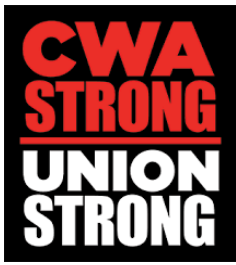


**CWA District 9  
Frontier Bargaining Update  
September 30, 2021**



**DAY 71**

In our recent rounds of bargaining the Company has continued with their stance of unrestricted use of contractors for Fiber work and they have rejected all our proposals on contractor caps. This is completely unacceptable. The Company has maintained that they have no interest in continuing our Job Security proposals. Your Bargaining Committee has made proposals on a decent wage proposal and medical benefits; however the Company has indicated that the Union has unrealistic expectations. Your Bargaining Committee is fighting with everything we have and your mobilization activities are helping, but they are not getting the message that you have tolerated too much B.S. over the past several years. All members have assisted this Company through a bankruptcy and a worldwide pandemic but the Company wants to take back benefits and offer a pitiful wage proposal. Is this the thank you from the Company that we want to accept???

Finally we are fighting over your Retiree Medical/VEBA...The Company is stating that the VEBA account does not exist, yet we are strongly stating that the Retiree Medical/VEBA MOA does exist. We are exercising all avenues in fighting this issue. The message is clear...When this Company is done with you they do not want to cover your health issues from your dedicated work that you provided.

The Bargaining Committee is extremely grateful for all of our members' efforts in mobilization.

**UNITED WE WIN...**



Long Beach Grand Prix Rally

**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