

SUMMARY OF TENTATIVE AGREEMENT
BETWEEN
COMMUNICATIONS WORKERS OF AMERICA
DISTRICT 2-13 AND DISTRICT 1 NJ
AND
VERIZON MID-ATLANTIC

MARCH 2, 2026



CWA District 2-13 Vice President Mike Davis, along with CWA Bargaining Committee Chair Letha Perry, and the CWA Mid-Atlantic Bargaining Committee – Presidents Johnny Brown (Local 2108), Charles “Bubba” Craddock (Local 2201), Jim Gardler (Local 13000), Amy Lafferty (Local 1000), Patrice Mears-Swift (Local 13100), Cindy Neumeyer (Local 13500), Shannon Opfer (Local 2107), and Mike Watson (Local 13101) – are proud to announce that the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) have reached a tentative agreement with Verizon regarding a four-year extension of our current contract, which is set to expire August 1, 2026. Should this new agreement be ratified, it will remain in effect until August 3, 2030.

This contract extension includes major gains and *no givebacks*:

- Increases wages
- Increases pension band values
- Adds a significant number of new CWA-represented jobs
- Adds work to the bargaining unit
- Continues the Work-at-Home Agreement

It includes up to an additional \$1,000 per year healthcare subsidy for pre-Medicare retirees hired on or after August 3, 2008, by increasing the maximum annual benefit to \$15,440 and reduces the number of Net Credited Service years to reach the maximum subsidy amount from 25 to 20.

The agreement also includes improved opportunities for retirement savings for employees hired on or after October 28, 2012, in the form of an additional annual CPS award of \$3,100.

Over the life of the agreement, the compounded value of the wage increase will be 17.62%, which includes an additional 1% added to the July 2026 wage increase negotiated under the previous contract.

A minimum of 850 new technicians, 140 Sales and Service employees, and 140 Technical Support employees will be hired in the Mid-Atlantic footprint over the life of the Agreement.

Over the past decade since the strike in 2016, our Union has experienced significant changes, and the landscape we are navigating has shifted dramatically. The current federal government has shown that it is not afraid to fire workers who stand up for their rights and is willing to undermine our union contracts. At the same time, the National Labor Relations Board has been weakened, leaving us more vulnerable than ever. On top of all of this, we are grappling with a healthcare affordability crisis that affects people across the nation. Healthcare costs are skyrocketing in every industry, and the situation has only gotten worse as government funding for health care has been slashed and the Affordable Care Act comes under threat. This means that care is becoming more expensive for everyone, regardless of your insurance coverage. In the face of these challenges, we have managed to secure an extension agreement that represents a significant achievement for our members. It includes incremental increases similar to what we have seen in past agreements, along with an economic package designed to help offset the rising costs of healthcare. This is a significant victory for our members, offering them a genuine sense of security for their future in these rapidly evolving technological times.

Summary of the Agreement

1. Duration of Contract Extension

The four-year extension agreement will continue the terms of the current contract (as extended in 2022) in full, unless otherwise noted, until 11:59 p.m., August 3, 2030.

2. Wages and Other Compensation

The Extension Agreement provides wage increases in 2026 over and above what is already in the current agreement, plus annual raises during the 4-year extension. As a result, the base wage will increase by a total of 17.62% in 2026 through 2030 (compounded). Yearly Corporate Profit Sharing payments of at least \$1,200 will add to wage gains.

a. General Wage Increase – The additional increase in 2026, as well as the new increases, are listed below. All are applied to all steps in the basic wage schedules on the dates indicated.

- July 26, 2026: 1% (in addition to 3% already effective July 26, 2026, for a total of 4%)
- July 25, 2027: 3.5%
- July 30, 2028: 3%
- July 29, 2029: 3%
- July 28, 2030: 3%
- Compounded increase: 17.62%

b. Cost of Living Adjustment – A cost-of-living adjustment, effective on July 29, 2029 if applicable, will be made to base wage rates. The adjustment is as follows: one-half of the increase above 3.75% in the CPI-W for the period April 2028 through April 2029, not to exceed 2%. Example: Change in CPI equals 4.25% over the one-year period. $4.25\% - 3.75\% = 0.5\%$ divided by 2 = 0.25% additional increase in wages.

c. Corporate Profit Sharing

- The Company will award Corporate Profit Sharing distributions in each year of the extension, with a minimum distribution of \$1,200 each year. This is an increase of \$500 over previous years' minimum distribution.
- Bargaining unit employees hired on or after October 28, 2012, will receive an additional CPS distribution of \$3,100 in each year of the extension. This additional CPS distribution will be automatically deposited into the 401(K) Savings Plan, unless an advance election is made to instead receive the additional distribution by paycheck.

3. Retirement Security - Pension and 401(k)

- Pension bands will be increased by 1% on September 15 of 2026, 2027, 2028 and 2029.
- The Lump Sum Cash Out provisions of the Pension Plan will be continued.
- The "Additional Temporary Pension Lump Sum Basis" Letter of Agreement, which provides an alternative method to calculate the PBGC lump sum value, will remain in effect during the term of the extension.
- Added 401(k) Savings Plan matching contributions based on student loan payments in accordance with the Secure 2.0 Act.
- The Stock Together program, which provided maximum awards of \$500 for pension eligible employees and \$2,500 for non-pension eligible employees at the Company's discretion, will be discontinued for 2026 and future years. Instead, the minimum CPS distribution has been increased by \$500 for all bargaining unit employees with an additional CPS distribution of \$3,100 for non-pension eligible bargaining unit employees (defaulted into the 401(K) Savings Plan unless otherwise elected).

4. Health Care – Medical and Dental

- a. **Medical Contributions** – The chart below reflects the **2026 contribution amounts established by the current contract**, along with 2027 through 2030 contribution amounts included in the Extension Agreement. The following monthly amounts assume non-smoker and completion of the Health Risk Assessment*. Deductions will be pre-tax and divided over four paychecks each month.

	MCN & MEP (Monthly)		EPO, HMOs, and Other Plans (Monthly) (contributions will be no greater than the following)	
	Employee	Employee + Family	Employee	Employee + Family
2026	\$150	\$300	\$225	\$450
2027	\$158	\$316	\$237	\$474
2028	\$166	\$332	\$249	\$498
2029	\$174	\$348	\$261	\$522
2030	\$182	\$364	\$273	\$546

* The \$100 health risk assessment credit, which remains unchanged for the duration of the extension, is reflected in the amounts above. Without the health risk assessment credit, an additional \$8.33 per month will be charged.

The tobacco premium remains unchanged. If an employee or covered dependent uses tobacco products, the rates above will be increased by \$50 per month. The additional cost can be avoided by participation in a smoking cessation program or activity.

- b. **Medical Deductibles and Out of Pocket Maximums** – The chart below reflects **2026 amounts established by the current agreement**, along with 2027 through 2030 amounts included in the Extension Agreement.

	MCN		MEP	
	In Network	Out of Network	In Network	Out of Network
ANNUAL DEDUCTIBLE (Deductibles apply to Out-of-Pocket Maximum.)				
Individual	2026: \$325 2027: \$350 2028: \$365 2029: \$385 2030: \$405	2026: \$975 2027: \$1,000 2028: \$1,025 2029: \$1,050 2030: \$1,075	2026: \$750 2027: \$775 2028: \$800 2029: \$825 2030: \$850	2026: \$975 2027: \$1,000 2028: \$1,025 2029: \$1,050 2030: \$1,075
Family	2.5 times the individual rate	2.5 times the individual rate	2.5 times the individual rate	2.5 times the individual rate
OUT-OF-POCKET MAXIMUM				
Individual	2026: \$1,650 2027: \$1,700 2028: \$1,750 2029: \$1,800 2030: \$1,850	2026: \$2,450 2027: \$2,500 2028: \$2,550 2029: \$2,600 2030: \$2,650	2026: \$1,750 2027: \$1,800 2028: \$1,850 2029: \$1,900 2030: \$1,950	2026: \$2,650 2027: \$2,700 2028: \$2,750 2029: \$2,800 2030: \$2,850
Family	2.5 times the individual rate	2.5 times the individual rate	2.5 times the individual rate	2.5 times the individual rate

- c. **Medical Copays** – Copays in the MCN and MEP health care plans will remain unchanged through the extension, except for Specialist Office Visits in 2030 and Emergency Room Visits in 2029 and 2030.
- Specialist Office Visits copay:
 - 2026: \$35**
 - 2027: \$35
 - 2028: \$35
 - 2029: \$35
 - 2030: \$40
 - Emergency Room Visits (waived if admitted):
 - 2026: \$160**
 - 2027: \$160
 - 2028: \$160
 - 2029: \$165
 - 2030: \$170
 - Urgent Care copays will remain \$25.
- d. **HMO and EPO Medical Plan Changes** – Copay maximums in HMO and EPO plans will remain unchanged through the extension, except as follows:
- Specialist Office Visits: \$40 in 2030
 - Emergency Room Visits: \$165 in 2029 and \$170 in 2030
- e. **Dental**
- In 2027, the in-network annual benefit maximum per person for dental expenses excluding orthodontia in the Met Life Preferred Dentist Plan and the Met Life Preferred Dentist Plan Out of Area Option will increase from \$1,500 to \$2,000.
 - Additionally, in 2027, the lifetime benefit maximum per person for orthodontic services for both Met Life Preferred Dentist Plan and the Met Life Preferred Dentist Plan Out of Area Option will increase from \$2,000 to \$2,500.

5. Retiree Health Benefits

- a. The annual benefit for pre-Medicare retirees with a NCS Date on or after August 3, 2008, will be increased from \$576 for each year of completed NCS up to a maximum of 25 years (\$14,400 max.) to \$772 for each year of completed NCS up to a maximum of 20 years (\$15,440 max).
- b. The Union and Company will continue to explore and negotiate additional medical plan options and/or a Health Reimbursement Account (HRA) to be made available to eligible pre-Medicare Retirees.
- c. Copay changes for Medical and annual and lifetime maximums for Dental described above for employee coverage will also apply to retiree coverage.

6. Union Jobs

Quality union jobs will be added over the term of the Extension Agreement.

- a. 850 employees will be hired into jobs outside the Sales and Service Centers and Technical Support Centers in the Mid-Atlantic footprint, with a minimum of 520 in CWA District 2-13 area
- b. 140 employees will be hired into positions in Sales and Services (proportionately based on current headcount)
- c. 140 employees will be hired into positions in Technical Support (proportionally based on current headcount)
- d. 100 internal technician job requisitions in the Mid-Atlantic footprint, open only to those in the Mid-Atlantic footprint for whom the positions would be a promotion

7. Additional Work

- a. Call volume percentages will be increased in Sales and Service to 71% in 2027, 72% in 2028, and 73% in 2029.
- b. Call volume percentages will be increased in Tech Support to 58% in 2027, 59% in 2028, and 60% in 2029.
- c. Addition of new work for the bargaining units:
 - Home / Mobile Work – Sales and Service work of VZW products
 - VZW Inside Hut Work – Technician work on operational transport equipment (Hut Work) to be exclusively performed by COTs/SETs beginning no later than January 1, 2027
 - VZW Service Aggregation Point (SAP) and Transport Aggregation Point (TAP) Work – Verizon Business (VZB) Technicians and/or Verizon Telecom (VZT) Technicians will exclusively perform VZW SAP and TAP work beginning no later than January 1, 2027
 - Verizon Business (VZB) Work – VZB and/or VZT Technicians will perform fiber restoration, as well as pulling and splicing of VZB fiber, beginning no later than January 1, 2027
 - VZW One Talk Work – bargaining unit employees will install VZW One Talk product beginning no later than January 1, 2027
 - Eaton Fiber Sales, Service, and Technical Support Work – bargaining unit employees will handle a majority of this work related to the Verizon/Eaton Fiber arrangement.

8. Work-at-Home

The Work-At-Home Memorandum of Agreement will remain in effect.

9. Verizon Acquisition of Frontier Territories in Pennsylvania

On or before January 3, 2027, employees in the Frontier Pennsylvania bargaining unit will be covered under the applicable collective bargaining agreement between CWA District 2-13 and Verizon. This agreement provides for significant improvements to the members' wages and benefits, reduces the use of contractors in the former Frontier footprint, and strengthens our bargaining unit.

10. Meal Allowance

The daily meal allowance will be increased to \$45 for CWA Locals in the Mid-Atlantic footprint.