

July 31, 2018

Sisters and Brothers,

Your CWA Frontier Bargaining Committee is pleased to announce that we have reached a Tentative Agreement with Frontier regarding the four contracts, CBA 48(Core), CBA 548(Buried Service Wire), CBA 113(Supply Chain) and CBA (55), VZED out of the Austin local. A contract explanation call is being set up in the near future. You will receive the call in number shortly when the details are finalized. Below are some of the highlights from negotiations:

- No Lay-off commitment for 24 months
- 4 year agreement
- Wages 2.25% 2% 2% 2%
- Employee Annual Recognition Bonus of \$700 this year and \$500 in years 2019, 2020, 2021
- Health Care increases only in years 2020 and 2021 with no spousal surcharges
- CBA 55 Health Care premiums are reduced starting in 2019
- No other H/C plan changes
- There will be no Cadillac Tax re-opener
- One time LTD Open enrollment MOA renewed
- Buried Service Wire Agreement will be eliminated and titles will be placed in the core agreement
- Uniform pants will not be required and a boot allowance of \$125 every other year will apply to all agreements

- Implement a Business Process Labor-Management Committee
- Vacation Banking and carryover remains the same through the life of the agreement
- **ITEMS FROM THE 2015 ACQUISITION MOA THAT WILL BE RENEWED**
- Call routing from the 2015 Acquisition MOA
- USA Based Workforce
- Network Investments
- Monitoring MOA
- Incentive Sales MOA with exhibit V