

CWA/Verizon Final Bargaining Report

This is a 3-year agreement going from the date of ratification to March 4, 2028.

Wages

2025	3.75% increase applied to all steps of the basic wage schedule
2026	3.0% increase applied to all steps of the basic wage schedule
2027	2.25% increase applied to all steps of the basic wage schedule

Memorandum's of Agreement

Contracting Committee	replaced by VZB Contracting Committee MOA that will be renewed
Contractor Committee	replaced by VZB Contracting Committee MOA that will be renewed
Cross Functional Work Sharing	Not applicable to VZB
CSC, CCSA, CSC-VCCD, LA-CSC LA-CCSA and LACSC-VCCD – Sales Compensation	Not applicable to VZB
CSSC CWA Mutual Interest Meetings	Not applicable to VZB
LiveSource – Incentive Compensation Plan	Not applicable to VZB

The MOA on **Work at Home** that was originally signed on December 9, 2022, will be moved into the printed collective bargaining agreement.

Holidays

There will be language in the contract that will waive the 30-day time limit notice currently required when Personal Holidays are used for paid sick time in accordance with the California paid sick leave law.

New Hires

The number of Personal Holidays is based on the following:

First Quarter Hire Date – 7 days (no change)

Second Quarter Hire Date – 5 days (was 4)

Third Quarter Hire Date – 5 days (was 2)

Fourth Quarter Hire Date – 0 (no change)

Differentials

Current Language to be Replaced

For Regularly Scheduled Work Period Ending Differential

6:30 P.M. and after to 8:00 P.M. \$.75

8:01 P.M. and after to 9:30 P.M. \$.95

9:31 P.M. and after, but not all night \$1.90

All night (for regularly scheduled work periods beginning at or after 10:00 P.M. and before 6:00 A.M.) \$2.35

New Language

A night shift differential of one dollar and fifty cents (1.50) per hour will be paid for all scheduled hours worked between 8:00 P.M. and 6:00 A.M.

- **There is a change in the existing format for differentials to a flat rate for all hours worked between 8:00 P.M. and 6:00 A.M.**

On-Call

The on-call differential will be paid as follows:

Scheduled Work Days	\$15.00 to \$20
Non-scheduled Work Days	\$22.50 to \$35
Work Week	\$120.00 to \$170

This change represents a \$5 increase to daily work days (Monday through Friday) and a \$12.50 increase to weekends (Saturday and Sunday). For the entire week there is an increase of \$50.00.

Healthcare Contributions – Company Sponsored Plan (HMO costs were not increased)

Effective January 1, 2026, the Monthly Employee Contribution required by associates will be:

Coverage Category Elected	Comprehensive Medical Plan Monthly Employee Contribution (Tobacco User Rate)	Comprehensive Medical Plan Monthly Employee Contribution (Non-Tobacco User Rate)
Employee Only	\$215 (Current) \$225 (New)	\$165 (Current) \$175 (New)
Employee + 1 or more	\$380 (Current) \$410 (New)	\$330 (Current) \$360 (New)

- **This change shows contributions for smokers and non-smokers go up \$10 for employee and \$30 for Employee + 1 more.**

Comprehensive Medical Plan Highlights:

Deductibles:

	In-Network		Out-of-Network	
Employee Only	Current \$820	(New) \$850	Current \$1400	(New) \$1445
Employee +1	Current \$1640	(New) \$1700	Current \$2800	(New) \$2890
Employee +2 or more	Current \$2050	(New) \$2125	Current \$3500	(New) \$3615

- **This change represents a \$30 increase for In-Network and a \$45 increase of Out-of-Network for Employee only. There is also a \$60 increase for In-Network and \$90 increase for Out-of-Network Employee + 1. For Employee +2 or more, there is a \$75 increase for In-Network and \$115 increase for Out-of-Network.**

Out-of-Pocket Maximums

	In-Network		Out-of-Network	
Employee Only	Current \$2250	(New) \$2420	Current \$3350	(New) \$3580
Employee +1	Current \$4500	(New) \$4840	Current \$6700	(New) \$7165
Employee +2 or more	Current \$5625	(New) \$6050	Current \$8375	(New) \$8955

- **This change represents a \$170 increase for In-Network and a \$230 increase of Out-of-Network for Employee only. It has a \$340 increase for In-Network and \$465 increase for Out-of-Network Employee + 1. For Employee +2 or more there is a \$425 increase for In-Network and \$580 increase for Out-of-Network.**

Hospital Services

Emergency Outpatient for Accidents (Co-pay waived if admitted)

In-Network		Out-of-Network	
Current \$150	(New) \$160	Current \$150	(New) \$160

Emergency Room (Co-pay waived if admitted)

In-Network		Out-of-Network	
Current \$150	(New) \$160	Current \$150	(New) \$160

- **Both Emergency Outpatient for Accidents and Emergency Room co-pays go up \$10 for In-Network and Out-of-Network.**

Vacation Accrual

There is a new Letter of Agreement on vacation Accrual for carry-over vacation. This Letter applies to carry-over vacation in excess of two (2) weeks.

- Employees who currently have less than two (2) weeks of accrued but unused vacation (60 employees), must use that surplus of accrued vacation above the two (2) weeks threshold by December 31, 2025. If the employee does not use any of that surplus of accrued vacation by December 31, 2025, then management will assign accrued vacation in the first quarter of 2026. Assigned accrued vacation hours cannot be canceled without management's prior approval.
- Employees who currently have two (2) or more weeks of accrued but unused vacation but less than five (5) weeks of accrued but unused vacation (13 employees), must use that surplus of accrued vacation above the two (2) weeks threshold by December 31, 2026. If the employee does not use half of that surplus of accrued vacation by December 31, 2025, then management will assign half of the accrued vacation in the first quarter of 2026. Assigned accrued vacation hours cannot be canceled without management's prior approval. If any such employee does not use the remaining half of that surplus of accrued vacation by December 31, 2026, then management will assign the remaining half of the accrued vacation in the first quarter of 2027.
- Employees who currently have five (5) or more weeks of accrued but unused vacation but less than ten (10) weeks of accrued but unused vacation (8 employees), must use that surplus of accrued vacation above the two (2) weeks threshold by December 31, 2027. If the employee does not use one-third of that surplus of accrued vacation by December 31, 2025, then management will assign one-third of the accrued vacation in the first quarter of 2026. Assigned accrued vacation hours cannot be canceled without management's prior approval. If an employee does not use another one-third of that surplus of accrued vacation by December 31, 2026, then management will assign another one-third of the accrued vacation in the first quarter of 2027. If an employee does not use the final one-third of that surplus of accrued vacation by December 31, 2027, management will assign the final one-third of the accrued vacation in the first quarter of 2028.
- Employees who currently have ten (10) or more weeks of accrued but unused vacation (4 employees), must use that surplus of accrued vacation above the two (2) weeks threshold by December 31, 2028. If an employee does not use a quarter of that surplus of accrued vacation by December 31, 2025, then management will assign a quarter of the accrued vacation in the first quarter of 2026. Assigned accrued vacation hours cannot be canceled without management's prior approval. If an employee does not use another quarter of that surplus of accrued vacation by December 31, 2026, then management will assign another quarter of the accrued vacation in the first quarter of 2027. If an employee does not use another quarter of that surplus of accrued vacation by December 31, 2027, then management will assign another quarter of the accrued vacation in the first quarter of 2028. If an employee does not use the final quarter of that surplus of accrued vacation by December 31, 2028, management will assign the final quarter of the accrued vacation in the first quarter of 2029.

Team Performance Award

After a discussion on the Team Performance Award the bargaining committees discussed how the TPA has performed over the last three years, specifically since the last contract. There hasn't been a year the team did not meet at least 80% of the objective of the target payout. However, the measurement on First Time Yield (FTY) has consistently not been met. The Company agreed to replace the FTY measurement.

Esther Cabaccang – Bargaining Committee Member
Cherie Brokaw - Chair

