

**RETURN TO WORK AGREEMENT BETWEEN THE COMMUNICATIONS WORKERS (CWA) OF AMERICA, AFL-CIO and Cellco Partnership d/b/a Verizon Wireless (the Company)**

1. The terms of this Return to Work Agreement ("Agreement") shall apply to all employees covered by the New York Regional Network CBA that expired on August 1, 2015 at 11:59 between the CWA and the Company as well as to employees in the Brooklyn and Everett retail bargaining units.
2. Employees whose shifts begin Tuesday night, May 31, 2016 and extend into Wednesday, June 1, 2016 will report to work for those shifts. All other employees will return to work for their shifts that are scheduled to begin on Wednesday, June 1, 2016. (In either case the "Return to Work Date"). In unusual circumstances, the Company will excuse employees, without pay, from reporting for a reasonable period not to exceed 72 hours from 5 p.m. May 31, 2016. Returning employees will return to work on the same shifts to which they were assigned immediately prior to April 13, 2016.
3. Employees on approved leaves of absence, approved medical leaves, suspensions or scheduled vacations shall report to work following the expiration of such leaves, suspensions or vacations.
4. No employee shall lose service credit or life insurance as a result of participating in the strike.
5. The parties agree to execute the attached agreement relating to the CWA's withdrawal of unfair labor practices charges related to the strike or collective bargaining and the Company's withdrawal of injunction-related litigation and agree not to file any new or additional charges with regard to conduct occurring prior to the ratification date relating to the strike or collective bargaining..
6. Following the execution of this Agreement and the public announcement of this Return to Work Agreement by the parties, the Union shall notify all employees it represents that the strike has been terminated, and shall immediately withdraw all pickets and advise employees to return to work pursuant to the terms of this Agreement.
7. The effective date of this agreement shall be \_\_\_\_\_, 2016.

On behalf of the Company



\_\_\_\_\_  
Brett Ulrich, Director Labor Relations

Dated: \_\_\_\_\_, 2016

On behalf of the Union

\_\_\_\_\_  
Patrick O'Neil, Staff Representative

Dated: \_\_\_\_\_, 2016