



September 8, 2025

Siblings,

As we navigate the complexities of our current situation with Frontier, I want to provide you with important information regarding working without a contract and the reasons behind this strategy.

### **Why We're Continuing to Work Beyond Contract Expiration**

CWA has made the decision to continue operations beyond the contract expiration date for several key reasons:

- 1. Protecting Customer Service:** In these challenging times, maintaining high-quality customer service is paramount. Our commitment to our customers ensures that they receive the support they need, which ultimately puts pressure on the company to negotiate a fair settlement.
- 2. Preventing Scab Labor:** When we work together without a contract, we help deter the use of scabs—workers who may not have the expertise or commitment to maintain our standard of service. This protects not only our jobs but also the integrity of our network and service delivery.
- 3. Creating Uncertainty for Management:** Our continued presence in the workplace keeps management on their toes. They remain uncertain about our next move, which is a strategic advantage for us in the negotiating process.
- 4. Preserving Our Strike Option:** By working without a contract, we retain the option to strike if necessary. This puts the power back in our hands and emphasizes that we will dictate the terms of any escalation.

### **Impact on Our Members**

Choosing to work without a contract allows us to continue to fight for our bargaining objectives while ensuring stability for our members:

- **Ongoing Negotiations:** Our negotiation efforts will continue as we work toward achieving a fair agreement.
- **Paychecks Remain Steady:** Members will continue to receive their paychecks, providing financial security during this period.
- **Benefits Remain in Effect:** All existing benefits, including health care and pension plans, will remain active until a new agreement is reached.
- **Employment Terms Retained:** The terms and conditions of employment are maintained. If the company attempts to change them unilaterally, we will have grounds to file an unfair labor practice charge with the NLRB.
- **Grievance Procedures Continue:** We will continue to address grievances through our established process, although arbitration may be impacted.
- **Rights to Concerted Activity:** Members are encouraged to engage in group activities for mutual aid and protection.

Please be aware that the deduction of dues may change during this period. Our local leadership will communicate clearly about how to handle dues payments, should the situation arise.

As we move forward, let's stay united and focused on our common goals. Your strength and solidarity are crucial as we navigate this challenging time together. Thank you for your continued commitment to our union and our shared mission.

In solidarity,



*Frank Arce, Vice President  
CWA District 9, AFL-CIO*