

# 2022 Tentative Agreement Highlights

## Frontier D6

4 year Agreement, expires August 1, 2026

12.5% GWI (13.2% compounded) with 1.5% retroactive to August 7, 2022, 1.5% retroactive to February 5, 2023

1.5% August 6, 2023 / 1.5% February 4, 2024 / 1.5% August 4, 2024 /

1.5% February 2, 2025 / 2% August 3, 2025 / 1.5% February 1, 2026

Retained the Employee Annual Recognition (EAR) Bonus of \$700 at ratification \$500 at anniversary of the contract dates in August 2023,2024,2025

New Article 33, Work at Home (includes \$200 equipment reimbursement and language for Union representation when working from home)

Additional Holiday beginning 2023 (employees will have the option to observe Juneteenth or Veteran's Day)

Adoption Assistance MOA will now include blood relatives (this is changed in the SPD)

One time opportunity for all Banked Vacation to be paid out by Dec.31, 2023

One time LTD open enrollment

Added Domestic partner to authorized absences/bereavement

Accretion of Supply 113 and Enterprise 55 into Core contract 48

LOU that creates a Training Advisory Board that will monitor a training curriculum for members to move into higher paying craft titles

New MOA Training Opportunities To Succeed (TOTS) that will make an employee a valid candidate for higher paying craft titles after successfully completing the classes designed by the TAB

New Employee discount MOA, giving Employees a 30% discount on Frontier Services

New MOA Frontier Fiber Internet Jobs with the addition of contractor caps (changed from unlimited contractor usage(in FiOS) to a 35% cap (in FFI) no layoff or part-timing due to contractor usage

Modified Retiree Life Insurance of \$10,000 to include Non Pension eligible employees

Increases in Per diem

Increased On Call premium

Increased Night Tour premium

New MOA – Josh Schulze Safety Committee/new committee (in memory of the technician that died from coming in contact with a power line)

Renewed Pension Lump Sum payment option

No 401k changes

Agreement with commitments to not close Centers, Texas inbounds sales and service calls and USA based call Center work through January 1, 2025

Business Attire MOA and Boot allowance with addition of shorts and pants

New Enhanced Income Security Plan that in certain circumstances will double from \$1100 to \$2200 for each year of completed service

New GPS/Telematics MOA that will provide coaching first after unsafe driving trends are identified, no single infraction would lead to discipline

VEBA - once a retiree or their dependents reach age 65 and medicare eligible they will no longer have company provided medical coverage.

see attachments for medical increases

