

CWA/Verizon Final Bargaining Report

July 22, 2025

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 | 3.0% increase applied to all steps of the basic wage schedule |

Ratification Bonus

There will be a ratification bonus of \$1000 per employee if this agreement is ratified within 30 days of the Tentative Agreement.

Memoranda 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 five percent (5%) of the Basic Wage Rate per hour will be paid for all scheduled hours worked between 8:00 P.M. and 6:00 A.M.

- **This is a change in the existing format for differentials to a percentage 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:

| | Current | New |
|------------------------|----------|--------------|
| Scheduled Work Days | \$15.00 | \$30 |
| Non-scheduled Workdays | \$22.50 | \$35 |
| Work Week | \$120.00 | \$220 |

This change represents a \$15 increase to daily workdays (Monday through Friday) and a \$12.50 increase to weekends (Saturday and Sunday). For the entire work week there is an increase of \$100.00.

Healthcare Contributions – Company Sponsored Plan

THERE WILL BE NO CHANGE TO THE MONTHLY EMPLOYEE CONTRIBUTION THROUGH 2026!

Effective January 1, 2027, the Monthly Employee Contribution will be:

| Coverage Category Elected | Comprehensive Medical Plan Monthly Employee Contribution (Tobacco User Rate) | Comprehensive Medical Plan Monthly Employee Contribution (Non-Tobacco User Rate) |
|---------------------------|--|--|
| 2027 | | |
| Employee Only | \$215 (Current) \$220 (New) | \$165 (Current) \$170 (New) |
| Employee + 1 or more | \$380 (Current) \$390 (New) | \$330 (Current) \$340 (New) |
| 2028 | | |
| Employee Only | \$225 | \$175 |
| Employee + 1 or more | \$400 | \$350 |

- This change shows contributions for smokers and non-smokers going up \$5 for employee and \$10 for Employee + 1 more.

Comprehensive Medical Plan Highlights:

THERE WILL BE NO CHANGE TO THE CALENDAR YEAR DEDUCTIBLE FOR EITHER IN NETWORK OR OUT-OF-NETWORK THROUGH 2026!

Deductibles:

| | In-Network | | Out-of-Network | |
|---------------------|----------------|--------------|----------------|-----------------|
| 2027 | | | | |
| Employee Only | Current \$820 | (New) \$830 | Current \$1400 | (New) \$1425 |
| Employee +1 | Current \$1640 | (New) \$1660 | Current \$2800 | (New) \$2850 |
| Employee +2 or more | Current \$2050 | (New) \$2075 | Current \$3500 | (New) \$3562.50 |
| 2028 | | | | |
| Employee Only | \$840 | | \$1450 | |
| Employee +1 | \$1680 | | \$2900 | |
| Employee +2 or more | \$2100 | | \$3625 | |

- This change represents a \$10 increase for In-Network and a \$25 increase of Out-of-Network for Employee only. There is also a \$20 increase for In-Network and \$50 increase for Out-of-Network Employee + 1. For Employee +2 or more, there is a \$25 increase for In-Network and \$62.50 increase for Out-of-Network.

THERE WILL BE NO CHANGE TO THE ANNUAL OUT OF POCKET MAXIMUMS FOR EITHER IN NETWORK OR OUT-OF-NETWORK THROUGH 2026!

Out-of-Pocket Maximums

| | In-Network | | Out-of-Network | |
|---------------------|----------------|--------------|----------------|--------------|
| 2027 | | | | |
| Employee Only | Current \$2250 | (New) \$2300 | Current \$3350 | (New) \$3400 |
| Employee +1 | Current \$4500 | (New) \$4600 | Current \$6700 | (New) \$6800 |
| Employee +2 or more | Current \$5625 | (New) \$5750 | Current \$8375 | (New) \$8500 |
| 2028 | | | | |
| Employee Only | \$2350 | | \$3450 | |
| Employee +1 | \$4700 | | \$6900 | |
| Employee +2 or more | \$5875 | | \$8625 | |

- This change represents a \$50 increase for In-Network and Out-of-Network for Employee only. It has a \$100 increase for In-Network and Out-of-Network Employee + 1. For Employee +2 or more there is a \$125 increase for both In Network and Out-of-Network.

Hospital Services

THERE WILL BE NO CHANGE TO THE EMERGENCY OUTPATIENT FOR ACCIDENTS THROUGH 2026!

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

| | In-Network | | Out-of-Network | |
|------|-------------|-------------|----------------|-------------|
| 2027 | Current 150 | (New) \$160 | Current \$150 | (New) \$160 |
| 2028 | \$170 | | \$170 | |

THERE WILL BE NO CHANGE TO THE EMERGENCY ROOM THROUGH 2026!

Emergency Room (Co-pay waived if admitted)

| | In-Network | | Out-of-Network | |
|------|---------------|-------------|----------------|-------------|
| 2027 | Current \$150 | (New) \$160 | Current \$150 | (New) \$160 |
| 2028 | \$170 | | \$170 | |

- The Emergency Outpatient for Accidents and Emergency room changes are \$10 in each 2027 and 2028.

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 has not been a year since 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.

Vacation Accrual

The Company withdrew its proposal on Vacation Accrual.

In Unity,

Esther Cabaccang – Bargaining Committee Member
Cherie Brokaw - Chair