

# CWA District 1 NY/NE

## Summary of Agreement in Principle

### Verizon Wireless Retail

*March 3, 2026*

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We are pleased to present to the VZW retail bargaining unit this contract extension. This new contract offers:

- A Ratification Bonus - Unionized Stores are the only stores receiving these Bonuses
- Continues the “floors” for the merit pay pool
- LOAs assuring Union workers receive the same training and access to products as non-union employees.

In short, Brooklyn retail workers enjoy the best working conditions and job protections at Verizon Wireless in the country. This contract extension continues to ensure that your merit pay doesn't fall below certain thresholds, provides bonuses, and is an important step in the right direction.

We urge everyone to participate in your union—because when we are unified, we have power.

The tentative agreement described below builds on the first contract we achieved in 2016 and the previous extension agreements.

# Highlights of Tentative Agreement

## 1. Duration of Extension

The terms of the contract will become effective upon ratification and will remain in effect until 11:59 pm on August 3, 2030.

## 2. Ratification Bonus

A bonus of \$750 for full-time employees and \$375 for part-time employees will be made to employees' within 30-days of ratification.

An Additional Bonus of \$500 for full-time employees and \$250 for part-time employees will be made to employees on the first anniversary of ratification of this contract extension to employees on the payroll as of the first anniversary of ratification.

## 3. Protections for Merit-Based Pay

Bargaining Unit Employees shall participate in the annual merit based process in the same fashion as similarly situated employees. However, the pool available cannot drop lower than the following amounts each year. Individual merit based wages will be made at the discretion of management.

- 4.00% effective 2027
- 3.00% effective 2028
- 3.00% effective 2029
- 3.00% effective 2030

## 4. Letters of Agreement

- a. **Sourcing - Unionized retail locations shall be treated the same as non-unionized retail locations in the Northeast Market.**
- b. **Training - Members shall receive the same training as similarly situated employees in the Northeast Market.**