

**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515-3001**

PLEASE REPLY TO:

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April 28, 2016

Lowell McAdam  
Chief Executive Officer  
Verizon Communications  
One Verizon Way  
Basking Ridge, NJ 07920

Dear Mr. McAdam:

I am writing to encourage Verizon to work with the Communication Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) to reach a resolution that reflects the value of their members' work to the customers and communities the company serves. As a trained electrician and proud retired member of IBEW, I know firsthand how critical good wages and benefits are to workers and their families. I hope that a final agreement will protect high quality middle class jobs in America, uphold the integrity and quality of Verizon's current workforce and make appropriate investments in FiOS broadband service, particularly in underserved areas of our region.

Given the rapid changes that are taking place in the telecommunications industry, I appreciate Verizon's need to maintain flexibility and find new efficiencies. Thus far, it is my understanding that both CWA and IBEW have offered to negotiate substantial savings in healthcare for the wireline workforce but still have outstanding concerns about the treatment of sick and injured workers, pensions, and the potential for outsourcing of jobs.

I recognize the work that Verizon and its employees do to ensure that the millions of customers still reliant on the copper network continue to receive high quality service, while building, installing and maintaining the state-of-the-art FiOS and wireless systems. With an impressive \$39 billion in profits in the last three years, it is my hope that any contract proposal by Verizon would allow wireless retail workers, technicians, and wireline and call center employees - who have been at the heart of Verizon's success - to share in that success.

Thank you for your consideration. As you consider further proposals, I urge you to consider those that preserve high quality jobs and expand access to high speed internet for the constituents we serve.

Sincerely,



Donald Norcross  
Member of Congress