CWA LOCAL 6171 · UNITI / VALOR

2026 Tentative Agreement

Every TA'd change, including the revised wage and per diem terms reached after the first TA was voted down

Membership briefing · November 2026

How we got here

AUG 20, 2026

Original TA reached

Package plus individual article TAs signed by both sides

SEPT 21, 2026

Members reject the TA

Company asks to extend the contract and reopens talks

SEPT 30 – OCT 27

Offers and counters

Company amended offer, Union counters on wage timing and per diem

OCT 27 – NOV 3

Revised terms

Company's last offer and Union's 11/3 counter land on the same terms

Sources: TA Package 8/20/26 · ratification vote email 9/21 · Company counter 10/27 4:42 pm · Union counter to LBF 11/3

What changed after the vote

Item	Original TA (Aug)	Revised TA (Nov)
1st raise · 3%	Jan 1, 2027	First payroll after ratification
2nd raise · 3%	Jan 1, 2028	Sept 1, 2027
3rd raise · 3%	Jan 1, 2029	Sept 1, 2028
Per diem (full day)	$48.00	$50.00
Partial-day meals	$11 / $13.50 / $23.50	$11 / $14.50 / $24.50

Each raise arrives 4 to 6 months sooner. Every other TA'd item stays as agreed in August.

Meals shown as breakfast / lunch / dinner. Source: Company counter 10/27/26 and Union counter to LBF 11/3/26

Top hourly rates: 3% each year

Schedule	Current	At ratification	Sept 1, 2027	Sept 1, 2028
Schedule F · Cable Splicer, CST, Construction Tech	$39.22	$40.40	$41.61	$42.86
Schedule G · Network, OSP, Fleet, BST and others	$41.41	$42.65	$43.93	$45.25
Schedule H · Buried Drop Tech, Cable Locator	$25.00	$25.75	$26.52	$27.32
Field Service Technician	$26.00	$26.78	$27.58	$28.41

Raises apply to all schedules, including FST, Buried Drop and Cable Locator.

Top-of-schedule rates, compounded. Source: Uniti/Valor 2026 TA Wage Increase spreadsheet, 11/05/2026

What it adds up to over three years

Schedule F

$14,980

$81,578 → $89,142 a year

Schedule G

$15,816

$86,133 → $94,120 a year

Schedule H

$9,549

$52,000 → $56,822 a year

Field Service Tech

$9,931

$54,080 → $59,095 a year

Total extra pay over the three contract years versus today's rate, for a full-time employee at top of schedule (2,080 hours a year).

"Better off" figures, rounded to the dollar. Source: Uniti/Valor 2026 TA Wage Increase spreadsheet, 11/05/2026

Contract term and pay schedule

ARTICLE 36 · DURATION (CP 19)

Sept 1, 2026 – Aug 31, 2029

A three-year agreement. It continues after that date unless either side gives 60 days' written notice to end it.

ARTICLE 15.1 · WAGES (CP 4)

Paid on the Company schedule

"Bi-weekly" is replaced with pay "in accordance with the Company schedule, subject to applicable local, state and federal laws."

Sources: TA CP19 (8/19/26) · TA Amended CP4 (8/19/26)

Premiums and allowances

ART. 16.3 · ON-CALL (UP 12)

$185

Full work-week on-call premium, up from $171. Daily rates unchanged: $26 / $32.50 / $39.50.

ART. 25.2 · PER DIEM (REVISED)

$50

Per full day away overnight, up from $47 today. Lunch $14.50, dinner $24.50, breakfast $11.

MOA · FOOTWEAR (UP 5)

$250

One-time reimbursement for OSHA-required protective boots, up from $200, with an itemized receipt.

Sources: TA UP12 (8/20) · TA UP5 (8/12) · Company counter 10/27 and Union counter 11/3 (per diem)

Bereavement leave expanded

5 days

paid time off for a death in the family, for Regular Full-time employees

27.5 · Covers more relatives

Aunt, uncle, niece and nephew now qualify along with immediate family.

27.8 · Immediate family defined

Includes pregnancy loss of the employee or spouse, son- and daughter-in-law, and any generation of grandparent.

Source: Revised UP10, accepted by the Company in the 8/20 TA package

Field Service Technician MOA

Step	Hourly
Start	$16.90
6 months	$18.00
12 months	$19.10
18 months	$20.20
24 months	$21.30
30 months	$22.40
36 months	$23.50
42 months	$24.60
48 months (top)	$26.00

Schedule now gets raises

The schedule is subject to annual increases; at top rate FSTs get the same raise as everyone else.

Path to CST

Two years after reaching top rate, FSTs are promoted to CST on the closest Schedule F step above their rate.

2029 safeguard

If no new MOA is reached in 2029, FSTs move to Schedule F at the closest step above their pay.

Source: TA Company 3rd counter to UP14 (8/19/26). Rates effective at ratification.

FST wage table with the 3% raises

Step	TA rate	First payroll after ratification	Sept 1, 2027	Sept 1, 2028
Start	$16.90	$17.41	$17.93	$18.47
6 months	$18.00	$18.54	$19.10	$19.67
12 months	$19.10	$19.67	$20.26	$20.87
18 months	$20.20	$20.81	$21.43	$22.07
24 months	$21.30	$21.94	$22.60	$23.28
30 months	$22.40	$23.07	$23.76	$24.48
36 months	$23.50	$24.21	$24.93	$25.68
42 months	$24.60	$25.34	$26.10	$26.88
48 months (top)	$26.00	$26.78	$27.58	$28.41

Each raise compounds on the prior rate, rounded to the cent. Sources: TA 3rd counter to UP14 · revised wage dates 10/27–11/3 · TA Wage Increase spreadsheet

Buried Drop Technician and Cable Locator MOA

Step	Hourly
Start	$16.00
Year 1	$17.80
Year 2	$19.60
Year 3	$21.40
Year 4	$23.20
Year 5 (top)	$25.00

New titles, new schedule

Establishes Buried Drop Technician and Cable Locator with a five-year progression to $25.00.

Covered by the raises

The TA package applies the 3% general increases to Buried Drop and Cable Locator rates.

First shot at FST jobs

They are awarded FST openings by seniority before the Company hires from outside the unit.

Sources: UP19 MOA · TA Package 8/20/26, item 1

Buried Drop and Cable Locator wage table

Step	TA rate	First payroll after ratification	Sept 1, 2027	Sept 1, 2028
Start	$16.00	$16.48	$16.97	$17.48
Year 1	$17.80	$18.33	$18.88	$19.45
Year 2	$19.60	$20.19	$20.79	$21.42
Year 3	$21.40	$22.04	$22.70	$23.38
Year 4	$23.20	$23.90	$24.61	$25.35
Year 5 (top)	$25.00	$25.75	$26.52	$27.32

Each raise compounds on the prior rate, rounded to the cent. Sources: UP19 MOA · TA Package item 1 · revised wage dates 10/27–11/3 · TA Wage Increase spreadsheet

Construction Technician MOA

ITEM 5 · LONG DEPLOYMENTS

A week home after 21 days out

Techs deployed outside the unit's exchanges for more than 21 straight days may return to their reporting location for one week, starting the Friday after day 21. Travel expenses paid per the contract.

ITEM 9 · MOVING TO FST

Keep CST title and wages

Construction Technicians who bid for and are awarded Field Service Technician positions hold the CST title and receive CST wages.

Source: TA UP 2.2, Union counter to Company counter to UP2 and Amended CP29 (8/19/26)

Union accepted in the package

Contract labor cap: 9% → 12%

Article 30 and the Contract Labor Reporting MOA (CP 15 & 22). Cap still waived in emergencies.

Arbitration Procedure MOA

On Company request, the Union provides notices of appeal and any extensions in its appeal process.

Employee Concession MOA (CP 28)

Same concession as non-bargaining employees as of Sept 1, 2026, locked for the term.

Retiree Medical MOA (CP 31)

Renewed for Sept 1, 2026 – Aug 31, 2029; obsolete litigation paragraph removed.

Source: TA Package 8/20/26, items 2 and 3

Off the table

COMPANY WITHDREW

CP 16 · Healthcare

CP 26 · Medical Reimbursement

CP 14 · Pensions

Current healthcare, reimbursement and pension terms stay in place.

Source: TA Package 8/20/26, item 4

MOAs renewed

- Arbitration Procedure Classification
- Common Interest Forum (CIF)
- Drug and Alcohol Policy
- Evolving Technologies
- FMLA
- Force Adjustment Boundaries
- Force Adjustment Bumping Restrictions
- GPS
- Home Dispatch
- Integration of Kerrville
- Jobs of the Future
- Medical and Dependent Care Reimbursement
- Non-Precedent Setting Agreement
- Overtime
- Retail Sales Consultant Incentive Plan
- Retiree Medical Health Benefits*
- Sales Initiatives Program
- Tuition Reimbursement Plan
- Windstream 401(k) Plan
- Group Health and Welfare Benefits
- Employee Retirement Plan Choice
- Healthcare
- Material Coordinator

*Renewed with new dates (see "Union accepted in the package"). Source: Union counter to CP 30 (8/20/26), TA Package item 7

Raises sooner, per diem higher, everything else as agreed

Three 3% raises starting the first payroll after ratification, a $50 per diem, and the full August package.

Ratification vote: [date and voting details]