

# Verizon New York Plant and TRG New Provisions Summary

## New York Plant

- **Temporary Transfers**

- Daily Travel Allowance rates for Downstate, Upstate and Suffolk County have been adjusted significantly upwards:

Road Mile Distance	Old Rate	New Rate
More than 5, up to 10	\$5.55	\$6.11
10 – 15	\$8.30	\$9.13
15 – 20	\$11.05	\$12.16
20 – 25	\$13.80	\$15.18
25 – 30	\$17.95	\$19.75
30 – 35	\$22.10	\$24.31
35 – 50	\$34.50	<b>*\$82.80</b>
50 and up	\$41.40	<b>*\$92.80</b>

- Employees transferred over 50 miles will have the option of commuting with the significantly increased DTA (see chart above,) or taking the Board and Lodging Options. Allowances on the Board and Lodging assignments will be increased as follows:

Employees Transferred more than 50 miles	Old Rate	New Rate
Laundry	Up to \$3.50 Daily, \$17.50 Max	Up to \$4.50 Daily, \$22 Max
Daily Meal Allowance	\$40.25	\$45.25
Taxi/Car Service	None	Up to \$15/Day, or \$60/Week

- Temporary transfers of more than 75 miles will be limited to 3 weeks, down from 4 weeks.
- Employees transferred more than 125 miles will receive an extra 5% of their weekly wage rate.
- Employees with more than 25 years of service may request to be exempted from temporary transfers; previously the requirement was 30 years of service.
- A minimum of 7 days' notice will be provided on any temporary transfer over 50 miles.
- The Company may elect to staff certain special projects temporarily for 24 months (previously 12). Management will be required to first select volunteers for these projects and then assign workers by inverse seniority. Any employee transferred under this provision cannot be forced to stay over 12 months.

- **Weekend Assignments:** There will be a trial in 2013 to limit the number of N days for Field Technicians/TTA's. The trial can be cancelled by either part after 6 months. If the trial is not cancelled it will become permanent in 2014. The details of the trial are as follows:
  - From January to July, the company can assign each Field Tech/TTA only 6 Saturday's shifts and may not assign more than 2 consecutively. At their discretion the Company may link the Saturday assignment to the following Sunday and assign the Field Tech/TTA to work both days. On the 6 Saturday/Sunday assignments the Employees are allowed to swap or voluntarily cover other weekend assignments. Assignments covered by other employees will continue to count towards the original employee's total.
  - From July to December, the company can assign each Field Tech/TTA 7 Saturday/Sunday shifts.
  - Saturday shifts will continue to be paid with a 25% differential. The Sundays that are linked to the Saturday assignments will be paid at 50% differential for the first 10 hours. Any hours worked over the 10 hours on a linked assignment will be paid at double time. (Any hours worked on Sundays that are not linked to the N days are paid at double time.)
- **Temporary Assignments:** Fiber Customer Support Analysts (FCSA) may now be assigned to temporarily handle customer escalations and call-backs. There will be a \$20 wage differential for each day assigned and assignments will be rotated weekly among volunteers by net credited service date.
- **Grievance Procedure:** New language to request a field manager to attend 3<sup>rd</sup> step grievances in discipline cases involving a suspension of 1 day or more
- **Vacations:** Changes in the language that will require the Company to grant vacation time when requested by employees with at least 48 hours notice, up to the number of unselected days that are available for that week.
- **Overtime:** Equalization of overtime lists will be reduced to zero on January 1, 2013.

## TRG (Verizon Service Corp)

- **Grievance Procedure:** Workers will have 180 days to file non-discipline grievances, up from 45.
- **Job Guarantees:** The Company has guaranteed that all of the 47 MET positions as of June 2011 will remain in the bargaining unit. If any of those 47 workers should fail to become MSTs, the company will post that position or those positions.
- **Time Off:** Field managers will be notified that workers can carry over unused Excused Work Days (EWDs) into the next year. Carried over EWDs must be used before March 31<sup>st</sup> or the employee's selected reserve week for carryover vacation, whichever is earlier.
- Test procedures for MET's to upgrade to MST's will be improved.