



Peter Homes  
Director- Labor Relations  
310 Orange St.  
New Haven, CT 06510  
203-912-2714

April 30, 2020

Lee Perry  
Administrative Director, CWA District 2-13

Re: COVID-19 Work At Home-Renewal

Dear Lee,

As a result of the current COVID-19 outbreak, through the end of June 2020 certain eligible employees shall be entitled to work at home on a voluntary basis. Management will determine how many employees are eligible to work at home by title, location and work group, and employees in the eligible title, location and work group will volunteer to work at home. If there are more volunteers in a particular title, location and work group than management determines are eligible to work at home, volunteers will be selected by seniority. Every accepted volunteer's wages, benefits and other terms and conditions of employment will continue to be governed by the applicable collective bargaining agreement.

Accepted volunteers will be responsible for installing and maintaining all Company property provided to them in order to perform work at home. While working at home, it is the accepted volunteer's responsibility to comply with all Company rules and policies. For example, all accepted volunteers must use all Company property in accordance with Company rules and policies and protect Company and customer proprietary information in accordance with such rules and policies. Management retains the discretion to terminate an accepted volunteer's temporary work at home arrangement if an accepted volunteer fails to abide by the Company's work rules or policies. If any accepted volunteer comes to their normal reporting location during their temporary work at home arrangement, no payment for mileage or travel time will be made.

The Union understands that the return to work process, whenever it ultimately occurs, may take several weeks to complete (estimated between two and four weeks). The Union agrees to work with the Company to help achieve the most efficient and workable process possible to return WAH employees to their reporting centers.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, and the underlying facts related to this agreement, shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,  
Peter Homes

Agreed for the Union:

Letha Perry

Date:

4-30-2020