



Frontier CA Bargaining Update

AGREEMENT REACHED

The Company re-evaluated their last proposal based on the bargaining committee's serious concerns. Those concerns included the protection of all current contract language and agreements. The bargaining committee continually pressed for monetary improvement, however, due to the bankruptcy hearing and the controls of the bankruptcy judge and his final disposition the Company submitted a revised proposal that met our demand of a finite date in the near future for bargaining.

Due to our actions and the actions of the locals, the Company proposed that the CBA and all MOU's, MOA's and LOA's are in full force including the "No Lay-Off" language.

Our next pay increase would have been in March of 2021; however, due to the bankruptcy proceedings we were not able to get monetary improvements of any kind, despite all of our efforts.

The Company attempted to force an extension with an unknown expiration date other than a 90 day escape clause; however, again, due to the efforts of this District we forced the Company to issue an expiration date of September 4, 2021.

Due to these facts and in much discussion and debate, it was in the best interest of all members considering our current circumstances, in relation to COVID-19 and bankruptcy proceedings, that the MOA was agreed to today.

We have a lot of work ahead of us before September 4, 2021, hopefully without COVID-19 and with the bankruptcy proceedings in our rear view mirror, we can move on to real-true bargaining. Let us unite and work more cohesively together to get what is owed to California workers in this bargaining unit.



2020 FRONTIER/CWA CALIFORNIA MEMORANDUM OF AGREEMENT

Frontier Communications California, Inc. (“**Frontier**”) and the Communications Workers of America, AFL-CIO (“**CWA**”) hereby enter into this 2020 Memorandum of Agreement (“2020 MOA”) pertaining to CWA-represented employees in California who are covered by the Collective Bargaining Agreements (“**CBAs**”) between Frontier and the CWA that were acquired by Frontier in 2016 and set to expire September 5, 2020. The parties have agreed to the following:

1. The 2013 CA CWA CBAs -- known as CBAs # 4 (“Core”) and # 9 (“Supply Chain Services”), the 2015 California Acquisition-Related Memorandum of Agreement, the 2016 California Acquisition-Related Memorandum of Agreement, the 2018 Frontier/CWA Memorandum of Agreement and any letters of agreements (LOAs) and letters of understanding (LOUs) including MOAs, MOUs and all international union, district and local agreements that were valid and enforceable immediately prior to the effective date of this MOA shall remain in effect until 11:59 p.m. on **September 4, 2021**. This MOA shall supersede any conflicting provision in the CBAs (including any provision which would earlier end the term of the CBAs or any provision which would extend the term of the CBAs for a longer duration).
2. This Memorandum of Agreement shall be effective immediately upon signing by both parties.