility provisions of those plans. Service recognition under the New York/New England or Mid-Atlantic pension plan will be based on the provisions of those plans.
4. Verizon will provide a defined pension plan benefit based upon:
 - (a) The Verizon (fGTE) Hourly Pension Plan accrued benefit as of the date of termination with the fGTE company determined using the average annual compensation earned at the fGTE company for the five consecutive highest paid years earned up to the date employment with the fGTE company ended and Accredited Service earned up to the date employment with the fGTE company ended.

PLUS
 - (b) The accrued benefit earned under the New York/New England plan or the Mid-Atlantic plan, whichever is applicable, based upon Verizon service credited under the applicable plan.
5. The amount and availability of benefits under the Pension Plan are governed by the provisions of the Pension Plans and are subject to ERISA, the Internal Revenue Code and related regulations. Any payments received will be determined under the terms of the Pension Plans in effect at the time

employees separate from service, except as required by applicable law or a subsequent plan amendment. The operation and administration of the Pension Plans, eligibility requirements, all terms and conditions related thereto and the resolution of any disputes involving the terms, conditions, interpretation, and administration of the Pension Plans shall rest with the applicable plan fiduciaries of the Pension Plans and shall not be subject to the grievance or arbitration procedure set forth in the Collective Bargaining Agreement.

6. The parties specifically agree that the terms and conditions set forth in the Memorandum of Agreement shall terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

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PENSION PLAN – PENSION MINIMUMS

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to the provisions of the Plan for Hourly Employees' Pensions.
2. The following provisions continue to be in place:

<u>Years of Accredited Service</u>	<u>Annual Minimum Pension</u>
40 or more years	\$12,200
35 but less than 40 years	\$10,700
30 but less than 35 years	\$ 9,300
25 but less than 30 years	\$ 7,800
20 but less than 25 years	\$ 6,300
15 but less than 20 years	\$ 4,900

3. For employees who retire on or after January 1, 2012 the present Plan for Hourly Employees' Pensions will be modified to effect the following:

<u>Years of Accredited Service</u>	<u>Annual Minimum Pension</u>
40 or more years	\$13,700
35 but less than 40 years	\$12,000
30 but less than 35 years	\$10,400
25 but less than 30 years	\$ 8,700
20 but less than 25 years	\$ 7,000
15 but less than 20 years	\$ 5,500

4. This Agreement shall become effective as of March 13, 2011, and shall remain in effect until midnight, March 8, 2014, and shall automatically continue in full force and effect thereafter until terminated, or amended, in accordance with the following procedure:

If this Agreement is to be terminated, a written notice must be sent by either party to the other not less than sixty (60) days prior to any date thereafter on which such cancellation is to become effective.

5. This Agreement may be amended or modified by either party giving written notice to the other of such desire to so amend or modify at least sixty (60) days and not more than ninety (90) days prior to the termination date set forth above. The written notice shall contain a full statement as to the amendments or modifications desired.

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MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

PENSION PLAN SURVIVOR BENEFITS

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue the Plan for Hourly Employees' Pensions.
2. The pre-retirement survivor pension benefit provisions of the Pension Plan provides a pre-retirement survivor pension benefit for an employee who dies, either during active service or prior to commencing a pension benefit, at a time when he or she is unmarried and has accrued at least five years of vesting service.
3. An unmarried employee may, at any time prior to commencing a pension benefit or dying, designate any living person as the designated beneficiary for the pre-retirement survivor pension benefit. The employee may likewise revise the beneficiary designation at any one or more times prior to commencing a pension benefit or dying. A valid beneficiary designation must be on file for the pre-retirement survivor benefit to be paid.
4. For married employees, the spouse will automatically be considered the beneficiary. However, subject to the requirements regarding non-spouse beneficiaries and with spousal consent, a married employee may name a beneficiary other than the spouse. A single individual must be named as beneficiary; an estate or trust may not be named, nor may multiple individuals.
5. Subject to the provisions of the Plan regarding when the benefit is payable, the pre-retirement survivor pension may be distributed as a 65% survivor annuity, or the lump sum equivalent, based upon the beneficiary's election. However, if the beneficiary is not the participant's spouse and is more than 25 years younger than the participant, the survivor benefit will be the 50% survivor annuity or the lump sum equivalent.
6. If a vested employee terminates employment on or after the effective date, the named survivor will be eligible for the survivor pension payable on the date the employee would have reached the age 65. An actuarially reduced benefit may be payable before age 65 if the vested employee would have been eligible for an earlier commencement.
7. In addition, the Pension Plan allows an employee, at the time of commencing a pension benefit, to designate any living person as the beneficiary for any of the forms of joint and survivor annuity offered under the Pension Plan or any of the term-certain forms of benefit. In the case of an employee who is married at the time of commencing a pension, the employee may not designate any beneficiary other than the spouse without complying with the spousal consent rules of the Plan.
8. This Memorandum of Agreement is effective on March 13, 2011 and shall expire on March 8, 2014. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire on March 8, 2014 and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED SERVICE
WIRE GROUP

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

MEMORANDUM OF AGREEMENT
between
VERIZON NATIONAL BURIED SERVICE WIRE GROUP
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

PERSONAL LINES OF INSURANCE

1. Verizon National Buried Service Wire Group agrees to continue, without endorsement, the opportunity for regular full- or part-time hourly employees of the Company who are covered by the Collective Bargaining Agreement to purchase automobile, home and other personal property and casualty insurance through payroll deduction.
2. Personal Lines of Insurance will be administered solely in accordance with its provisions, and no matter concerning Personal Lines of Insurance or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The administration of Personal Lines of Insurance and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Insurance Carrier.
3. The Company reserves the right at any time, and from time to time, to modify or amend in whole or part, any and all provisions of the agreement with the Insurance Carrier, to change Insurance Carriers, or to terminate the agreement with the Insurance Carrier.
4. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including Personal Lines of Insurance, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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PRESCRIPTION IDENTIFICATION CARD (PIC)

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to continue the Prescription Identification Card for employees and their eligible dependents enrolled in the sponsored Medical Plan.
2. Once employees who are covered by the sponsored Medical Plan retire, they and their eligible dependents may continue to participate in this PIC plan on the same basis as active employees. PIC is not available to participants in Health Maintenance Organizations (HMOs).
3. PIC will be administered solely in accordance with its provisions and no matter concerning PIC or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The selection of the PIC carrier, the administration of PIC and all of the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, or administration shall be determined by and at the sole discretion of the Company.
4. The Company shall have the right to amend PIC in any way, including the selection of the PIC carrier. However, any amendment diminishing the level of benefits contained in this Memorandum of Agreement or increasing the cost per prescription to the employee/dependent will be limited to those changes applicable to salaried employees.
5. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Prescription Identification Card, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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MEMORANDUM OF AGREEMENT
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VERIZON NATIONAL BURIED SERVICE WIRE GROUP
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SUPPLEMENTAL TERM LIFE INSURANCE

1. Effective January 1, 2008, Verizon National Buried Service Wire Group agrees to make available, without endorsement, the opportunity for employees to enroll in Supplemental Term Life Insurance.
2. For a summary of details refer to the Life Insurance Summary Plan Description (SPD).
3. Supplemental Term Life Insurance will be administered solely in accordance with its provisions, and no matter concerning Supplemental Term Life Insurance or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement. The administration of Supplemental Term Life Insurance and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Insurance Carrier.
4. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including Supplemental Term Life Insurance, shall also terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

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MEMORANDUM OF AGREEMENT
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VERIZON NATIONAL BURIED SERVICE WIRE GROUP
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TEAM INCENTIVE PLAN

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to implement the team incentive plan set forth in this Memorandum of Agreement.
2. For a summary of details, refer to the attachment entitled "Team Incentive Plan".
3. This Memorandum of Agreement is effective on March 13, 2011, and shall expire with the applicable telephone company collective bargaining agreement. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire with the applicable telephone company collective bargaining agreement and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED
SERVICE WIRE GROUP

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Rick A. Carpenter
Director – Labor Relations

Edwin D. Hill
International President, IBEW

Date

Date

TEAM INCENTIVE PLAN

1. Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to implement a team incentive plan, which will provide participating employees the opportunity to earn additional compensation based upon predetermined objectives and result measurements identified by the company.

2. ELIGIBILITY

All regular full-time, regular part-time and seasonal hourly employees are eligible to receive an incentive payment if they are on a designated team for 30 calendar days or more.

3. INCENTIVE PAYMENTS

Incentive payments will be based on year end results of those objectives identified by the company.

The range of the incentive payment is as follows:

The target payout will be \$275 annually payable in March of the following year. The payout range is 0% to 120% of target based on achievement of objective results. The maximum payout will be capped at 120% of target.

Employees transferring between or changing teams for any reason during the year will receive an incentive payment based upon the team in which they reside at the end of the Incentive Plan year. Incentive payments will not be prorated based on time spent with each team.

An employee who is hired, laid off, dies, retires, or transfers to another Verizon organization during the Incentive Plan year is eligible for a prorated incentive payment if all other eligibility requirements have been met.

An employee who resigns or is terminated during the Incentive Plan year will not be eligible for a prorated payout.

Employees on approved military leave of absence who have one year or more of service will be given up to three months of credit toward the incentive payment. Employees on any other unpaid leave will have cumulative leave time excluded from incentive computation.

4. BENEFITS TREATMENT

Incentive Plan payments are recognized in the calculation of Pension Plan benefits and the Hourly Savings Plan. Such payments will be applicable in the year payment is received. This is in accordance with Verizon benefit plan definitions.

All other benefits are in accordance with the collective bargaining agreement and are based on rates shown in the hourly wage schedules.

5. TAXES, PERSONAL ALLOTMENT

Deductions for federal, state, and local tax liabilities will be made in accordance with lump sum distribution tax laws.

Personal allotments such as savings bonds and United Way contributions will not be made. Applicable union dues will be deducted from Team Incentive Plan payouts in accordance with standard payroll procedures.

6. OVERTIME PAYMENT DETERMINATION

Incentive dollars are payment for hours worked and must be included in the regular rate for overtime payment purposes.

The overtime payment will be calculated as follows:

Incentive dollars paid divided by total hours worked x .5 x number of overtime hours in the same period of time for which the incentive dollars were paid.

Example Calculation:

Incentive Award	\$275.00	÷
Total Hours Worked	1,880	=
Incentive Hourly Rate	\$0.1463	x
½ Overtime Rate	0.5	=
Hourly Overtime Rate of Pay	\$0.0731	x
Total Overtime Hours	100	=
Incentive Overtime Payment	\$7.31	

The incentive overtime payment is not included in benefit plan calculations.

The incentive overtime payment will be paid at the same time as the award payout.

7. OBJECTIVES/MEASURES

All hourly employees will normally be assigned to teams based on their functional area of responsibility. Teams may consist of a few employees or many.

Each team will be given a set of objectives linked to, but not limited to, one or more performance areas to be determined by the company.

Teams that achieve minimum level results will receive an incentive payout. If the minimum level is exceeded, the payout will be larger. An example would be as follows.

<u>Results</u>	<u>Percent Target Award</u>
Below Minimum	0%
Minimum to Target	80-99% of weighted amount
Target	100% of weighted amount
Over Target to Maximum	101-120% of weighted amount

8. The Company reserves the right to establish objectives and determine performance results. The objectives, the performance results, or any part of the Incentive Plan shall not be subject to the grievance or arbitration provisions of the Collective Bargaining Agreement.

9. MODIFICATION OF THE INCENTIVE PLAN

Verizon may at any time modify, in part or in whole, the Incentive Plan. Any modification shall not affect awards already earned under this plan.

10. TERMINATION OF THE INCENTIVE PLAN

The suspension or termination must be by mutual agreement of the parties.

MEMORANDUM OF AGREEMENT
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VERIZON NATIONAL BURIED SERVICE WIRE GROUP
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VISION PLAN

1. Verizon National Buried Service Wire Group and the International Brotherhood of Electrical Workers agree to continue the provisions of the Vision Plan set forth in this Memorandum of Agreement. The effective date of the Vision Plan will be January 1, 2005.
2. For a summary of details, refer to the attachment entitled Vision Plan Highlights.
3. Some of the major provisions include:
 - No annual deductible
 - Eye exam every twelve months
 - One pair of prescription eyeglasses or contact lenses every 24 months
4. Employees are automatically eligible for the Vision Plan after enrollment in any Verizon medical option. If the employee waives Verizon medical coverage, the employee will not be enrolled in the Vision Plan.
5. The cost of the Vision Plan coverage will be paid by the Company.
6. The amount and availability of benefits under the Vision Plan are governed by the provisions of the Plan and the insurance contract. Any benefits received will be determined under the terms of the Plan in effect at the time eligible employees receive the benefits in question. The operation and administration of the Vision Plan, selection of the insurance carrier, eligibility for the benefits, eligibility requirements, all terms and conditions related thereto and the resolution of any disputes involving Vision Plan terms, conditions, interpretation, administration or benefits payable shall rest with the Company and shall not be subject to the grievance or arbitration procedures set forth in the Collective Bargaining Agreement.
7. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, relating to the Vision Plan, shall terminate on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED SERVICE
WIRE GROUP

Rick A. Carpenter
Director – Labor Relations

INTERNATIONAL BROTHERHOOD OF
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Edwin D. Hill
International President, IBEW

Date

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VISION PLAN HIGHLIGHTS

Feature	Participating Provider	Non-participating Provider
Annual Deductible	None	None
Eye Exam (Once every 12 months)	You pay the network provider a \$25 co-payment. No claim filing is required.	You pay the expense in full and file a claim with Davis Vision. The Plan reimburses you up to \$25.
Lenses and Frames (Once every 24 months)*	You pay the network provider a \$75 co-payment for lenses and frames or \$37.50 for just lenses or frames.	You pay the expense in full and file a claim with Davis Vision. The Plan reimburses you up to \$25 for lenses and \$25 for frames for a maximum reimbursement of \$50.
Contact Lenses (Once every 24 months)*	You pay nothing for standard-wear, soft, daily-wear, or disposable contact lenses. Discounts available for replacement lenses.	You pay the expense in full and file a claim with Davis Vision. The Plan reimburses you up to \$50.
Laser Vision Correction	Discounts available.	No discounts available.

* Limited to one pair of prescription eyeglasses or one pair of prescription contact lenses every 24 months.

Additional Provisions

- Two or more opticians, optometrists, or ophthalmologists within 20 miles of the employee's home.
- Employees that have no provider within 20 miles can use the Out-of-Area Provision.

Out-of-Area Provisions

Steps to find an Out-of-Area Provider:

1. Call Davis Vision when ready to schedule an appointment for services. The number for Davis Vision can be obtained from the Verizon Benefits Center.
2. Ask the Member Service Associate to locate a non-participating provider (NPP) or give them the name and address of a local provider.
3. Davis Vision will contact the provider to arrange in-network vision care services for you and will contact you with an authorization to receive your services.
4. Employee will receive the participating provider benefits.

Professional Provider Services

Standards of care for eye examinations are entirely consistent with those established by State Departments of Health and include preventive eye care with glaucoma testing, refractive care and the prescribing of eyeglasses.

Each patient receives a comprehensive eye examination with a preferred optometrist or ophthalmologist which includes the following components:

- Case History – chief complaint, eye and vision history, medical history
- Entrance distance acuities
- External ocular evaluation including slit lamp examination
- Internal ocular examination inclusive of dilated fundus evaluation
- Tonometry
- Distance refraction – objective and subjective
- Binocular coordination and ocular motility evaluation
- Evaluation of pupillary function
- Biomicroscopy
- Gross visual fields
- Assessment and plan
- Patient education
- Form completion – school, motor vehicle, etc.

All of these components are fully within the education, training and scope of licensure for both optometrists and ophthalmologists.

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VOLUNTARY TERMINATION BONUS

Verizon National Buried Service Wire Group and International Brotherhood of Electrical Workers agree to the following:

1. Any employee who makes a voluntary election to leave the service of the Company pursuant to an Income Security Plan offer made during the life of this agreement and who does separate from the Company pursuant to that offer shall receive a Voluntary Termination Bonus consisting of, as applicable:
 - A lump-sum payment of \$10,000, less taxes and withholdings, in addition to the ISP for which the employee is otherwise eligible; and,
 - For those not otherwise eligible, six months of continuation medical coverage under the terms of the plan and the employee's coverage in effect at the time of separation.
2. No matter concerning the Voluntary Termination Bonus or differences arising thereunder shall be subject to the grievance or arbitration procedure set forth in the Collective Bargaining Agreement.
3. This Memorandum of Agreement is effective on March 13, 2011, and shall expire on March 8, 2014. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire on March 8, 2014, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

VERIZON NATIONAL BURIED SERVICE
WIRE GROUP

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Rick A. Carpenter
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Edwin D. Hill
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Date

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Attachment A

Verizon California Inc.
Verizon Florida LLC

Attachment B

IBEW LOCAL 543		
STATE	ZONE	LIST OF EXCHANGES
California	High Desert	Adelanto, Apple Valley, Barstow, Big Bear City, Big Bear Lake, Boron, California City, Desert Knolls, El Mirage, Fort Irwin, Hesperia, Lenwood, Lucerne Valley, Nebo, Newberry Springs, North Edwards, Phelan, Running Springs, South Barstow, Summit Valley, Victorville, Wrightwood, Yermo

IBEW LOCAL 824		
STATE		
Florida	Area 1 – Coastal	Bayou, Clearwater, Countryside, Dunedin, Feather Sound, Gandy, Hudson, Indian Rocks, Largo, Lealman, Moon Lake, New Port Richey, North Gulf Beach, Pasadena, Pinellas, Safety Harbor, St. George, St. Petersburg Main, Seven Springs, Skyway, South Gulf Beach, Tarpon Springs
Florida	Area 2 – Tampa	Alafia, Bayshore, Beach Park, Brandon, Carrollwood, Hyde Park, Keystone, Land O Lakes, Lutz, Oldsmar, Ruskin, Seminole, Sulpher Springs, Sweetwater, Tampa Main, Temple Terrace, Thonotosassa, University, Wallcraft, Wesley Chapel, Westside, Wimauma, Ybor
Florida	Area 3 – Southern	Anna Maria, Bradenton, Englewood, Long Boat Key, Myakka City, North Port, Northside, Osprey, Palma Sola, Palmetto, Parrish, Sarasota Main, St. Armands, Siesta Key, Southside, Springs, Venice
Florida	Area 4 – Eastern	Alturas, Auburndale, Babson Park, Bartow, Bradley, Cypress Gardens, Dundee, Frostproof, Haines City, Haines City North, Highlands, Indian Lake, Lake Alfred, Lake Wales East, Lake Wales Main, Lakeland Main, Mulberry, North Lakeland, Pinecrest, Plant City Main, Poinciana, Polk City, Winter Haven, Zephyrhills

Wage Schedule: E-BSWA**(Florida)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$ 9.31	\$ 9.57	\$ 9.83
6 Mo.	\$ 9.77	\$10.04	\$10.32
12 Mo.	\$10.24	\$10.53	\$10.82
18 Mo.	\$10.80	\$11.10	\$11.40
24 Mo.	\$11.39	\$11.71	\$12.03
30 Mo.	\$12.10	\$12.44	\$12.78
36 Mo.	\$12.85	\$13.21	\$13.57
42 Mo.	\$13.74	\$14.12	\$14.50
Top	\$14.72	\$15.13	\$15.55

Job Titles: BSW ASSISTANT

Wage Schedule: E-BSWT**(Florida)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$10.79	\$11.09	\$11.39
6 Mo.	\$11.36	\$11.68	\$12.00
12 Mo.	\$12.01	\$12.34	\$12.68
18 Mo.	\$12.71	\$13.06	\$13.42
24 Mo.	\$13.50	\$13.87	\$14.25
30 Mo.	\$14.40	\$14.79	\$15.20
36 Mo.	\$15.45	\$15.88	\$16.32
42 Mo.	\$16.66	\$17.11	\$17.58
Top	\$18.06	\$18.56	\$19.07

Job Titles: BSW TECHNICIAN

Wage Schedule: E-FLT**(Florida)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$10.08	\$10.36	\$10.64
6 Mo.	\$10.58	\$10.87	\$11.17
12 Mo.	\$11.17	\$11.48	\$11.79
18 Mo.	\$11.79	\$12.11	\$12.44
24 Mo.	\$12.46	\$12.81	\$13.16
30 Mo.	\$13.23	\$13.60	\$13.97
36 Mo.	\$14.14	\$14.53	\$14.93
42 Mo.	\$15.14	\$15.55	\$15.98
Top	\$16.29	\$16.73	\$17.19

Job Titles: BSW CLERK , FACILITY LOCATE TECHNICIAN

Wage Schedule: W-BSWA**(California)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$11.36	\$11.68	\$12.00
6 Mo.	\$11.93	\$12.26	\$12.59
12 Mo.	\$12.56	\$12.90	\$13.26
18 Mo.	\$13.21	\$13.58	\$13.95
24 Mo.	\$14.00	\$14.39	\$14.79
30 Mo.	\$14.87	\$15.28	\$15.70
36 Mo.	\$15.82	\$16.26	\$16.71
42 Mo.	\$16.91	\$17.38	\$17.86
Top	\$18.18	\$18.68	\$19.19

Job Titles: BSW ASSISTANT

Wage Schedule: W-BSWT**(California)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$13.56	\$13.94	\$14.32
6 Mo.	\$14.27	\$14.66	\$15.07
12 Mo.	\$15.07	\$15.49	\$15.91
18 Mo.	\$15.94	\$16.37	\$16.83
24 Mo.	\$16.88	\$17.35	\$17.82
30 Mo.	\$18.01	\$18.51	\$19.02
36 Mo.	\$19.28	\$19.81	\$20.35
42 Mo.	\$20.70	\$21.27	\$21.86
Top	\$22.33	\$22.94	\$23.57

Job Titles: BSW TECHNICIAN

Wage Schedule: W-FLT**(California)**

	3/13/2011	3/11/2012	3/10/2013
Start	\$12.34	\$12.68	\$13.03
6 Mo.	\$12.93	\$13.28	\$13.65
12 Mo.	\$13.55	\$13.93	\$14.31
18 Mo.	\$14.26	\$14.65	\$15.06
24 Mo.	\$15.04	\$15.46	\$15.88
30 Mo.	\$15.91	\$16.34	\$16.79
36 Mo.	\$16.88	\$17.35	\$17.82
42 Mo.	\$18.02	\$18.52	\$19.03
Top	\$19.28	\$19.81	\$20.35

Job Titles: BSW CLERK , FACILITY LOCATE TECHNICIAN