

Verizon Union vs. Verizon Non-Union

Like Night & Day

	Verizon "Core" (union)	Verizon Business (no union)
Base Pay	5 year tech earns a minimum of \$68,328.00; with voluntary overtime, the salary range is between 75,000 to well over \$100,000	Pay varies, based on favoritism. After 7 yrs. Tech II's in the Northeast get somewhere between \$47,000- 67,000
Education	100% employer-paid tuition reimbursement at any accredited institution on any subject. After 8 years, you may get associates degree in telecommunications (paid by company on company time), and pay jumps 6.6%	Tuition reimbursement at management's discretion.
Overtime	Paid daily in most contracts; OT is voluntary	Only when required by law
Pay Progression	Step increases every 6 months while progressing to top pay. Annual percentage increase.	Pay at management discretion. When no union activity, pay increases are rare.
Health Care	Cost of medical, dental and vision coverage fully paid by VZ.	Paycheck deductions of over \$2,000/year for 2 people, and up to \$7,000/year for a family! Very high deductibles.
Family and Medical Leave Act	Workers are able to exercise their rights under FMLA. In addition, members are paid for all sick time under FMLA.	Workers are able to exercise their rights under FMLA
Retirement Benefits	Guaranteed monthly retirement benefits and retiree health care	No pension plan or retiree health benefits
401(k)	6% (supplemental to pension, above)	6%
Grievance/ Arbitration Procedure	Representation and formal process for resolving unfair treatment. Discipline can be imposed only for "just cause." Mgmt. decisions can be appealed to neutral, third party arbitrator, who has the power to reinstate employees, order back pay, or restore other job rights.	Management is final decision maker in any grievance. No neutral third party available.
Health & Safety	Local safety committee. and national safety experts help members solve problems that lead to injuries In neighborhoods where you feel unsafe you ride with a co-worker	No employee committee For outside field techs: In neighborhoods where you feel unsafe you cross your fingers and go out alone.
Job Security	Workers protected against layoffs, forced transfers, or downgrades caused by office closings.	"At-will" employment means you serve at the employer's pleasure with little or no job security
Retirement Health Insurance	Fully paid by company upon retirement for the rest of your life	none
Layoffs	Company laid off over 3000 people, the union filed a grievance and won. All employees were hired back, with back pay, and reimbursed for all medical expenses.	No recourse available in the event of layoffs
Changes in Working Conditions	With a written contract, Verizon cannot take away any benefits	Without a written contract, any raises, benefits, vacation time, etc, can be changed at any time by management for any reason
Holidays	11 paid holidays	6 holidays

**Verizon Core members WON these benefits through negotiations.
Management did not "Give" any of these benefits.**