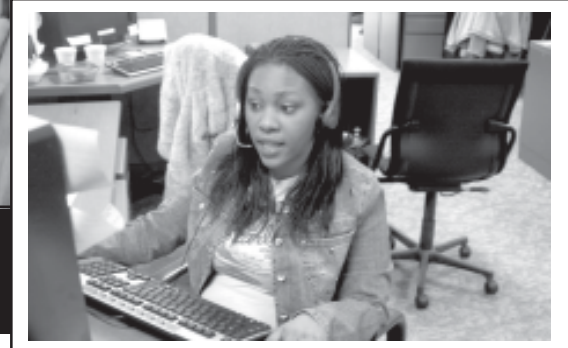


If we're Union, Verizon says we're a

"THIRD PARTY"



To "discourage" our co-workers at Verizon Business from organizing, management e-mailed the technicians a 10-page "Union Awareness" message attacking us. Behind our backs — the 80,000 of us at Verizon core who have collective bargaining rights — management called us a "Third Party" that "impedes" the company's business and prevents it from providing a "fair and open working environment."

We are Verizon's frontline workers and we built this company. We do the work, we take care of the customers, our work enables Verizon to advertise about 99.999 percent reliability. To our faces, Verizon says we're on the same team. They ask for our support and we get behind legislation that helps our company and industry.

Now, is it a different story?

HERE'S WHAT VERIZON IS SAYING ABOUT US TO VERIZON BUSINESS TECHS WHO ARE SEEKING A UNION:

"Our business philosophy is to encourage direct interaction between management and our employees — that direct give-and-take is facilitated through a union-free environment.

It is our firm belief that a third-party generally impedes on the efficiency and effectiveness of the problem-solving process. . . . We want a direct and two-way line of communication with our employees, which is essential to a fair and open working environment."

"If the company does not agree with union proposals or demands, **the only thing the union can do to try to force the company to agree is to go on strike.**"

"Our Human Resources team is always available to mediate any internal issues that may arise. Additionally, HR implements and enforces policies designed to provide employees with a fair working environment. **The union is limited in its ability to influence corporate policies.**"

"These [NLRB] rules allow unions to make statements or promises in order to obtain support from the people they are trying to represent. **A union can make any number of promises in order to gain support,** as long as threats or violence are not used. . . . **Employers are held to a much different standard. They are expressly prohibited from making any promises or even implying that pay, benefits or working conditions will improve if employees reject unionization. . . .**"

"Once a union is voted in, the union will be responsible for handling all grievances and issues between you and management; however, **this process does not guarantee you better, faster or any results at all.**"

"We are not a 'third-party' organization. We are union members and frontline company employees. To our customers, we are the company.

We stand behind Verizon Business technicians in their campaign for a union!

COMMUNICATIONS WORKERS OF AMERICA (CWA)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

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