Comprehensive Settlement – Tentative Agreement

2026 CWA District 6 (Locals 6171/6132) – Texas Negotiations 8/8/2026

The Company and the Union have reached agreement on all terms in settlement of the 2026 negotiations for a new contract between the parties. All changes to the existing contract shall be effective upon ratification unless a different date is specified in the agreement. All proposals made by the parties that are not included in this agreement are considered withdrawn. The Union Bargaining Committee agrees to recommend ratification of this Settlement Agreement.

This comprehensive settlement – Tentative Agreement is comprised of the following proposals:

- **Company Proposal #1 – Duration of Agreement –** TA'd 7/30/26
- **Company Proposal #2 – Term Employee Classification – Additional Provisions -** TA'd 7/31/26
- **Company Proposal #3 – Article 12 – Relocation Allowance –** TA'd 8/8/26
- **Company Proposal #6 – 2015 Texas Acquisition Related MOA** – As proposed 7/24/26
- **Company Proposal #7 – Active Benefits -** As proposed 8/8/26 TAd 8/8/26 1121pm RC
- **Company Proposal #10 – Tuition Assistance & 401k Match for Student Loan Payments -**

  As proposed July 28, 2026 TAd 8/8/2026 1123pm RC
- **Company Proposal #11 – Verizon Wireless Work Letter –** TA'd 8/8/26
- **Company Proposal #12 – MOA & LOU Status –** TA'd 8/8/26
- **Company Counter to UP #4 –** TA'd 8/8/26
- **Union Proposal UP #5 – Employee Discounts MOA –** TA'd 7/7/26
- **Company Counter to UP #7 – Business Attire** – TA'd 8/6/26
- **Union Proposal UP #16** – **Training Advisory Board –** TA'd 7/16/26
- **Company Counter to UP #17** – **Premium Pay –** TA'd 8/8/26
- **Company Counter to UP #18** – **Article 14 Board and Lodging –** TA'd 7/17/26

- **Company Counter to UP #15 and UP #22 – Pension Plan Survivor Benefits –** TA'd 8/4/26
- **Union Proposal UP #34 – Voluntary Termination Bonus –** TA'd 7/29/26
- **Frontier Counter to UP #39 – Wages –** TA'd 8/8/26
- **Frontier Counter to UP #41 – Frontier Fiber Internet Jobs MOA –** TA'd 8/8/26

This 2026 Comprehensive Settlement Proposal MOU shall become effective if, and only if, ratified by the results of the voting in the bargaining unit represented by CWA Texas Locals 6171 & 6132, no later than September 7, 2026. The current CBA shall be extended through this date or the date of ratification whichever is earlier.

Frontier Southwest Incorporated	Communications Workers of America
Rick Carpenter	Cheryl Dawson
Director Labor Relations	CWA Representative

TA'd 7/30/2021
132pm
RC

Frontier Proposal #1
ARTICLE 32
DURATION

2026 Texas CWA District 6 Negotiations
June 23, 2026

➢ Modify Article 32 - Duration as follows:

Section 1. Duration of Agreement

1.1 This Agreement shall be effective **upon ratification** ~~May 12, 2023~~, and shall remain in effect for an initial period to and including **July 28, 2029** ~~August 1, 2026~~, and shall continue in effect thereafter unless terminated by a sixty (60) day prior written notice given by either party to the other, in which event this Agreement shall terminate sixty (60) days following the receipt of such notice.

1/23/2026
109pm
RC

Frontier Proposal #2
Term Employee Classification – Additional Provisions

2026 Texas CWA District 6 Negotiations
June 23, 2026

> Renew the following MOA for the term of the new Agreement:

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA
DISTRICT 6

Term Employee Classification – Additional Provisions

This Memorandum of Agreement confirms our agreement in 2025 regarding additional provisions applicable to Term employees as defined in Article 2, Section 17.

The utilization of Term employees will not cause a Regular employee to be subject to an involuntary permanent transfer, or a layoff.

Term employees are precluded from applying for vacancies through the Job Application Procedures outlined in Article 12.

Any Term employee who is employed for longer than 36 consecutive months shall be automatically reclassified to a Regular employee as defined in Article 2, Section 15, and will be entitled to all of the rights and benefits afforded to Regular employees under this Agreement.

Before the Company hires a regular full-time employee to fill a vacancy, the Company will give first preference to any qualified Term employee who is performing at a satisfactory level in the job title, work group, and headquarters location in which the vacancy exists.

This Memorandum of Agreement is effective on April 17, 2025, and shall expire on July 28, 2029 ~~August 1, 2026~~. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire on July 28, 2029 ~~August 1, 2026~~, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

Frontier Florida LLC

Rick A. Carpenter
Director - Labor Relations

Date

CWA District 6

Cheryl Dawson
CWA Representative

Date

TAd 8/8/2026
1116pm CD
RC

ARTICLE 12
JOB APPLICATION PROCEDURES
Relocation Allowance

2026 Texas CWA District 6 Negotiations
June 24, 2026

➢ Modify **Article 12 - Job Application Procedures** as follows:

Section 1. Whenever there is an approved job vacancy within the bargaining unit, the Company agrees to utilize the job application procedure hereinafter described.

1.1 For all jobs awarded which require relocation from one headquarters' location to another, an employee shall be paid at the regular rate of pay for reasonable travel time, meals and lodging en-route and one-way mileage as determined by the Company, at the prevailing IRS allowable rate. When the newly awarded job is the same title classification the employee held prior to the award, is on Wage Schedule G through I, and the employee relocates their primary residence **50 miles or greater**, such employee will also be eligible for a five thousand dollar ($5,000) lump-sum relocation allowance.

1.1.1 When the newly awarded job is on Wage Schedule G through I, requires relocation within the Division and the employee relocates their primary residence **50 miles or greater**, such employee will also be eligible for a five thousand dollar ($5,000) lump-sum allowance.

***

Frontier Proposal #6
2015 Texas Acquisition-Related Memorandum of Agreement

2026 Texas CWA District 6 Negotiations
June 24, 2026

- *During **2022** Contract Negotiations, CWA and Frontier agreed to extend and/or amend certain Sections of the 2015 Texas Acquisition-Related Memorandum of Agreement.*

The company proposes to remove 2015 Texas Acquisition-Related Memorandum of Agreement as amended in 2022 from the CBA. The provisions of the MOA have been met, and the MOA is set to expire with the CBA.

> **Modify Article 28 Group Insurance and the Comprehensive Medical Plan MOA in CBA 48 as follows:**

ARTICLE 28
GROUP INSURANCE

28.1 The benefits provided by the Medical and Dental Plans, in effect upon the date of signing the Agreement, as described in the appropriate Summary Plan Description (SPD), will not be discontinued or amended without the agreement of the Company and the Union.

28.2 The selection of the insurance carrier, the establishment of all terms and conditions relating thereto, shall be matters resting solely within the discretion of the Company. Likewise, methods of payment, accounting procedures and administrative execution of the Plans should be matters solely within the discretion of the Company.

28.3 With respect to Medical, the Company agrees to the following during the life of this Contract:

28.3.1 For each Plan Year beginning on and after January 1, 2013, an employee who enrolls in a Sponsored Plan, or, in the alternative, an HMO, EPO, or any other medical option (collectively "Other Medical Option") offered by the Company, will pay a Monthly contribution on a before-tax basis towards the cost of coverage for the medical coverage category elected by such employee ("Monthly Employee Contribution").

28.3.2 The Monthly Employee Contribution for the Sponsored Plans is set forth below. With respect to the Monthly Employee Contribution for any Other Medical Option offered by the Company, the Monthly Employee Contribution for the medical coverage category elected by such employee under such Other Medical Option will be no greater than 150% of the Monthly Employee Contribution for a Sponsored Plan. All employees and eligible dependents who receive Medical Coverage and contribute on a before-tax basis, will be subject to the mid-year change rules applicable to Internal Revenue Code section 125 cafeteria plans.

28.3.3 <u>Tobacco User Surcharge.</u> With respect to the Monthly Employee Contributions, an employee will be eligible for the non-tobacco user contribution rates (set forth below) for medical coverage if such employee and his or her covered dependents do not use tobacco products or satisfy a reasonable alternative standard as determined by the Company (e.g., complete an annual smoking cessation program).

28.3.3.1 Employees and/or covered dependents who use tobacco and who are enrolled in the Sponsored Medical Plan (or any Other Medical Option provided by the Company) will pay a Monthly Tobacco User Surcharge of $50 in addition to the Monthly Employee Contributions, provided for below.

28.3.4 Wellness Credit: An employee will also be eligible to receive an annual credit of $100 in each of the years, ~~2023, 2024, 2025, and~~ 2026, **2027, 2028, and 2029**, prorated based on when during the year the employee completes an annual health risk assessment provided by the Company, and prorated on a pay-period basis toward the employee's contribution for healthcare.

28.3.5 *In situations where employees elect to cover their spouse/*DP *under the company-sponsored medical plan or any Other* Medical *Option, where the spouse/*DP *is eligible for* and enrolls in *medical coverage from another employer, the spouse/*DP*'s medical plan is considered primary and the employee's plan is considered secondary.*

28.3.6 Monthly Employee Contribution will be deducted from the employees' bi-weekly pay. However, in those circumstances where an employee is not receiving pay the employee will be billed for the contribution amount(s) or the contribution amount(s) will be applied to subsequent pay.

28.3.7 Effective ~~June 1, 2023 for 2023, and~~ January 1, ~~for 2024, 2025, and~~ 2026 the Monthly Employee Contributions that appear in the charts below for ~~2023, 2024 and 2025 and~~ **2026, 2027,2028, and 2029** already account for the $100 annual Wellness Credit set forth in paragraph 28.3.4 above, and reflect the Non-Tobacco User Monthly Employee Contribution required of regular full-time employees for the Medical Plan as follows for the level of coverage selected by the employee (Employee Only or Employee + 1 or more):

Coverage Category	2026	**2027**	**2028**	**2029**
PPO				
Employee Only	$175.00	**$200.00**	**$230.00**	**$260.00** ~~$270.00~~
Employee + 1 or more	$350.00	**$450.00**	**$517.50**	**$585.00** ~~$607.50~~
EPO				
Employee Only	$262.50	**$300.00**	**$345.00**	**$390.00** ~~$405.00~~
Employee + 1 or more	$525.00	**$675.00**	**$776.25**	**$877.50** ~~$911.25~~

~~Effective January 1, 2027, the Company will pay 84% of the monthly premium for medical coverage for the eligible regular full-time employee, and eligible dependents, who are enrolled in the Medical Insurance Plan at the time the contribution is made.~~

~~Effective January 1, 2028, the Company will pay 84% 83% of the monthly premium.~~

~~Effective January 1, 2029, the Company will pay 83% 82% of the monthly premium.~~

~~These Company subsidies are based on the Company sponsored Medical Plan(s). Any premium cost for a non-sponsored Medical Plan (currently the EPO Plan) above and beyond the Company subsidy for the Company sponsored Medical Plan(s) will be at the employee's sole expense.~~

~~Add $50 if you and/or your spouse/domestic partner are a tobacco user and/or subtract $8.33 if you earned the wellness credit from the monthly employee contribution calculated according to the provisions stated above for 2027, 2028 and 2029.~~

28.3.8 The Monthly Employee Contribution required of Regular Part Time Employees (All coverage tiers) for the Sponsored Medical Plan will be:

Regular Part Time Employees	Employee Monthly Contributions
Less than 17 hours per week	100% of premium
17 hours but less than 25 hours per week	50% of premium
25 hours per week or more	Same as Regular Full Time monthly contributions as set forth above

28.4 With respect to Dental, the Company agrees to the following monthly premiums during the life of this Contract:

28.4.1 The Monthly Company Contribution for Regular Full Time Employees enrolled in the Sponsored Dental Plan or a non-negotiated dental plan will be:

	Company Contributions
Employee	100%
Employee + 1	80%
Family	80%

28.4.2 The Monthly Company Contribution for Regular Part Time Employees (all coverage tiers) enrolled in the Sponsored Dental Plan or a non-negotiated dental plan will be:

	Company Contributions	
Hours Scheduled Per Week	Employee	Employee + 1 and Family
Less than 17 hours per week	0% of premium	0% of premium
17 hours but less than 25 hours per week	50% of premium	50% of premium
25 hours per week or more	Same as Full-time	Same as Full-time

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA

COMPREHENSIVE MEDICAL PLAN

1. Frontier Southwest Incorporated and Communications Workers of America agree to continue the provisions of the Comprehensive Medical Plan set forth in this Memorandum of Agreement.

2. For a summary of details refer to the attachment entitled Comprehensive Medical Plan Highlights.

3. Some of the major provisions include:

   A. For all regular full time and part time employees, coverage under the Plan begins ninety (90) days from date of hire or the date which the employee enrolls, whichever is later.

   B. Maintenance of Benefits permitted to the level of benefits provided in the Medical Plan.

4. The Comprehensive Medical Plan will be administered solely in accordance with its provisions, and no matter concerning the Comprehensive Medical Plan or any difference arising thereunder shall be subject to the grievance or arbitration procedure of the Collective Bargaining Agreement.

5. The selection of the Health Care Plan Administrator, the administration of the Comprehensive Medical Plan and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or benefits payable shall be determined by and at the sole discretion of the Company.

6. This Memorandum of Agreement is effective on the date of ratification unless otherwise specified in this MOA and shall expire on **July 28, 2029** ~~August 1, 2026~~.

   The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, including the Comprehensive Medical Plan, shall not survive the expiration of this Memorandum of Agreement unless agreed to by the parties in writing.

FRONTIER SOUTHWEST INCORPORATED	COMMUNICATIONS WORKERS OF AMERICA
Rick A. Carpenter Director – Labor Relations	Tony Shaffer CWA Representative
Date	Date

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network		Out-of-Network	
General				
Lifetime Maximum	None		None	
Calendar Year Deductible (No carry over); combined in- and out-of-network.	~~Effective: January 1, 2024~~		~~Effective: January 1, 2024~~	
	~~Employee Only~~	~~$650~~	~~Employee Only~~	~~$900~~
	~~Employee +1~~	~~$1,300~~	~~Employee +1~~	~~$1,800~~
	~~Employee +2 or more~~	~~$1,625~~	~~Employee +2 or more~~	~~$2,250~~
	Effective: January 1, 2025		Effective: January 1, 2025	
	Employee Only	$675	Employee Only	$925
	Employee +1	$1,350	Employee +1	$1,850
	Employee +2 or more	$1,687.50	Employee +2 or more	$2,312.50
	Effective: January 1, 2027		**Effective: January 1, 2027**	
	Employee Only	**$750**	**Employee Only**	**$1,050**
	Employee +1	**$1,500**	**Employee +1**	**$2,100**
	Employee +2 or more	**$1,875**	**Employee +2 or more**	**$2,625**
	Effective: January 1, 2028		**Effective: January 1, 2028**	
	Employee Only	**$800** ~~$825~~	**Employee Only**	**$1,150**
	Employee +1	**$1,600** ~~$1,650~~	**Employee +1**	**$2,300**
	Employee +2 or more	**$2,000** ~~$2,062.50~~	**Employee +2 or more**	**$2,875**
	Effective: January 1, 2029		**Effective: January 1, 2029**	
	Employee Only	**$875**	**Employee Only**	**$1,250**
	Employee +1	**$1,750**	**Employee +1**	**$2,500**
	Employee +2 or more	**$2,187.50**	**Employee +2 or more**	**$3,125**

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network		Out-of-Network	
Annual Out of Pocket Maximums; combined in- and out-of-network	~~Effective: January 1, 2024 Employee Only Employee +1 Employee +2 or more~~	~~$1,575~~ ~~$3,150~~ ~~$3,937.50~~	~~Effective: January 1, 2024 Employee Only Employee +1 Employee +2 or more~~	~~$2,150~~ ~~$4,300~~ ~~$5,375~~
	Effective: January 1, 2025 Employee Only Employee +1 Employee +2 or more	$1,600 $3,200 $4,000	Effective: January 1, 2025 Employee Only Employee +1 Employee +2 or more	$2,200 $4,400 $5,500
	Effective: January 1, 2027 Employee Only Employee +1 Employee +2 or more	**$1,800** ~~$1,900~~ **$3,600** ~~$3,800~~ **$4,500** ~~$4,750~~	**Effective: January 1, 2027 Employee Only Employee +1 Employee +2 or more**	**$2,400** ~~$2,500~~ **$4,800** ~~$5,000~~ **$6,000** ~~$6,250~~
	Effective: January 1, 2028 Employee Only Employee +1 Employee +2 or more	**$2,000** ~~$2,200~~ **$4,000** ~~$4,400~~ **$5,000** ~~$5,500~~	**Effective: January 1, 2028 Employee Only Employee +1 Employee +2 or more**	**$2,700** ~~$2,900~~ **$5,400** ~~$5,800~~ **$6,750** ~~$7,250~~
	Effective: January 1, 2029 Employee Only Employee +1 Employee +2 or more	**$2,200** ~~$2,500~~ **$4,400** ~~$5,000~~ **$5,500** ~~$6,250~~	**Effective: January 1, 2029 Employee Only Employee +1 Employee +2 or more**	**$3,000** ~~$3,300~~ **$6,000** ~~$6,600~~ **$7,500** ~~$8,250~~

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Coordination of Benefits	Non-duplication of benefits. Cross coordination applies. Birthday rule applies.	Non-duplication of benefits. Cross coordination applies. Birthday rule applies.
Pre-existing Conditions	None	None
Hospital Services		
Room and Board (Subject to Care Coordination)	80% of network negotiated fee ("NNF") after deductible satisfied. Semi Private Room Intensive & Cardiac Care Units	65% **(60% effective 1/1/27)** of Maximum Allowed Amount ("MAA", which is 315% of the National Medicare Schedule) after deductible satisfied. Semi Private Room Intensive & Cardiac Care Units
Emergency Outpatient for Accidents	$100 Copay (waived if admitted) **$135** ~~$140~~ **effective January 1, 2027** **$160** ~~$165~~ **effective January 1, 2028** **$185** ~~$190~~ **effective January 1, 2029**	$100 Copay (waived if admitted) **$135** ~~$140~~ **effective January 1, 2027** **$160** ~~$165~~ **effective January 1, 2028** **$185** ~~$190~~ **effective January 1, 2029**
Preadmission Tests	100% of NNF after deductible satisfied. (Outpatient tests and x-rays for a proposed surgery as long as the resulting hospital admission is scheduled within 7 days of the tests and x-rays are performed at the facility in which the surgery is to take place.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Outpatient tests and x-rays for a proposed surgery as long as the resulting hospital admission is scheduled within 7 days of the tests and x-rays are performed at the facility in which the surgery is to take place.)
Inpatient Services and Supplies	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Professional Services		
Doctor's Surgical Charges	80% of NNF after deductible satisfied.	(65% **(60% effective 1/1/27)** of MAA afte deductible satisfied.
Outpatient Surgery	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Doctor's Office Visits	$25 **($30 effective 1/1/27)** per office visit (for Primary Care/Ob-Gyn Physician) $30 **($35 effective 1/1/27)** per office visit (for Specialist) $20 **($25 effective 1/1/27)** per visit to a Primary Care Physician through the medical Plan's administrator's Telehealth vendor (if available), currently Anthem LiveHealth Online. The Plan's regular office visit copay applies to all other non-LiveHealth Online virtual visits.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Diagnostic Lab and X-ray in Doctor's Office	$25 **copay ($30 effective 1/1/27)** per office visit	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Doctor's Home Visits	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Allergy Shots	$10 copay **($20 effective 1/1/27)** for injection only if not billed for any other office visit services	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Maternity	$25 **($30 effective 1/1/27)** office visit copay, first visit only. Covered the same as any other illness or injury.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
High Risk Maternity (if Care Coordination recommends special care because pregnancy is considered high risk)	100% of NNF; outpatient, no deductible. Physician and hospital charges are paid at 100% of NNF, no deductible.	65% **(60% effective 1/1/27)** of MAA for physicians, and hospital charges after deductible satisfied.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Nurse/Midwife	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Birthing Center	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Artificial Insemination & In Vitro Fertilization (Subject to Care Coordination)	Limited to 50% of NNF to a maximum of $15,000 per lifetime.	Limited to 50% of MAA to a maximum of $15,000 per lifetime.
Acupuncture; limits combined in- and out-of-network	80% of NNF after deductible satisfied. (Limited to 20 visits per year. Additional services are covered if approved by Care Coordination. Cover MD, DO, DC or Acupuncturist licensed by the state or certified by the National Commission of Acupuncturists.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Limited to 20 visits per year. Additional services are covered if approved by Care Coordination. Cover MD, DO, DC or Acupuncturist licensed by the state or certified by the National Commission of Acupuncturists.)
Chiropractor Services; limits combined in- and out-of-network	$30 **($35 effective 1/1/27)** office visit copay (Limited to 12 visits per year. Additional services are covered if approved by Care Coordination.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Limited to 12 visits per year. Additional services are covered if approved by Care Coordination.)
Diagnostic X-ray & Lab Tests	$25 **($30 effective 1/1/27)** copay	65% **(60% effective 1/1/27)** of MAA rate after deductible satisfied.
Physical & Occupational Therapy; limits combined in- and out-of-network	$30 **($35 effective 1/1/27)** copay (Number of visits based on medical necessity)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Number of visits based on medical necessity)
Radiation Therapy	80% of NNF after deductible satisfied if performed in facility. $30 **($35 effective 1/1/27)** copay if performed in physician's office.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Speech Therapy; limits combined in- and out-of-network	$30 **($35 effective 1/1/27)** copay (20 visit limit per year.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (20 visit limit per year.)
Transplants (Subject to Care Coordination)	Voluntary - when a designated transplant facility is used, benefits are payable at 100%, no deductible or copay. When a designated facility is not used, benefits are payable the same as any other illness. - Travel & Lodging lifetime maximum of $10,000. - Lodging & Meal Allowance of $50 individual / $100 family per day. Organ Search & Procurement - when a designated facility is not used, bone marrow is limited to $25,000 lifetime maximum.	Voluntary - when a designated transplant facility is used, benefits are payable at 100%, no deductible or copay. When a designated facility is not used, benefits are payable the same as any other illness. - Travel & Lodging lifetime maximum of $10,000. - Lodging & Meal Allowance of $50 individual / $100 family per day. Organ Search & Procurement - when a designated facility is not used, bone marrow is limited to $25,000 lifetime maximum.
Corrective Appliances & Artificial Limbs	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Home Rental of Durable Medical Equipment (Subject to Care Coordination if amounts exceeds $1,000)	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Oral Surgeries	80% of NNF after deductible satisfied. (Surgery meeting medical necessity guidelines covered.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Surgery meeting medical necessity guidelines covered.)
Voluntary Sterilization	80% of NNF after deductible satisfied.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied.
Home Health Care; limit combined in- and out-of-network (Subject to Care Coordination)	100% of NNF not subject to deductible. (52 visit limit per year.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (52 visit limit per year.)

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Skilled Nursing Facility; limit combined in- and out-of-network (Subject to Care Coordination, in lieu of hospitalization)	80% of NNF after deductible satisfied. (Semi-private rate - 120 day limit per year.)	65% **(60% effective 1/1/27)** of MAA after deductible satisfied. (Semi-private rate - 120 day limit per year.)
Hospice Care (Subject to Care Coordination)	Hospice Facility - 100% of NNF, no deductible;	Hospice Facility -100% of MAA, no deductible
	At Home Hospice (if life expectancy is less than 6 months) - 100% of NNF	At Home Hospice (if life expectancy is less than 6 months) - 100% of MAA
	Bereavement Counseling - 100% of NNF (While patient is in Hospice care, plan covers reasonable expenses for an unlimited number of counseling services for the patient and covered family members.)	Bereavement Counseling - 100% of MAA (While patient is in Hospice care, plan covers reasonable expenses for an unlimited number of counseling services for the patient and covered family members.)
Second Surgical Opinion	100% of NNF, no deductible, voluntary.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied, voluntary.
Urgent Care Copay	$25 **($30 effective 1/1/27)** Copay	$25 **($30 effective 1/1/27)** Copay
Emergency Room Copay	$100 Copay (waived if admitted) **$135** ~~$140~~ **effective January 1, 2027** **$160** ~~$165~~ **effective January 1, 2028** **$185** ~~$190~~ **effective January 1, 2029**	$100 Copay (waived if admitted) **$135** ~~$140~~ **effective January 1, 2027** **$160** ~~$165~~ **effective January 1, 2028** **$185** ~~$190~~ **effective January 1, 2029**
Preventive Care	100% of NNF, no deductible; Age and frequency provisions of the Affordable Care Act applies	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Well Woman Exam	100% of NNF, no deductible; One annual Well Woman Examination with or without a Pap Smear including Blood Count and Urinalysis. (Additional Pap Smears covered if medically necessary at 80% of NNF.)	100% of MAA, no deductible; One annual Well Woman Examination with or without a Pap Smear including Blood Count and Urinalysis. (Additional Pap Smears covered if medically necessary at (65% effective 1/1/24) of MAA.)
Mammograms	100% of NNF, no deductible; Age and frequency provisions of the Affordable Care Act applies. (Additional mammograms covered at 80% of NNF if medically necessary.)	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies. (Additional mammograms covered at (65% effective 1/1/24) of MAA if medically necessary.)
Immunizations	100% of NNF, no deductible for applicable immunizations for children and adults. Age and frequency provisions of the Affordable Care Act apply (Immunizations include, but not limited to Influenza, Pneumonia, Shingles and COVID-19 vaccines). The office visit associated with the immunization is a covered expense.	100% of MAA, no deductible for applicable immunizations for children and adults. Age and frequency provisions of the Affordable Care Act apply (Immunizations include, but not limited to Influenza, Pneumonia, Shingles and COVID-19 vaccines). The office visit associated with the immunization is a covered expense.
Prostate Specific Antigen	100% of NNF, no deductible; Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with the PSA test is a covered expense.)	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with the PSA test is a covered expense.)
Sigmoidoscopy	100% of NNF, no deductible; Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with sigmoidoscopy is a covered expense.)	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with sigmoidoscopy is a covered expense.)

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	In-Network	Out-of-Network
Colonoscopy	100% of NNF, no deductible: Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with colonoscopy is a covered expense.)	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies. (The office visit associated with colonoscopy is a covered expense.)
Fecal Occult Blood Test	100% of NNF, no deductible; Age and frequency provisions of the Affordable Care Act applies.	100% of MAA, no deductible; Age and frequency provisions of the Affordable Care Act applies.
Care Coordination (Pre-notification Required)	☐ Hospitalization ☐ Admission to hospital through ER ☐ In-patient services ☐ Skilled Nursing Facility ☐ Home Health Care ☐ Hospice ☐ Artificial Insemination ☐ In-Vitro Fertilization ☐ Durable Medical Equipment exceeding $1,000 ☐ Continued stay for Maternity ☐ Private Duty Nursing ☐ Organ Transplant Non-notification penalty: Lessor of actual charge or $200	☐ Hospitalization ☐ Admission to hospital through ER ☐ In-patient services ☐ Skilled Nursing Facility ☐ Home Health Care ☐ Hospice ☐ Artificial Insemination ☐ In-Vitro Fertilization ☐ Durable Medical Equipment exceeding $1,000 ☐ Continued stay for Maternity ☐ Private Duty Nursing ☐ Organ Transplant Non-notification penalty: Lessor of actual charge or $200

The benefits outlined herein are governed by the Summary Plan Description (SPD) and where conflicts exist, the SPD shall prevail.

COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

MENTAL HEALTH/SUBSTANCE ABUSE CARE

BENEFITS	IN-NETWORK	OUT–OF-NETWORK
In-patient hospital Room and Board (Subject to Care Coordination)	80% of NNF after deductible satisfied Semi Private Room	65% **(60% effective 1/1/27)** of MAA after deductible satisfied Semi Private Room
Inpatient Services and Supplies	80% of NNF after deductible satisfied	65% **(60% effective 1/1/27)** of MAA after deductible satisfied
Outpatient	$25 **($30 effective 1/1/27)** per office visit (PCP) $25 **($30 effective 1/1/27)** per office visit (specialist) $20 **($25 effective 1/1/27)** per visit to a Therapist and/or Psychiatrist through the medical Plan's administrator's Telehealth vendor (if available), currently Anthem LiveHealth Online. The Plan's regular office visit copay applies to all other non-LiveHealth Online virtual visits.	65% **(60% effective 1/1/27)** of MAA after deductible satisfied

Note: Employees must call their Medical Plan within 48 hours of emergency care.

~~Note: There will be no PPO plan design changes for 2026.~~

- The AIM Musculoskeletal Program will be implemented under the current Anthem medical plans. Under this program, prior authorization will be required before any joint surgery or spinal treatment.

- The AIM Radiology Programs will be implemented under the current Anthem medical plans. Under this program, if you need an MRI, MRA, CT-Scan, PET, Echocardiography, or Nuclear Cardiology, your doctor or doctor's office must call AIM to discuss the doctor's referral.

- ~~The AIM Musculoskeletal and Radiology Programs will be implemented on or after January 1, 2024 May 1, 2023, for a trial period of up to two (2) years ending December 31, 2025 April 30, 2025. Unless the Company and Union mutually agree in writing to continue the programs, they will terminate on December 31, 2025 May 1, 2025.~~

Hinge Health – Physical Therapy (PT) Delivered Digitally

Effective 1/12027, and at the Company's discretion annually thereafter, Anthem members and their covered dependents will be offered virtual physical therapy through "Hinge Health" to help you overcome pain anytime, anywhere.

When you receive PT sessions through Hinge Health, your cost will be $0, and the number of PT sessions will not count toward the plan maximum number of visits.

JAd 8/8/2026
1123pm [illegible] RC

Frontier Proposal #10

TUITION ASSISTANCE &
401K SAVINGS PLAN MATCHING CONTRIBUTION
FOR QUALIFIED STUDENT LOAN PAYMENTS

2026 Texas CWA District 6 Negotiations
July 22, 2026

The following proposal must be agreed to in its entirety.

➢ Modify the MOA entitled "**Education and Life Long Learning"** to reflect the tax-free exclusion limit for employer provided educational assistance per calendar year, as follows:

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA

EDUCATION AND LIFE-LONG LEARNING

The Company and the Union agree to continue joint efforts which allow employees additional opportunities to learn and enhance their knowledge. This includes, but is not limited to, participation in the Frontier Tuition Assistance Plan for Bargaining Unit Employees Acquired by Frontier in 2016 which includes the 100% prepaid tuition feature. **Effective as soon as administratively feasible, but no sooner than January 1, 2028** ~~January 1, 2012~~, there will be a maximum annual Company payment for tuition and fees of **$5,250** ~~$8,000~~.

This Memorandum of Agreement is effective **upon ratification** ~~on May 12, 2023~~, and shall expire on **July 28, 2029** ~~August 1, 2026~~. The parties specifically agree that the terms and conditions set forth in this Memorandum of Agreement, shall terminate on **July 28, 2029** ~~August 1, 2026~~, and shall not survive the expiration of the Memorandum of Agreement, unless agreed to by the parties in writing.

FRONTIER SOUTHWEST INCORPORATED	COMMUNICATIONS WORKERS OF AMERICA
______________________	______________________
Rick A. Carpenter Director – Labor Relations	Cheryl Dawson CWA Representative
______________________	______________________
Date	Date

Frontier Proposal #10

TUITION ASSISTANCE & 401K SAVINGS PLAN MATCHING CONTRIBUTION FOR QUALIFIED STUDENT LOAN PAYMENTS

2026 Texas CWA District 6 Negotiations
July 22, 2026

- Add - a new MOA to the CBA entitled **"401k Savings Plan Matching Contribution for Qualified Student Loan Payments",** as follows:

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA

401K SAVINGS PLAN MATCHING CONTRIBUTION FOR QUALIFIED STUDENT LOAN PAYMENTS

Starting as soon as administratively feasible but no sooner than January 1, 2028, associates will be eligible to receive an employer matching contribution into the Associate 401(k) Savings Plan for qualified student loan payments in accordance with the Secure 2.0 Act. The Company will make these matching contributions annually based on student loan payment records submitted in accordance with the applicable administrative processes, which may be modified from time to time. This matching contribution, when combined with other 401(k) matching contributions, shall not be greater than the applicable maximum matching contribution for 401(k) contributions.

FRONTIER SOUTHWEST INCORPORATED	COMMUNICATIONS WORKERS OF AMERICA
Rick A. Carpenter Director – Labor Relations	Cheryl Dawson CWA Representative

TA 10:04 am 8/5/26
RC

FRONTIER
A Verizon Company

Frontier Proposal #11 July 28, 2026

Rick Carpenter
Director – Labor Relations

Cheryl Dawson
CWA Representative
The Parkway, Building One
4801 Southwest Parkway, Suite 145
Austin, Texas 78735

Re: Verizon Wireless Work

Dear Cheryl:

Verizon Wireless (Cellco Partnership) ("VZW") may agree to contract certain work, and/or sell for resale VZW products/services to Frontier Southwest Incorporated ("Company"), subject to this agreement between the Company and Communication Workers of America – District 6 ("Union"). Additionally, Verizon Business ("VZB") may agree to contract certain work on VZB network/customer assets to the Company subject to this agreement between the Company and the Union.

The Company may assign bargaining unit employees to perform this work.

Neither Party will argue that this arrangement or the performance of work pursuant to this agreement expands or limits the Union's jurisdiction, alters or establishes any employment relationships, or is a precedent regarding the performance of this or any other work.

Very truly yours,

Rick Carpenter

Rick Carpenter
Director – Labor Relations

Date: July 28, 2026

Agreed for the Union:

____

Cheryl Dawson
CWA Representative – District 6
Date:

TAd 8/8/2026
1151 pm RC

August 8, 2026

Continue As Is	Addressed by Co. Proposal	Already Expired - No Action Necessary	
Modify/Clean Up	Will Expire	Delete	Renew
Title	**Type of Agreement**	**Expiration Date**	**Company Position**
2015 Texas Acquisition Related MOA (As amended in 2018 Negotiations)	MOA	January 31, 2025	Will Expire/Delete - Key provisions have already expired. Adressed by Company Proposal #6
Exhibit V (Incentive Compensation Sales Activity)	Exhibit		Continue as is - place in MOA section in alpha order
Adoption Assistance	MOA	August 1, 2026	Renew
Arbitration Procedure	MOA	August 1, 2026	Renew
Business Attire	MOA	August 1, 2026	Modifty per Company Counter to UP #7 - TA'd
Business Process Labor Management Committee	MOA		Continue as is
Collocation – SBC CO	MOA	August 1, 2026	Renew
Common Control Scheduling	MOA	August 1, 2026	Renew
Commuter Spending Account (CSA)	MOA	August 1, 2026	Renew
Comprehensive Medical Plan	MOA	August 1, 2026	Modify per Co. Proposal #7 - TA'd
Consumer Sales Consultant Sales Incentive Compensation Plan	MOA	August 1, 2026	Renew
Consumer Sales Incentive Compensation Plan	MOA	August 1, 2026	Renew
Contract Labor	MOA	August 1, 2026	Renew
Contract Labor Reporting	MOA	August 1, 2026	Renew
COPE Payroll Deduction	MOA	August 1, 2026	Renew
Cross Functional Work Sharing	MOA	August 1, 2026	Renew
Customer Technician Intern	MOA	August 1, 2026	Delete
Dental Plan	MOA	August 1, 2026	Renew
Domestic Partner Benefits	MOA	August 1, 2026	Renew
Education and Life Long Learning	MOA	August 1, 2026	Modify per Co. Proposal #10- TA'd
Elimination Of Buried Service Wire Contract (CBA 548)	MOA		Continue as is
Employee Discounts	MOA	August 1, 2026	Replaced by Verizon Wirelssss and Verizion FIOS products and Services Discounts MOA (UP#5 TA)
Family and Medical Leaves of Absence (FMLA)	MOA	August 1, 2026	Renew

Continue As Is	Addressed by Co. Proposal	Already Expired - No Action Necessary	
Modify/Clean Up	Will Expire	Delete	Renew
Fiber Network Field Technician	MOA		Continue as is
Frontier Fiber Internet Jobs	MOA	August 1, 2026	Modify per Company Counter to UP #41 TA'd
Flexible Spending Account (FSA)	MOA	August 1, 2026	Renew
Flexible use of FNFTs and CZT Iis	MOA		Continue as is
Force Adjustment	MOA	August 1, 2026	Renew
Force Adjustment Boundaries	MOA	August 1, 2026	Renew
Force Surplus - CZT II and FNFT	MOA		Continue as is
Four-Day Workweek	MOA	August 1, 2026	Modified by UP #18 - TA
Frontier Communication Saving Plan (FCSP)	MOA	August 1, 2026	Renew
Frontier Communication Saving Plan Company Contributions (FCSP)	MOA	August 1, 2026	Renew for 2027, 2028, 2029
Frontier Texas Call Center Operations	MOA	August 1, 2026	Delete - This provision terminated July 1, 2024
Global Positioning system (GPS) Telematics Monitoring System (TMS)	MOA		Continue as is
Hearing Aid Benefit	MOA	August 1, 2026	Renew
Home Dispatch	MOA	August 1, 2026	Renew
Income Security Plan (ISP)	MOA	August 1, 2026	Renew
Income Security Plan Enhanced - (EISP)	MOA	August 1, 2026	Renew
Language Assistance Retail Sales Consultant	MOA	August 1, 2026	Renew
Long Term Disability (LTD)	MOA	August 1, 2026	Renew
Lump Sum Payment Option	MOA	August 1, 2026	Renew
Mail Order Prescription Plan (MOPP)	MOA	August 1, 2026	Renew
National Sales Incentive Compensation Plan	MOA	August 1, 2026	Renew
Network Assistant	MOA	August 1, 2026	Renew
Neutrality and Consent Election	MOA	August 1, 2026	Renew
Non-Precedent Setting Agreement	MOA		Continue as is
On-Call Premium Pay	MOA	August 1, 2026	Renew
Pension Benefits	MOA	August 1, 2026	Renew
Pension Plans – Pension Minimums	MOA	August 1, 2026	Renew

Continue As Is	Addressed by Co. Proposal	Already Expired - No Action Necessary	
Modify/Clean Up	**Will Expire**	**Delete**	**Renew**
Pension Plan Survivor Benefits	MOA	August 1, 2026	Modify per Co. counter UP#15/22 TA
Personal Lines of Insurance	MOA	August 1, 2026	Renew
Prescription Identification Card (PIC)	MOA	August 1, 2026	Renew
Principles for the Assignment of Work	MOA		Continue as is
Relocation Allowances	MOA	August 1, 2026	Renew
Retail Sales Incentive Compensation Plan	MOA	August 1, 2026	Renew
Retiree Life Insurance	MOA	August 1, 2026	Renew
Safey Committee (Joint) - Joshua Schulze	MOA		Continue as is
Special Payment for Formal Training	MOA	August 1, 2026	Renew
Supplemental Term Life Insurance (STL)	MOA	August 1, 2026	Renew
Testing	MOA	August 1, 2026	Renew
Training Opportunities to Succeed	MOA	August 1, 2026	Continue with the additional titles TA'd in UP #16
Union Leave of Absence	MOA	August 1, 2026	Renew
Vacation Donation	MOA	August 1, 2026	Renew
Vehicle Maintenance Mechanic / Vehicle Maintenance Technician	MOA	August 1, 2026	Renew
Vision Plan	MOA	August 1, 2026	Renew
Voluntary Employees Beneficiary Association (VEBA)	MOA	August 1, 2026	Renew
Voluntary Layoff Leave of Absence	MOA	August 1, 2026	Renew
Voluntary Termination Bonus	MOA	August 1, 2026	Modify per UP#34 TA
Wages / EAR Bonus	MOA	August 1, 2026	Modify per Company Counter to UP #39 TA'd
Workplace Performance Monitoring / Recording	MOA	August 1, 2026	Renew
Term Employee Classification - Additional Provisions	MOA	August 1, 2026	Modified by Company Proposal #2 - TA
Texas Region Call Center Partnership Sub-committee	LOU		**Continue as is**
Common Interest Forum	LOU		**Continue as is**
Overtime Partnership Sub- Committee	LOU		**Continue as is**
One-Time LTD Open Enrollment	LOU		Delete Already expired
TAB Commitee	LOU		Modify Per UP #16 TA

Continue As Is	Addressed by Co. Proposal	Already Expired - No Action Necessary	
Modify/Clean Up	**Will Expire**	**Delete**	**Renew**
Accretion of Employees in Frontier Supply Chain Services (Texas) - CBA 113	MOA		**Continue as is**
Accretion of Employees in Frontier (Texas) CBA #55	MOA		**Continue as is**

TA'd 8/8/26
FC 10:11 a.m.

Frontier Counter to UP 4

Article 1 Union Recognition

2026 Texas CWA District 6 Negotiations
August 4, 2026

➢ Modify Article 1 Union Recognition as follows:

ARTICLE 1
UNION RECOGNITION

***

Section 3. Responsible Relationship

***

3.4 The Company will provide the Union with a personnel action and reclassification report on a quarterly basis.

***

TA'd 7/7/2026
RC

Union Proposal: UP 5 Employee Discounts MOA
Date: 314 pm
Time:
6/23/26

Replaced existing Employee Discounts MOA currently in the Fronter CBA 48 with the new Employee Discount MOA between Frontier Communications, LLC, a Verizon Company and the Communications Workers of America, District 6, Locals 6171 and 6132 signed on April 8, 2026 by Rick Carpenter, Director Labor Relations and Cheryl Dawson, CWA Representative effective date of ratification.

MEMORANDUM OF AGREEMENT

Between

FRONTIER COMMUNICATIONS, LLC, A VERIZON COMPANY

And

COMMUNICATIONS WORKERS OF AMERICA - DISTRICT 6
LOCALS 6171/6132

VERIZON WIRELESS AND VERIZON FIOS PRODUCTS

AND SERVICES DISCOUNTS

Cellco Partnership (Verizon Wireless) and Verizon Corporate Services Group Inc. (the "Company") shall make available to union-represented associates actively employed by the Company ("Active Associates"), only while they remain active and subject to the terms of this Agreement, the same discounts on the Company's wireless and residential broadband products and services (where such broadband service is available in an Active Associate's residential area) that are available to active employees of the Company who are not union-represented ("Active Discounts," presently set at a 50% discount on Verizon Mobile Price Plans and 50% discount on Fios Home Internet, data only, subject to change as described herein). These Active Discounts will be made available as soon as practical from the date of execution of this agreement and will replace all other discounts available to Active Associates for the Company's wireless and broadband products and services.

Active Discounts may be modified or discontinued at any time on 30 days' notice to the union, provided that the discounts on wireless and/or broadband products and services available to Active Associates while they remain active shall in all cases be the same as the discounts, if any, on wireless and/or Fios products and services available to active employees of the Company who are not union-represented.

This agreement is non-precedent setting and shall not be cited in any other matter between the parties, except as necessary to enforce the terms of this agreement. Please indicate your agreement by signing below.

FRONTIER COMMUNICATIONS,
LLC, A VERIZON COMPANY

Rick Carpenter

Rick Carpenter
Director - Labor Relations

Date: April 2, 2026

COMMUNICATIONS WORKERS OF
AMERICA – DISTRICT 6

CWA Representative

Date: 4/8/2026

TA'd 8/6/2026
@ 425 pm
RC

Company Counter to UP 7 Business Attire
Date: August 4, 2026
Time: 8/5 115pm

Memorandum of Agreement
Between
Frontier Southwest Incorporated
And
Communications Workers of America

Business Attire

***

5. Commencing in October 2018, the Company will provide an allowance of $125 every other year toward the purchase of work boots by employees whose jobs require special footwear meeting applicable safety standards and requirements. **Beginning in 2027, the allowance will increase to $150**.

***

TAd 7/16/2026
RC

Union Proposal: UP 16 Training Advisory Board
Date: 6/25/2026
Time: 1:48pm

Rick Carpenter
Frontier Communications
610 Morgan Street
Tampa, FL 33601

Dear Rick:

The Company and the Union agree that the environment of labor markets is both challenging and constantly changing. Both the company and the Union agree that it is imperative for the future success of both Frontier and CWA; there is a need to keep a workforce ready and trained to remain competitive. This can be accomplished by hiring, training and providing opportunities for current employees to become qualified for other job titles in the CBA in order to retain highly skilled employees in an extremely competitive industry and continue to provide excellent customer service.

This Letter of Understanding will serve to further expand and strengthen the partnership between the parties in developing an online training curriculum with the formation of the Training Advisory Board (TAB) whose focus will be to ensure the training opportunities and processes are fair, obtainable, applied consistently, and accessible to all employees interested in further development of themselves within job titles in the CBA.

In the new MOA, Training Opportunities To Succeed (TOTS), the Company and CWA agree to include the titles of Fiber Network Field Technician, CZT II, Cable Splicer, CZT I, Monitor & Control Technician, **Outside Plant Technician, Fiber Network Technician and Facility Assigner**.

This newly formed TAB will be established consisting of a CWA National Staff Representative, the CWA Local President, and 3 bargaining unit members. The Company will provide 5 representatives including a Labor Relations representative, a Human Resources representative and 3 Field Management representatives. The TAB will meet no later than 90 days after the 2022 ratification and will meet quarterly thereafter. The TAB will focus on the implementation and progress of the TOTS MOA. The TAB will periodically review and make recommendations to improve the program. The TAB will not address grievances, arbitrations or bargaining issues.

Cheryl Dawson
CWA Representative

Rick Carpenter
Director - Labor Relations

The Union Reserves the Right to Modify, Add, or Delete any of its Proposals

TA'd 8/8/21
RC 10:05 a.m.

Company Counter to UP 17 Premium Pay
Date: August 4, 2026
Time:

Article 6 Premium Pay

***

Section 1. Night Tour Premium

1.1 A night tour premium of **one-dollar and twenty-five cents ($1.25)** ~~one-dollar ($1.00)~~ per hour will be paid for all scheduled hours worked between 9:00 p.m. and 6:00 a.m.

Section 2. Christmas and New Year's Eve Premium

2.1 Employees required to work after 6:00 p.m. on Christmas Eve or New Year's Eve shall receive four dollars ($4.00) in addition to their basic rate and any applicable differential and/or premium.

***

Section 5. On-Call Premium

5.1 Employees in selected job title classifications and locations who hold themselves subject to on-call schedules will do so at their own option. In the absence of qualified volunteers, management will rotate on-call among the qualified employees in inverse order of seniority.

No employee will serve on-call for more than one week per month until all other qualified employees have served on-call.

5.1.1 The on-call differential will be paid as follows:

- Scheduled Days - **$23.00** ~~20.00~~ from midnight to midnight
- Non-scheduled Days - **$27.50** ~~25.00~~ from midnight to midnight
- Work Week - **$170.00** ~~150.00~~ from 12:01 a.m. Sunday to 12:00 p.m. Saturday
- Holiday - $30.00 from midnight to midnight

***

1Ad 7/17/2026
1:36pm
RC

Company Counter to UP 18 - Article 14 Board and Lodging
Date: 7/14/26
Time:
UC #1 to Company Counter Article 14 Board and Lodging and MOA Four-Day Workweek
Date: 7/17/2026
Time: 137 pm

Article 14 Board and Lodging

***

Section 5. Per Diem Allowance – Located Employees

5.2.1 The qualifying distance for per diem will be the one way highway distance by shortest direct route between the employee's normal work location and the temporary work location.

Distance	Daily Allowance Amount
Over 0 and up to 20	$10.00 ~~8.00~~
Over 20 and up to 40	$28.00 ~~26.50~~
Over 40 and up to 60	$37.00 ~~35.00~~
Greater than 60	$44.00 ~~42.00~~

5.2.4.1 When an employee has elected to receive actual meal expenses, a meal allowance shall be paid as follows:

Breakfast	$10.00 ~~9.00~~
Lunch	$12.25 ~~10.25~~
Dinner	$19.00 ~~17.00~~

Section 6. Additional Meal Allowances

6.1 Employees will be reimbursed for additional meal expenses of eleven dollars ($11.00) ~~eight dollars and fifty cents ($8.50)~~ if the employee works in excess of eleven (11) hours that day without a meal break during the last session.

***

Memorandum Of Agreement between
~~Frontier Southwest Incorporated~~** and Communications Workers of America
Four-Day Workweek

10. Employees working the four-day, ten-hour schedule will be reimbursed for evening meal expense of eleven dollars ($11.00) ~~six dollars ($6.00)~~ if the employee works in excess of thirteen (13) hours that day without a meal break during the last session.

^ *The Union Proposal includes only those portions of the MOA(s) for which the Union is proposing changes. The Union does not intend, by omission of any portion of an article, to delete, modify, waive, or exclude any other provision of the MOA(s) that is not specifically included in this proposal.*

The Union Reserves the Right to Modify, Add, or Delete any of its Proposals

TA'd 8/4/26
RC 1:31 pm.

➢ **Modify the MOA entitled "Pension Plan Survivor Benefits" to include additional beneficiary designation including a Trust or Estate, as follows:**

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA

PENSION PLAN SURVIVOR BENEFITS

1. Frontier Southwest Incorporated and Communications Workers of America agree to continue the Plan for Hourly Employees' Pensions.

2. The pre-retirement survivor pension benefit provisions of the Pension Plan provides a pre-retirement survivor pension benefit for an employee who dies, either during active service or prior to commencing a pension benefit, at a time when he or she is unmarried and has accrued at least five years of vesting service.

3. An unmarried employee may, at any time prior to commencing a pension benefit or dying, designate **four living primary beneficiaries, including a trust or estate, and four living contingent beneficiaries** ~~any living person as the designated beneficiary~~ for the pre-retirement survivor pension benefit. The employee may likewise revise the beneficiary designation at any one or more times prior to commencing a pension benefit or dying. **An unmarried employee that does not have a surviving spouse or a valid beneficiary on file at the time of death, the death benefit will be payable to the estate** ~~A valid beneficiary on file at the time of death, designation must be on file for the pre-retirement survivor benefit to be paid.~~

4. For married employees, the spouse will automatically be considered the beneficiary. However, subject to the requirements regarding non-spouse beneficiaries and with spousal consent, a married employee may **designate four living primary beneficiaries including a trust or estate and four contingent beneficiaries.** ~~name a beneficiary other than the spouse. A single individual must be named as beneficiary; an estate or trust may not be named, nor may multiple individuals~~

Pension Plan Survivor Benefits

2026 Texas CWA District 6 Negotiations
July 17, 2026

5. Subject to the provisions of the Plan regarding when the benefit is payable, the pre-retirement survivor pension may be distributed as a 65% survivor annuity, or the lump sum equivalent, based upon the beneficiary's election. However, if the beneficiary is not the participant's spouse and is more than 25 years younger than the participant, the survivor benefit will be the 50% survivor annuity or the lump sum equivalent.

6. If a vested employee terminates employment on or after the effective date, the named survivor will be eligible for the survivor pension payable on the date the employee would have reached the age 65. An actuarially reduced benefit may be payable before age 65 if the vested employee would have been eligible for an earlier commencement.

7. In addition, the Pension Plan allows an employee, at the time of commencing a pension benefit, to designate any living person as the beneficiary for any of the forms of joint and survivor annuity offered under the Pension Plan or any of the term-certain forms of benefit. In the case of an employee who is married at the time of commencing a pension, the employee may not designate any beneficiary other than the spouse without complying with the spousal consent rules of the Plan.

8. This Memorandum of Agreement is effective **upon ratification** ~~on May 12, 2023~~, and shall expire on **July 28, 2029** ~~August 1. 2026~~. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire on **July 28, 2029** ~~August 1, 2026~~, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

FRONTIER SOUTHWEST INCORPORATED	COMMUNICATIONS WORKERS OF AMERICA
Rick A. Carpenter Director – Labor Relations	Cheryl Dawson CWA Representative
Date	Date

TA'd 7/29/26
238pm

RC

Union Proposal: UP 34 ~~Frontier Southwest Incorporated~~** Voluntary Termination Bonus
Date: July 2, 2026
Date: July 29, 2026 (revised)
Time: 233pm

Memorandum Of Agreement Between
~~Frontier Southwest Incorporated~~** and Communications Workers of America
Voluntary Termination Bonus

Frontier Southwest Incorporated and Communications Workers of America agree to the following:

1. Any employee who makes a voluntary election to leave the service of the Company pursuant to ~~an~~ any Income Security Plan offer made during the life of this agreement and who does separate from the Company pursuant to that offer shall receive a Voluntary Termination Bonus consisting of, as applicable:

- A lump-sum payment of $10,000 (or in the Company's discretion, an increased lump-sum payment of $20,000) less taxes and withholdings in addition to the ISP or EISP for which the employee is otherwise eligible, and

- For those not otherwise eligible, six (6) months of continuation medical coverage under the terms of the plan and the employee's coverage in effect at the time of separation.

2. No matter concerning the Voluntary Termination Bonus or differences arising thereunder shall be subject to the grievance or arbitration procedure set forth in the Collective Bargaining Agreement.

3. This Memorandum of Agreement is effective on upon ratification ~~xx, xx, 2026~~, and shall expire on July 28, 2029 ~~August 1, 2028~~ ~~2026~~. The parties specifically agree that all the terms and conditions set forth in this Memorandum of Agreement shall also expire on July 28, 2029 ~~August 1, 2028~~ ~~2026~~, and shall not survive the expiration of this Memorandum of Agreement, unless agreed to by the parties in writing.

~~Frontier Southwest Incorporated~~**	Communications Workers of America
______________________	______________________
Rick Carpenter	Cheryl Dawson
Manager – Labor Relations	CWA Representative
______________________	______________________
Date	Date

The Union Reserves the Right to Modify, Add, or Delete any of its Proposals

TAd 8/8/2026
1150pm [initials] RC

Frontier Counter to Union Proposal: UP 39 Wages
Date: 8/8/2026
Time:

Memorandum of Agreement
between
Frontier Southwest Incorporated
and
Communication Workers of America

WAGES

Provide the following wage treatment to all job titles:

Effective Date	General Wage Increase
August 2, 2026 ~~Ratification Date~~	**3.25%** ~~2.00%~~
August 1, 2027	**3.25%** ~~2.00%~~
July 30, 2028	**3.00%** ~~2.00%~~

EMPLOYEE ANNUAL RECOGNITION (EAR) BONUS

An Employee Annual Recognition (EAR) Bonus of **$750** ~~$500~~ will be paid within 30 days of ratification of the 2026 Agreement, and $500 on the first pay period following the contract anniversary date in 2027, 2028, to all employees on the payroll as of August 31, prior to the applicable payment.

Frontier Southwest Incorporated

Rick Carpenter
Director – Labor Relations

Date

Communications Workers of America

Cheryl Dawson
CWA Representative

Date

The Union Reserves the Right to Modify, Add, or Delete any of its Proposals

TA'd 8/8/2026
11:30pm [illegible] RL

Company Counter to UP #41 – Frontier Fiber Internet Jobs

2026 Texas CWA District 6 Negotiations
August 8, 2026

➢ Modify the MOA entitled "**Frontier Fiber Internet Jobs"** as follows:

MEMORANDUM OF AGREEMENT

between

FRONTIER SOUTHWEST INCORPORATED

and

COMMUNICATIONS WORKERS OF AMERICA

FRONTIER FIBER INTERNET JOBS

Frontier Southwest Incorporated and Communications Workers of America, recognizing the extreme importance of Frontier Fiber Internet ("FFI") service (formerly known as Frontier Fios^{sm}**)** to the future of Frontier, and where both parties are equally committed to ensuring the continued growth and prosperity of Frontier and its employees, and in furtherance of the positive working relationship between the parties, agree to the following:

1. Article 27, Use of Contract Labor, shall not apply to any work-related activities associated with FFI work. Nonetheless, i) the use of contract labor to perform FFI work-related activities shall not result in the lay off or part-timing of any regular employees who perform the same work-related activities associated with FFI work and ii) the aggregate percentage of FFI installation and repair dispatches that the Company may contract out on an average annual basis (based on Spotfire (expected to eventually be replaced by Microsoft Power BI) or some successor tracking system) shall be capped to not exceed **thirty percent (30%)** ~~thirty-five percent (35%)~~ per calendar year. For example, if there are 1,000 FFI installation dispatches in a calendar year and 200 are performed by contractors and there are 1,000 FFI repair dispatches in that calendar year and zero are performed by contractors, the average annual percentage contracted out for that calendar year would be ten percent (10%). The cap shall apply only to customer facing FFI installation and repair dispatches which are currently performed by employees. All other FFI related work shall not be affected by this cap.

2. The Company and Union agree to meet and confer quarterly to review the progress of the FFI build-out and related matters at a time and place mutually agreed to by both parties.

3. It is the intent of the Company and Union to conduct these meetings in the spirit of the ongoing Texas Company/Labor Partnership in all matters of communication, involvement, adaptability, integrity, trust and respect, realizing that both parties are responsible for promoting in a positive way the legacy of a viable and competitive future Frontier.

4. These meetings may be discontinued by mutual agreement between both parties.

5. This Memorandum of Agreement is effective upon ratification ~~May 12, 2023~~, and shall expire on **July 28, 2029** ~~August 1, 2026.~~

FRONTIER SOUTHWEST INCORPORATED	COMMUNICATIONS WORKERS OF AMERICA
______________________	______________________
Rick A. Carpenter Director – Labor Relations	Cheryl Dawson CWA Representative
______________________	______________________
Date	Date