

**Summary of Unilateral Revision of the  
VZ Mid-Atlantic Regional Attendance Plan,  
effective May 1, 2006**

**Below is the notification by Verizon to the Union.**

Effective May 1, 2006, the Mid-Atlantic Regional Attendance Plan will be modified to more effectively address absenteeism and tardiness in the Mid-Atlantic region. A copy of the revised Plan is attached.

The revised Plan provides, in part, that an employee will be placed on Step 1 of the Plan if the employee has:

- two chargeable incidents of absence in 6 months; or,
  - one chargeable incident of absence three (3) days or greater; or
  - four (4) chargeable incidents of significant tardiness (or equivalent minor tardiness) in 6 months; or
  - any combination of 1 chargeable incident of absence and 2 or more chargeable incidents of significant tardiness (or equivalent minor tardiness) in 6 months
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- In addition, an employee will move directly from Step 1 to Step 3 if s/he has a chargeable incident of absence within 6 months that exceeds three (3) days.
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- The definition of significant tardiness has been changed from 6 minutes or more to 5 minutes or more.
  - This change makes the tardiness definition in Potomac and New Jersey the same as the existing definition in Pennsylvania and Delaware.
  - Also, two tardies within six months advance the employee from Step 1 to each succeeding Step, making the Potomac and New Jersey standard the same as the existing standard in Pennsylvania and Delaware.