

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**VERIZON CONNECTED SOLUTIONS INC.**  
**AND**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL**  
**WORKERS, AFL-CIO LOCAL 827**

*BCD*

**DURATION OF AGREEMENT**

Article 23, Section 1 shall be modified as follows:

Section 1 This Agreement will become effective upon ratification and will remain in effect until 11:59 p.m. on August 5, 2023.

**WAGES AND BASIS OF COMPENSATION**

Article 4, Section 11 of the Agreement shall be modified as follows:

The schedule of wage increases for the term of this 2018 MOU will be as follows:

<b>Date</b>		<b>Applied to</b>
June 21, 2020	2.5% increase applied to all steps of the basic wage schedule	All steps of the SMMST and MMST Wage Schedules
June 20, 2021	2.5% increase applied to all steps of the basic wage schedule	All steps of the SMMST and MMST Wage Schedules
June 19, 2022	2.75% increase applied to all steps of the basic wage schedule	All steps of the SMMST and MMST Wage Schedules
June 18, 2023	3% increase applied to all steps of the basic wage schedule	All steps of the SMMST and MMST Wage Schedules

**MEDICAL PLAN CHANGES**

Attachment O Section B of the Agreement will be revised to include the following:

The VCS Medical Plan will be amended so that a “mirror image” of all benefit changes to the Managed Care Network (MCN) Option, MEP PPO Option, EPO Option and HMO Option offered under the terms of the Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Associates (“VMEP”) that apply to “IBEW Associates,” as amended by Section V of the IBEW Mid-Atlantic 2018 MOU, shall also apply to eligible VCS employees and dependents under the VCS Medical Plan. In addition, each VCS employee will be required to pay the same Monthly Employee Contribution toward the cost of coverage for the applicable medical option and coverage category elected by such VCS employee in the same manner and in the same amounts as other Mid-Atlantic associates as set forth in Section V of the IBEW Mid-Atlantic 2018 MOU.

*RWS*

FOR THE COMPANY:

*Thomas J. Stribling*  
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THOMAS J. STRIBLING, Chairman

FOR THE IBEW:

*R W Speer*  
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ROBERT SPEER, Chairman