

MEMORANDUM OF AGREEMENT

Between

VERIZON MARYLAND, INC., VERIZON VIRGINIA, INC., VERIZON WASHINGTON D.C., INC., VERIZON WEST VIRGINIA, INC., VERIZON SERVICES CORP., VERIZON ADVANCED DATA, INC., VERIZON AVENUE CORP., VERIZON SOUTH, INC. (VIRGINIA), VERIZON CORPORATE SERVICES CORP.

And

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

BUSINESS ATTIRE

Verizon Maryland, Inc., Verizon Virginia, Inc., Verizon Washington, D.C., Inc., Verizon West Virginia, Inc., Verizon Services Corp., Verizon Advanced Data, Inc., Verizon Avenue Corp., Verizon South, Inc. (Virginia), Verizon Corporate Services Corp. (hereinafter the "Companies" or "Company") and the Communications Workers of America, AFL-CIO (hereinafter "CWA" or "Union") recognize the necessity to enhance and promote a professional businesslike image in the highly competitive telecommunications workplace. Therefore, standard business attire may be required of employees who perform installation and repair work, including customer premise work, associated with Fiber to the Premise (FTTP).

Other employees in job classifications with face-to-face customer contact may be offered to participate in this program on a voluntary basis at any time. Additional employees in job classifications who may be required to wear Business Attire under this program may be included by mutual agreement.

The Business Attire Program includes the following features:

- An annual allowance toward the purchase of Business Attire for the employee of up to \$240 the first year and up to \$ 180 per year thereafter.
- An approved catalog (hard copy or on-line) will be made available for the purchase of Business Attire. All shirts available through the approved catalog will have a CWA logo. The shirts will be manufactured in the USA by union represented employees.
- Purchases in excess of the allowances identified above will be borne by the employee.
- Additional Business Attire items may be purchased from the catalog at the employee's expense.

November 23, 2004

- Employees who are required to participate in the Business Attire Program will wear approved Business Attire each day the employee is assigned to work.
- The employee will be responsible for the cleaning and continued upkeep of the Business Attire items, subject to applicable state regulations.
- Baseball style Verizon caps or caps with only "CWA", and/or a Local number, and/or the official CWA logo affixed must be worn if employees desire to wear a hat at work (except for required hard hats).
- It is further expected that all employees will exercise good judgment and common sense in projecting the proper professional image appropriate for their assignment and be neat, clean and well groomed.

This Memorandum of Agreement will become effective November 1, 2004. The Company may terminate this MOA with 30 days notice to the Union should it decide to no longer require business attire to be worn by employees assigned to FTTP.

By: _____
Company Bargaining Chair

By: _____
Union Bargaining Chair

Date: _____

Date: _____