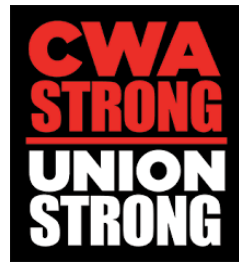


**CWA District 9  
Frontier Bargaining Update  
April 6, 2022**



In our meeting with the Company today we received a counter offer allowing members in the EPO Healthcare plan to transition to the closed Healthnet Insurance Plan on a one-time basis. Many of our members transitioned to the EPO Plan prior to the deductible for medical and prescription being applied, this would give those members the opportunity to return to an HMO plan.

The Company counter offered a Work at Home one time opportunity for ONLY 10 members bargaining unit wide to have retreat rights back to their work locations. The Company also stipulated that those 10 members would lose all rights to return to Work at Home. Obviously this is a ridiculously insulting proposal and we will be responding accordingly to the Company.

The Company counter offered on the California Paid Sick Leave (CPSL) completely rejecting the Union's previous proposal. The Company's proposal continues to only allow personal holidays for these absences and the minimum of 2 hour increments to be utilized when taking CPSL. The Company claims that the Unions proposal violates California Law. The Union is reconvening with our legal counsel to review the Company's counter proposal.

The Union submitted written proposals on overall Job Security, Call Center Commitment and Call Routing for the life of the contractual agreement. The Company maintained their stance that they will not entertain a lifetime agreement with regards to any Security provisions.

**UNITED WE WIN A BETTER CONTRACT-A BETTER LIFE...**

**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

Maggie McCormack, CWA Local 9588 President