

**Frontier Bargaining Report #3**  
**COVID-19 Vaccine Mandate**  
**November 22, 2021**

CWA has continued to meet with Frontier to bargain over the effects the Company's planned COVID-19 Vaccine mandate will have on our members.

The Company intends to require all employees be fully vaccinated for COVID-19 (and submit proof to the Company) or be approved for a legally recognized medical or religious accommodation. Under the Company's proposal, those who are non-compliant could face unpaid leave and possibly discharge.

CWA is reviewing information to determine if Frontier's proposed mandate is fully required under the law. We presented a counter proposal that addresses the processes for providing proof of vaccine, requests for accommodations, non-compliance issues and more.

The Company is reviewing the Union's proposal. In addition, Frontier has sent an e-mail to all employees requesting that they submit their vaccination status. They are encouraging all employees to do so, although it is not mandatory for the unionized workforce at this time.

The parties will continue to meet, as needed.

We will continue to provide updates regarding any developments.

CWA Bargaining Committee,

Gladys Finnigan, District 1  
Lynn Johnson, District 9