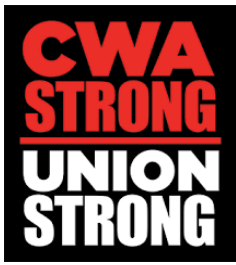


**CWA District 9
Frontier Bargaining Update
October 15, 2021**



DAY 86

MOBILIZATION WORKS!

Due to your mobilization activities over the last 2 weeks it has motivated the bargaining process in a positive direction. Previous language that the Company refused to consider is now acceptable language to negotiate. As an example we have tentatively agreed to Job Security Protections and No Outsourcing to foreign countries into 2024. The Company has committed to maintaining our existing Call Centers and to keeping California generated calls in California also into 2024.

The Company has agreed to continue talks in Fiber Jobs of the Future, which they originally proposed to eliminate.

Our fight is not over; we still need to battle over proposals which include: wages, medical benefits, job bidding and transfers, out of state loan process. Please keep up the great work. We know it's exhausting and the members are weary but wars are won on the battlefield and not at the table.

The Bargaining Committee is extremely grateful for all of our members' efforts in mobilization.

UNITED WE WIN...



SOLIDARITY FOREVER!

Your Union Bargaining Committee,
Lynn Johnson, CWA Area Director
Don Ruiz, CWA Staff Rep
Lisa Shafer, CWA Local 9575 President

Steve Maldonado, CWA Local 9400 Vice President
Thomas Gardella, CWA Local 9510 Vice President