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# GENERAL AGREEMENT

between



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**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCALS  
1451, 1635, 1637, AND 1944**

and

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**VERIZON NORTH INC.**

**(MID-ATLANTIC REGION)**

**EFFECTIVE October 28, 2001**

**EXPIRES October 23, 2004**

**MEMORANDUM OF AGREEMENT**

Between

**VERIZON NORTH INC. (MID-ATLANTIC REGION)/GTE COMPANIES**

And

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,  
LOCALS 1451, 1635, 1637 and 1944  
(IBEW)**

**NEUTRALITY AND CONSENT ELECTION**

WHEREAS the International Brotherhood of Electrical Workers, Locals 1451, 1635, 1637 and 1944 (hereafter "IBEW" or "the Union"), and Verizon Communications companies which were subsidiaries of the former GTE Corporation (hereafter "Verizon North Inc. (Mid-Atlantic Region)/GTE Companies" or "the Companies" or "the Company") have collective bargaining relationships throughout the United States;

**NOW THEREFORE VERIZON NORTH INC. (MID-ATLANTIC REGION)/GTE COMPANIES AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCALS 1451, 1635, 1637 AND 1944 agree as follows:**

This agreement between Company and the Union covers all understandings between the parties concerning union organizing; access to employees and code of conduct applicable to union organizing efforts.

The Union and the Company recognize that it is in their mutual interest to enhance the success and image of the Company, to acknowledge the Union as a valued partner, and to foster the pride and commitment of the employees. The parties also share the mutual goals of building a world class, high performance enterprise and addressing employment security through business success and employee development. As a means to enhance these goals, the parties will mutually support regulatory and legislative efforts, marketing/sales and service efforts and other business initiatives leading to employment security and Verizon's business success.

The parties also recognize that the Union's goal of growing membership is intrinsically linked to the successful growth of the business. In order to maintain this perspective and to avoid unnecessary confrontation, the parties agree that the following principles regarding Neutrality and Consent election

Verizon North Inc.  
(Mid-Atlantic Region)

By Mary J. Darling  
Regional Manager-Labor Relations

System Council T-1

By Carl A. Crone  
Chairman, System Council T-1

Date: December 6, 2001

will be applicable to Verizon's former "GTE Network Services Companies" (Incumbent Local Exchange Carriers and Logistics). This shall be the exclusive means by which the Union, their locals, or individuals acting on their behalf, will conduct an effort to organize eligible employees in the covered Verizon's former "GTE Network Services Companies" (Incumbent Local Exchange Carriers and Logistics) as defined by the National Labor Relations Act.

#### 1. Employee Choice

Both the Union and the Company support and agree with the principle that the decision as to whether or not to become represented by a union is one that does not belong to either the Union or to the Company. Rather, it is an individual decision that belongs to the employee. With the parties' mutual recognition of this fundamental tenet, the following provisions are intended to establish, encourage and nurture an environment during a union organizing drive that will allow employees to choose whether or not to become represented in a fully informed and uncoerced manner. All negotiations concerning appropriate unit, access, conduct and voting will be performed by Verizon Labor Relations Staff in conjunction with local management and designated Union representatives.

2.

#### Neutrality

The Company and the Union agree that an organizing drive will be met by a neutral position by the Company. This statement is consistent with and reinforces the previously established principle of employee choice. It should follow that an environment intended to foster employee choice would be a neutral environment and that information communicated by either party would be fact based and not misleading, distorted or disparaging. Neutrality means the following:

- (a) Management will not be anti-Union nor will the Union be anti-management
- (b) Management will not advocate that employees should not vote for a Union to represent them.
- (c) The Unions will be afforded reasonable opportunities for access to employees to get their message communicated.
- (d) Management will respond to employee questions and is obligated to correct inaccurate or misunderstood information by employees.
- (e) The Union(s) will be referred to by name and will not be characterized as a "third party" or "outsider".

(f)

Any written information distributed to employees by either party relative to the organizing campaign will be shared with the other. The parties' communications with employees will be shared with the other. The parties will be in accordance with this agreement. Neither party will hire consultants who encourage an adversarial relationship. Neither managers nor Union representatives will be personally attacked. Neither the Union nor the Company will be attacked as institutions. The Company will not conduct meetings for the sole purpose of discussing organizing activities without inviting appropriate Union representatives to attend.

Allegations of violations of these provisions will be handled via the dispute resolution process contained in this Agreement.

#### Rules

- (a) The Union must show a minimum of 50% + 1 show of interest on signature cards of the appropriate unit.
- (b) A vote of 50% + 1 of those votes, validated by the Third Party Neutral (TPN), will determine the outcome.
- (c) If the Union is not successful, another election will not be scheduled for twelve months.
- (d) The TPN will resolve any issue concerning challenged ballots in similar fashion to the National Labor Relations Board (NLRB) process.

#### Time Bound

It is in the interest of both parties that the organizing campaign be conducted expeditiously. The Union is therefore obligated to notify management of its intention to conduct a formal organizing drive before it begins. The date of this notification will "start the clock". The entire campaign, including the consent election, will be concluded in 90 days. It is the intent of the parties that the 90-day time frame will include discussion and agreement on the unit. In the event the parties are unable to agree on the unit, the dispute resolution process set forth below will be utilized and the time period will be extended by the number of days required to reach agreement on the unit, but in no event will the total campaign, including

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As soon as reasonably practicable after a request by the IBEW for access, Verizon Labor Relations Staff, in conjunction with local management and IBEW representatives, will meet to discuss the details related to reasonable access to the unit by the IBEW for access to Verizon facilities. It is the intent and commitment of Verizon and the IBEW that the access agreed upon will not interfere with the operation and other normal and routine business activities, plans and programs of Verizon generally, and specifically, the selected unit. Access agreed upon will be in non-working areas and during employee non-working times. Agreements as to eventual access, such as access to conference rooms, will be reasonable in length and there will be reasonable periods between requests for eventual access. However, an eventual access, such as a prearranged meeting with an individual employee, will not be affected. If Verizon and the IBEW are unable to agree on reasonable access,

Access Agreement

If there is a dispute as to composition of the unit, the TPN shall decide the issue within an additional seven days.

The cost of using a neutral site will be split equally by the parties. Company location or at a neutral site as agreed by the parties. held within seven days. The election may be held at the about the composition of the unit, the election process will be cards by the TPN. In those cases where there is no dispute days of receipt and verification of the Union's show of interest in all cases, the election process shall take place within 14 present when the TPN counts the ballots.

those who vote will control. The parties may have an observer outcome. Consistent with this agreement, a vote of 50% + 1 of The TPN will count the votes and advise the parties of the will ensure that their choice will not be known to either party. asked to express their individual preference in a manner that the Union's show of interest to the TPN. Employees will be and will be conducted within two weeks of the submission of TPN, whose role is to ensure the integrity of the process itself, The election process will be supervised by a mutually selected accordance with this agreement.

election will be conducted to determine the will of the unit. If the TPN determines that the Union has a sufficient show of interest, he/she will schedule a Consent Election process in

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resolution of the scope of the bargaining unit and the consent election process exceed 120 days. If employees vote not to be represented, the Union agrees not to initiate another campaign (nor continue the current campaign) in that same work group for 12 months from the date of the conclusion of the campaign. This would not preclude the local Union from having contact with the workers in the group. If employees vote to be represented, collective bargaining over the terms and conditions of employment will commence within 60 days and will be limited to the agreed upon unit.

5. Informed Decision

Both parties agree that employees should be fully informed about all aspects of Union representation. The Union will provide fact-based information to employees as it endeavors to convince prospective members of the merits of being represented by a Labor Union. Management's role during this process will include:

(a) Responding to individual employee inquiries;

(b) Explaining the organizing process, including obligations and responsibilities; and

(c) Correcting any inaccuracies, misstatements or misunderstandings disseminated by the Union.

6. Free from Coercion

Consistent with the basic tenet of employee choice, the parties want to ensure that employees have expressed their choice from an informed position and are completely free from any coercion by the Company, the Union or any other party or parties. One way to ensure this objective is to have a NLRB conducted election.

In the alternative, the Company and the Union agree to use a process that is called "Consent Election." This process will work as follows:

(1) As part of the access discussions, the parties agree to use

"Consent Election";

(2) The Unions shall initiate the consent election process by providing to a TPN proof of support by means of show of interest cards from 50% + 1 of the employees in the unit. The TPN will then notify Verizon Labor Relations Staff and request a list of names, job titles and home addresses. The Company will furnish the list within five working days. The Union will also be furnished with the list. The "show of interest" cards will clearly state their purpose and that a secret ballot consent

the TPN will be asked to resolve the issue. Successful access agreements utilized at other units will be looked to for guidance as to what works and is reasonable. Verizon and the IBEW commit that they will reach such an access agreement in each instance in an expeditious manner.

## 8. Dispute Resolution

- (a) Questions or disputes arising during the course of an organizing effort within a particular unit of non-represented employees will, in all cases, be addressed first by and between the parties themselves and, in particular, Labor Relations Staff in conjunction with local Verizon management and appropriate IBEW representatives. It is the intent and desire of Verizon and the IBEW that such matters are dealt with by and between the parties themselves, particularly at the local level, without having to resort to the assistance of a third party. It is also agreed, however, that if every good faith and reasonable effort has been made, but the matter unresolved, the process described below will be utilized.
- (b) The TPN will resolve disputes in the manner set forth in this agreement. Either Verizon or the IBEW can refer a question or dispute, unresolved after good faith efforts have been made to resolve the dispute locally, to the chosen TPN by providing three working days' written notice to both the other party and the TPN. The notice will provide concise statement of the question or dispute to be addressed and a statement that the parties have attempted in good faith but have been unable to resolve the matter by and between them.
- (c) If the question or dispute involves a matter related to access (i.e., the nature, event, time, location, individuals involved, etc.) the TPN will fully investigate all relevant facts surrounding the question or dispute. The TPN will then call the parties together and attempt to facilitate resolution of or otherwise mediate the matter.

If, after a good faith attempt at facilitated resolution or mediation, the access question or dispute is still not resolved, the TPN will attempt to render an immediate decision, which includes a method or alternative methods of resolving the perceived problem. However, in no event will the TPN take longer than five days thereafter to render a decision. The decision of the TPN will be final and binding and the parties

agree to abide by his/her decision. This process, from the time the TPN is contacted to the time his or her opinion is issued, will not take more than 15 days unless the parties agree otherwise.

- (d) If the dispute involves the appropriateness of the bargaining unit the Union seeks to organize and the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to TPN and a hearing shall be conducted consistent with the rules of the American Arbitration Association. The TPN shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the decisions of the NLRB and Appellate reviews of such Board decisions.
- (e) Regardless of the type of question or dispute that is submitted to the TPN, the parties will each be given a full opportunity to present their positions and supporting factual information prior to the issuance of any opinion. No written briefs will be submitted. There shall be no ex parte contact with the TPN without the concurrence of all parties. Verizon and IBEW believe that matters pertaining to these values are best handled by and between the parties themselves and resort to a TPN should be necessary in only a limited number of cases.  
  
Verizon and the IBEW agree that the parties may distribute a decision of the TPN to employees in the selected unit but not outside to the public such as the press.
- (f) The parties agree that the process set forth herein shall be the exclusive means for resolving disputes covered by this dispute resolution process, and neither party will utilize any other forum (e.g. NLRB, federal court, etc.) to address issues subject to resolution pursuant to this process.
- (g) All expenses, resulting from the use of the TPN process, shall be split equally by Verizon and IBEW.

## 9. Acquisitions and Ventures

The parties recognize the rapidly changing nature and structure of the communications industry. Verizon may acquire (or be acquired by)

another entity. It has and may in the future form joint ventures or strategic alliances, may license its brand or technology, or may be a financial investor in other entities. The employees in those entities may be non-represented, represented in whole or in the part of the IBEW, or represented in whole or in part by some other labor organization. It is not possible to structure a single rule which will apply to all such circumstances and the Company cannot compel other entities to abide by this agreement.

This Memorandum of Agreement is effective upon ratification and shall expire on October 23, 2004. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including Neutrality and Consent Election, shall also terminate on October 23, 2004 and shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

Verizon North, Inc.  
(Mid-Atlantic  
Region)/GTE Companies

By Mary J. Darling  
Regional Manager-Labor Relations

System Council T-1

By Carl A. Crone  
Chairman, System Council T-1

Date: December 6, 2001

## LETTER OF INTENT

Between

VERIZON NORTH INC. (MID-ATLANTIC REGION)

And

INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS, LOCALS 1451, 1635, 1637 and 1944

### CONTRACTOR COMMITTEE

Verizon North Inc. (Mid-Atlantic Region) and the International Brotherhood of Electrical Workers, Locals 1451, 1635, 1637 and 1944, in the spirit of the labor/management cooperation, agree to establish a Contractor committee. The committee shall be composed of designated union and management representatives.

It is the intent of union/management to convene this committee on a quarterly basis for the purpose of discussing contractor issues and with the intent of reaching mutually acceptable solutions for the benefit of the Union and the Company.

The Company agrees to share available and relevant information in order to encourage meaningful discussion between the parties.

Verizon North Inc.  
(Mid-Atlantic Region)

By Mary J. Darling  
Regional Manager-Labor Relations

System Council T-1

By Carl A. Crone  
Chairman, System Council T-1

Date: December 19, 1998