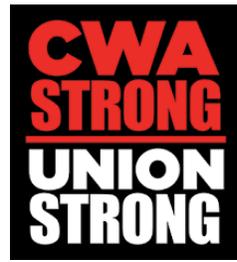


**CWA District 9  
Frontier Bargaining Update  
September 4, 2021**



**DAY 47**

Your Bargaining Committee and the Company worked throughout Saturday, September 3<sup>rd</sup> and until the late evening in an attempt to reach a tentative agreement on outstanding issues. Both bargaining teams agreed to recess while each side considered counterproposals. Your Bargaining Team worked until Sunday morning reviewing the Company's proposals and drafting our response. Yesterday, the team saw slight movement from the company, but we have a multitude of key items to address in order to reach a fair contract that our members rightfully deserve.

**Key issues discussed:**

- **Wages:** The Company countered our proposal tiptoeing towards our fair wage.
  - We'll continue citing why our members have already earned that future pay increase.
- **Job Security:** The Company continues to maintain that no other state agreed to job security language.
  - Our members will not settle for the same.
  - We'll continue to drive home we **MUST** have job security.
- **Benefits:** The Company has not moved from their initial proposal of lowering our benefit coverage while raising the medical contribution.
  - We're definitely countering their proposal.

We'll continue to counter with the facts; the membership helped this company through the acquisition, this membership supported the company when customers wanted to disconnect their service and attacked the brand, and this membership stood by the company throughout the bankruptcy proceedings.

Your Bargaining Committee informed the Company we'll continue negotiating while working without a contract (expired September 4<sup>th</sup>). This bulletin serves as notice we're working without a contract. At this time, we're not striking so please continue to report to work as scheduled.

We'll continue working day and night until we reach a tentative agreement.

Please continue your mobilization efforts because WE heard you loud and clear.

**SOLIDARITY FOREVER!**

**Your Union Bargaining Committee,**

Lynn Johnson, CWA Area Director

Don Ruiz, CWA Staff Rep

Lisa Shafer, CWA Local 9575 President

Steve Maldonado, CWA Local 9400 Vice President

Thomas Gardella, CWA Local 9510 Vice President